



**EILEEN HO**  
**Partner**  
**Morgan, Lewis & Bockius LLP**

Eileen Ho is a partner in Morgan Lewis's Structured Transactions practice. She advises clients on sophisticated structured finance and securitization transactions, including representing arrangers, managers, and investors in collateralized loan obligations (CLOs), issuers and financial institutions in domestic and cross-border securitizations, and borrowers and lenders in asset-based lending arrangements. She understands the nuances of executing complicated financing transactions involving many types of financial assets and other collateral, including healthcare, telecommunications, and other trade receivables. Her asset-backed commercial paper conduit experience extends to representing banks in connection with establishing programs and conduit-funded transactions. Eileen is on Morgan Lewis's Diversity Committee and is involved in the recruiting, training and mentoring programs at the firm. She holds a BA from Stanford University and a JD from The University of Chicago Law School. Eileen resides in Washington, D.C., with her husband and two children.

### **Which woman, past or present, comes to mind as a leader in the media as a master storyteller?**

Shonda Rhimes – she spins seemingly run of the mill ideas – such as a medical drama, a political thriller or a legal thriller – into viral and addictive stories. Whether it's *Grey's Anatomy*, *Scandal*, *How to Get Away with Murder*, *Bridgerton* or *Inventing Anna*, there's always some show she's created that everyone is talking about. The amazing part is she started off as an unemployed screenwriter, became the first Black woman to run a successful primetime drama on a mainstream network and is now one of the most successful television producers. She uses her clout in the industry to produce shows that feature strong and diverse women.

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

Provide both mentorship and sponsorship opportunities – not only from women, but also from men. For women to succeed and stay in the finance industry, they need support from the whole village. Most of the mentors and sponsors in my career have been men – without their buy-in to give me first-rate work opportunities, I would not have developed the way I have and would likely have left this industry. Provide better parental leave policies and encourage men to use these benefits – while many companies now offer parental leave to men, many of them still either don't use it or use too little of it. This in turn can negatively affect both their women colleagues and their partners. For the finance industry to equalize, women can't be the only ones taking significant time off work to have children.



**EILEEN HO**  
**Partner**  
***Morgan, Lewis & Bockius LLP***

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

Morgan Lewis has some great programs that I'd love to see implemented elsewhere as well. We have a ramp-down and ramp-up program for any associate who takes leave – as an associate, I took parental leave and greatly benefited from the program, as it allowed me to more smoothly transition back to work after such a life-changing experience without worrying about getting enough work or hours. Morgan Lewis also provides a “return to work mentor,” a partner who you can reach out to before and after your leave to discuss any issues you have. Mine gave me great advice before I went on leave about staying flexible and was a reaffirming sounding board for me when I returned. I still regularly keep in touch with her for work-related advice. Morgan Lewis also provides a career coach, whom I used liberally. She helped me figure out how to reprioritize and reconfigure my work day so that I could get all of my work done and also fulfill all of my new obligations at home. Even with these support programs, reintegrating back into the work place was challenging – so I can only imagine what it would have been like without them.

## **What advice do you have for other women in securitization?**

Be yourself. Earlier in my career, I felt like I had to conform to a certain mold to be successful. It's easy to look around and think that to belong, you have to be like everyone else. However, it gets exhausting and I started to question whether this was the right career for me. I decided I needed to be myself, and if that didn't work out, then this wasn't the right path for me. Once I started opening up more, I made closer connections with others in our industry. These connections opened up new opportunities for me, which in turn gave me more confidence. I felt more invested in not only my work, but also the greater finance community. Feeling part of something bigger helps when you inevitably hit a rut and need to push through and stay the course.

## **Where is your favorite vacation spot?**

Charleston, South Carolina – the food is amazing, the people are friendly, it's walkable and there are historical sites and beaches close by. There's something for everyone, and new restaurants to try and activities to do every time we go down there!