

# CRAIN'S

## CHICAGO BUSINESS

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These 50 Notable Women Executives Over 50 have jumped hurdles to reach the highest levels of business, medicine, higher education and nonprofits. A number defied the odds in rising to influential positions in male-dominated fields such as banking and financial services, law and manufacturing.

Women, of course, still face formidable obstacles. They represent only 11 percent of top earners at S&P 500 companies, according to a January study by Catalyst. And they make up just over a quarter of executive and senior-level officials and managers.

But they see the big picture and are bringing their sisters along by leading diversity and inclusion efforts, supporting women's resource groups, pushing for more family-friendly policies and mentoring younger colleagues. That should provide encouragement to already influential millennial women who have the opportunity to dramatically reshape the workplace in the years ahead.

By Judith Crown

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# NOTABLE

## WOMEN EXECUTIVES OVER 50

### CYNTHIA SHEARN

Managing Partner, Chicago  
Fragomen, Del Rey, Bernsen & Loewy

As managing partner in Fragomen's Chicago office, Cynthia Shearn leads a team of 140 attorneys and professionals at the firm specializing in immigration law. Shearn provides counsel to multinational clients, helping them develop and maintain successful immigration and mobility compliance programs. Shearn assumed the managing partner role in January and is the first woman to hold that position in the 35 years Fragomen has operated a Chicago office. In her short tenure, she has restructured and streamlined the office's operations. Shearn speaks on immigration-related topics during conferences, including the Council for Global Immigration and the American Immigration Lawyers Association. Before joining Fragomen in 1997, Shearn focused on international and human rights law in positions at the Interparliamentary Union and the United Nations' International Labor Organization in Geneva, Switzerland.

