



JAN C. STEWART

Partner
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Jan Stewart is a finance and securities partner whose practice is focused on structured finance representing originators, investment banks, commercial banks, funds, asset-backed commercial paper conduits, and investors in the public and private markets. Jan has experience structuring complex financing transactions, including the securitization of various types of assets such as solar loans and leases, credit card receivables, commercial loans (CLOs), and equipment receivables.

Jan was named a 2019 Law360 Rising Star in securitization.

How are you personally supporting Gender Equality Today for Sustainable Tomorrow?

As a securitization attorney at Mayer Brown LLP, I have had the opportunity to be at the forefront of developments in the securitization market, including securitizing new asset types. In recent years, I've led transactions involving loans and leases for the acquisition of residential solar panels. By helping solar panel originators secure purchasers and other financings for their loan and lease products, I am supporting green energy initiatives and working toward securing a sustainable energy future. As renewable energy loans become a more recognized and established as an asset class, the types of financings available for these assets have continued to expand. Although securitizations built on residential solar panel technology have historically been funded through private, negotiated lending transactions, we've seen some capital markets issuances of notes based on the cash flow from tax-equity structures. I look forward to participating in future green bond issuances to aid in financing additional renewable energy alternatives.

How do you help support WiS initiatives at your organization?

I have been committed to supporting and facilitating the progress of women and diverse lawyers in Structured Finance at Mayer Brown since joining the firm in 2006. I'm passionate about a number of causes, including the recruitment and retention of women in the legal industry, and devote time through various leadership roles to create impact and change.

I regularly mentor associates and identify specific staffing assignments that offer growth opportunities aligned with their stated career goals and encourage lawyers to participate in professional structured finance associations. Additionally, I am active in Mayer Brown's Chicago Women's Forum, which helps develop and implement women's initiatives at the office level, including recruiting efforts, networking events, promotion efforts, client panels, and events and professional development.

What can companies do to increase the representation of women in finance?

While many legal employers, including my own, have made great strides in retaining and promoting women – we still can move the needle more. I believe firms need to continue to implement innovative ways to increase the number of diverse students interested in pursuing careers in finance or law; recognize that effective mentoring is key to professional development; further support and facilitate the progress of women and diverse lawyers; and understand what inspires our youngest colleagues in their careers. Most importantly, firms need to encourage diverse and women attorneys to remain at their institutions and pursue partnership or executive level positions, allowing them to serve as important role models for the next generation.



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What policies and/or benefits can companies put in place to better support their women employees?

Some of the policies that we've instituted at Mayer Brown to support female lawyers are as follows:

- Management Level Commitment to Diversity – Our Director of Diversity & Inclusion sits on the partnership promotion committee to ensure that DEI principles are incorporated into promotion decisions.
- Client Partnership – We also partner with clients on women's initiatives to support professional and business development. These initiatives further female advancement at multiple institutions and provide key networking building opportunities.
- Enterprise-wide Approach – Companies should ensure all members of the organization have a stake in improving organizational culture. We have firm training for attorneys on areas like unconscious bias, allyship, inclusive interviewing skills training, and Imposter Syndrome.
- Flexible Work Arrangements – Having family-friendly work policies, including providing support for transitions to and from parental leave and options for child care and elder care are essential for supporting female employees. The COVID pandemic has heightened the impact of how these areas disproportionately impact women.

Where is your favorite vacation spot?

The Island of Kauai has always been a favorite vacation destination for my family. I first visited Hawaii as a child with my parents and fell in love with the remote nature of the beaches and the spirit of the people. I've chosen to return to Hawaii for a number of milestone trips – my honeymoon and baby moon and am now excited to share the islands with my two children. One of our favorite spots on the island is Moloaa Bay. It is mainly frequented by local families, fishermen, and visitors from the rental properties nearby. It is a rustic and remote half-moon stretch of beach on the northeastern part of the island, which is great for snorkeling and exploring the sea life in tide pools.