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## Shook, Hardy & Bacon appoints Amy Cho as managing partner of Chicago office

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International law firm Shook, Hardy & Bacon has appointed Amy Y. Cho as managing partner of its Chicago office.

Cho, who works in a variety of practices ranging from business litigation to global arbitration, is a 2010 graduate of the Northwestern Pritzker School of Law. She began as a summer associate with litigation boutique Grippo and Elden in 2008, later joining full-time in 2010. The organization later merged with Shook, Hardy & Bacon in 2015.

The firm has offices throughout the United States, as well as one in London. Cho's appointment was announced in late July and effective July 1.

"My mentors have often pushed me outside of my comfort zone," Cho said.

Lynn H. Murray, Cho's predecessor as managing partner, described Cho as a smart and talented leader.

"What you need to do as an office managing partner is ... to know everybody in the office, know what support they need and then support the overall firm goals. It's a balancing act

sometimes, and she was just the right person for the job."

Murray also said Cho's previous experience as office administrative partner aided her transition into the role.

"She was pretty much my right-hand man throughout the time that I was office managing partner," she said. "[She was] handling a lot of the duties and consulting on pretty much every decision that we made in the office, so not much transition was needed in the sense that she was already very familiar with the job and issues that came up."

Firm chair Madeleine McDonough, who is responsible for selecting managing partners for all 17 offices, said Cho was an "easy and wonderful" choice for the Chicago location.

"Over the course of the last few years, Amy has been doing a lot of the managing of the office, helping out with staffing-associated issues and things like that," she said. "She was able to learn an awful lot before we officially made her the office managing partner."

Cho, who leads the summer associate program and recruiting efforts at the Chicago office, said one of her goals is to continue accruing talent within the firm to "build a pipeline of really talented young attorneys."

"We always hire one or two [summer associates] with the goal that they get to know us, they're part of our team, and they become our partner one day," she said.

When discussing the significance of being a woman of color in a leadership role, Cho cites the firm's continuous support as having provided a level of confidence she may have otherwise not found.

"If I didn't think I was ready to examine a witness or do a direct examination at trial in front of a jury," her colleagues pushed and encouraged her and said "You can do it," she recounted. "I really think, given my background, I wouldn't have gotten where I'm at without that type of confidence and pushing that the firm provided for me. So I can see how easy it would have been to get in lost in a bigger environment or in a



Amy Y. Cho

bigger office where you have to pave your own way."

Before practicing law, Cho worked for Random House Children's Books in New York, handling contract drafting and negotiation. She also served as a Fulbright grantee in South Korea, where she volunteered at a school for North Korean refugees in addition to teaching at a public high school.

Cho said she views her promotion at the firm where she started her legal career as a "privilege."

"It really does feel like family, so it's just really exciting to climb up the ladder in this particular office."