

# Steptoe Announces Partner and Of Counsel Promotions for 1 January 2022

Steptoe & Johnson LLP is pleased to announce a promotions class consisting of 16 lawyers effective 1 January 2022. Elected to the firm's partnership are Lauren Azebu, John Byron, Henry Cao, Kate Cappaert, Katie Dubyak, and Thomas Innes. Promoted to of counsel are John Cobb, Johanna Dennehy, Mark Murphy, Hui Shen, Mike Stoll and Stephanie Wang. In addition, the firm has elevated four partners from non-equity to equity status.

The group reflects the firm's core practices including intellectual property, international trade, investigations and white-collar crime, complex commercial disputes, and tax. One is based in London and another in Beijing, reflecting the strengthening international capabilities of the firm in the world's financial and political centers.

In congratulating the promoted lawyers, Steptoe Chair Phil West commented: "For the third consecutive year, we have promoted a large and diverse class, reflecting the strong growth of our firm, our deep and rich talent base, our expanding practices, and our deep appreciation for the work Steptoe lawyers perform every day. Congratulations to an extraordinary group of lawyers. We are honored by your contributions to the firm."

Over the last five years, on average half of those promoted to partnership have been women and approximately 24% of the Steptoe equity partnership is made up of women. Approximately 17% of the firm's attorneys identify as being part of a minority and of the 16 lawyers promoted this year, seven are from minority groups including three of the firm's new equity

partners.

Partner promotions by gender: Men: 3 | Women: 3

The promotions come at a time when the firm is also building out its capabilities through a structured program of lateral hire partners. So far this year Steptoe has expanded its capabilities in Brussels with a four lawyer international trade and regulatory compliance team as well as a US-based OFAC partner; developed its UK and EU chemicals and environment capabilities with a lateral hire partner in London; significantly expanded its tax practice in the US with two partners and an of counsel; grown its litigation practice with five lateral hire partners in the US and London; and developed its patent litigation capability in New York with two new partners.

New Partners from 1 January 2022

Lauren Azebu (Washington, Tax) focuses her practice on US federal income taxation issues for domestic and international clients, including high-net worth individuals. She counsels clients on the US tax consequences of cross-border investments and FATCA compliance issues. She also advises clients on planning and structuring corporate transactions, including tax-free spinoffs. Azebu also counsels clients on competent authority issues and represents clients in IRS examinations. She has been included by The Best Lawyers in America© on the Best Lawyers: Ones to Watch list and has served on the leadership boards of the ABA Women in Tax Forum and the DC Chapter of the Coalition of Women's Initiatives in Law. She earned her J.D., cum laude, from Harvard Law School and both her B.A. and B.S., summa cum laude, from University of Maryland.

John Byron (Chicago, Litigation) has extensive experience in securities litigation and enforcement matters, internal and government investigations, regulatory litigation, and complex

commercial disputes. He has deep experience assisting companies and their boards with shareholder disputes, whistleblower complaints, deal litigation, and inquiries from the Securities and Exchange Commission and Commodity Futures Trading Commission. He also advises clients on bribery and corruption risk and has conducted multi-jurisdictional bribery and corruption investigations. He earned his J.D., magna cum laude, from Wake Forest University and his B.A., cum laude, from Tulane University.

Henry Cao (Beijing, International Trade) represents companies and industry associations on international trade and regulatory compliance matters. He advises foreign producers and US importers regarding US antidumping and countervailing duty proceedings before the US Department of Commerce, the US International Trade Commission, and in appellate litigations as well as their supply chain issues. Cao also counsels clients on trade remedy investigations by the Ministry of Commerce of China and their regulatory and compliance matters related to China. He frequently advises Chinese companies responding to US trade remedy proceedings, tariff measures, and customs investigations, in addition to counseling multinational corporations on their China-related business and investment matters. He earned his J.D. from the University of Wisconsin-Madison and his LL.B. from Shanghai International Studies University.

Kate Cappaert (Washington, Intellectual Property) helps clients navigate all aspects of intellectual property disputes – from pre-suit analysis and due diligence to fact and expert discovery, claim construction hearings and trial. She has handled matters in a wide range of venues, including Section 337 investigations before the US International Trade Commission, patent validity challenges before the Patent Trial and Appeal Board, and patent litigation in district courts. Cappaert also is a regular speaker, has published articles on patent litigation matters, and has been included by Best

Lawyers in the “Best Lawyers: Ones to Watch” list. Cappaert earned her J.D., cum laude, from American University and her B.S. from the Massachusetts Institute of Technology.

Katie Dubyak (Washington, Investigations and White Collar Crime) concentrates her practice on white collar criminal defense, internal investigations, and other regulatory inquiries. Her clients include individuals and companies, and span various sectors including technology, life sciences, blockchain and cryptocurrency, and finance. She has defended clients against a wide range of allegations, including mail and wire fraud, conspiracy, obstruction, Foreign Corrupt Practices Act, money laundering, export controls and sanctions violations. She earned her J.D., with honors, from George Washington University and her B.S. from Cornell University.

Thomas Innes (London, Litigation) advises and conducts advocacy on a wide range of international and commercial disputes. Most notably, he acts as counsel in investment treaty disputes between states and foreign investors, including matters at the International Centre for Settlement of Investment Disputes (ICSID), at the Permanent Court of Arbitration (PCA) and under other arbitration rules. Thomas has been ranked as an “Associate to Watch” for International Arbitration by Chambers UK from 2019-2022 and as “Rising Star” for Public International Law by The Legal 500 UK from 2021-2022. He earned his LLB from King’s College London and was called to the Bar of England & Wales by the Honourable Society of Lincoln’s Inn.

New Of Counsel from 1 January 2022

John Cobb (Washington, Tax) uses a combination of deep technical knowledge and sound practical judgment to solve clients’ most challenging tax problems. His experience includes transactional planning, policy advocacy before Congress and the US Treasury Department, and assisting clients in the IRS administrative process and in tax controversies in

federal and state courts. A large portion of Cobb's practice is dedicated to advising developers, investors, and trade organizations in matters relating to federal tax incentives for renewable energy production and carbon sequestration. In addition, he has counseled tax-exempt organizations and nonprofits, businesses and private clients, qualified opportunity fund sponsors, and blockchain holders and issuers. He earned his J.D., cum laude, and his A.B., magna cum laude, from Harvard University.

Johanna Dennehy (Washington, Insurance Litigation) represents insurers and other commercial clients in complex insurance coverage disputes, commercial litigation, and regulatory appeals. She has litigated before a variety of federal and state appellate and trial courts, and has most recently been centrally involved in representing insurers in nationwide litigation over coverage for COVID-19-related business interruption claims. Dennehy also has an active federal appellate practice that drafting briefs and counseling clients in energy and transportation regarding issues of ripeness, mootness, standing, and federal preemption, while also maintaining a busy pro bono practice. She earned her J.D., cum laude, from the University of Michigan and her B.S., magna cum laude, from Georgetown University.

Mark Murphy (Washington, Litigation) contributes to a variety of complex commercial litigation teams, representing clients in a range of business disputes in both federal and state courts. He is experienced in motions practice, legal and factual development, document management, and depositions, with an emphasis on cases involving complex federal statutes as well as voluminous documentary records. Murphy is actively involved in Steptoe's pro bono program. He has represented clients before the US Immigration Court, Social Security Administration, and District of Columbia Family Court. He earned his J.D. from the University of Pennsylvania and his B.S., magna cum laude, from Georgetown University.

Hui Shen (Washington, Intellectual Property) represents technology companies in complex intellectual property disputes involving trade secret misappropriation, patent and copyright infringement. He focuses his work on patent litigation in federal district courts and the US International Trade Commission. Shen is experienced in all stages of IP litigation and has a strong technical background in electrical systems, computer software, semiconductor device and clean energy technology. His Ph.D. work involved the cutting-edge applications of radio frequency microelectromechanic system (MEMS) switches and phase shifters, and microfabrication techniques. He earned his J.D. from American University, his Ph.D. from University of Virginia, and his B.S. from Huazhong University of Science & Technology.

Michael Stoll (Washington, Litigation) helps Fortune 500 companies and AmLaw100 law firms resolve their most sensitive, company-threatening legal issues through litigation and various forms of alternative dispute resolution. He has extensive experience in all phases of litigation and in numerous practice areas, having played key roles in intellectual property disputes with amounts-in-controversy exceeding \$500 million, professional liability matters threatening some of the world's top law firms, US Department of Justice investigations into allegations of financial fraud by Forbes-listed private companies, and insurance coverage matters involving complex collateral bankruptcy issues. In addition, Stoll is an active contributor to Steptoe's pro bono efforts. He earned his J.D. from Georgetown University, and his B.A., magna cum laude, from Harvard University.

Stephanie Wang (Washington, International Trade) focuses her practice on international trade matters. She advises clients in antidumping and countervailing duty proceedings before the US Department of Commerce, the US International Trade Commission, and in appellate litigation before the US Court of International Trade. Her practice also includes helping

clients effectively navigate complex global trade issues, and counseling sovereign and private clients on their rights and obligations under free trade agreements, the World Trade Organization, and other international agreements. In addition, Wang has worked on compliance matters involving the Foreign Corrupt Practices Act and other anti-corruption laws. She earned her J.D. from Columbia University, and her B.A. from the University of Michigan.

## About Steptoe

In more than 100 years of practice, Steptoe has earned an international reputation for vigorous representation of clients before governmental agencies, successful advocacy in litigation and arbitration, and creative and practical advice in structuring business transactions. Steptoe has more than 500 lawyers and other professional staff across offices in Beijing, Brussels, Chicago, Hong Kong, London, Los Angeles, New York, San Francisco, and Washington. For more information, visit [www.step toe.com](http://www.step toe.com).

The diversity of the firm is a critical factor in its success. The majority of Steptoe's nine offices are managed by women; the majority of Steptoe's practice groups have women as leaders; the firm's fourteen-person elected compensation committee includes six women; and the firm's nine-person elected executive committee includes three women. The firm's eight-person professional business services leadership is equally diverse, with half the c-suite made up of women, including three women of color, and other leaders who openly identify as LGBTQ+.