

# THE SECURED Lender

*Putting Capital To Work*

INTERVIEW  
WITH

**NORMA**

**KUNTZ**

SHE SHARES HER  
PERSPECTIVE ON  
LEADING GORDON  
BROTHERS INTO  
THE FUTURE

A publication of



Secured Finance  
Network



■ **CAROLINE C. GORMAN**  
Stradley Ronon

**C**aroline Gorman focuses her practice on public finance and on all aspects of secured and unsecured financing, including construction and real estate loans, acquisition financing and asset-based financing. She regularly represents clients as bond counsel and underwriter's counsel related to tax-exempt financing for 501(c)(3) entities, governmental units and other entities. Caroline's practice involves structuring and completing project financings for the construction of major infrastructure improvements for nonprofit institutions. She also represents clients with respect to restructuring projects involving multinational enterprises and post-acquisition integration.

Caroline serves as a member of Stradley Ronon's board of directors.

#### **What advice would you offer to women just starting out in the industry?**

Say "yes." Do not shy away from opportunities because you do not feel like you have enough experience. Take the opportunity, gain exposure and learn from those experiences.

#### **What is the best advice YOU ever received?**

Surround yourself with people that care about you and your success. It will always take hard work and drive to be successful, but it will be easier and more enjoyable if you do it surrounded by people who support and advocate for you.

#### **Studies have shown women are more reluctant to tout their accomplishments in the workplace. What advice would you give to help women be more comfortable with speaking up?**

First, always feel good about becoming your own best cheerleader. But, if that is not your nature, make sure you find at least one sponsor/mentor that will be the first person to highlight your accomplishments for you. Then, become that person for someone more junior.

#### **What do you know now that you wish you knew in the beginning of your career?**

Be patient. It is not always a straight shot. Some seasons/years will feel like a slog, and others will seem easy. But, if you are patient and focused on a goal and keep working at it, it will happen.

#### **What role has mentorship/sponsorship played in your career?**

Having a mentor or sponsor is good – having several is better. There's not one person who can fill every aspect of that role.

People in your life, both professionally and personally, can help in different ways. Finding many mentors/sponsors that serve all of those different purposes is invaluable. I have been extremely fortunate in my career at Stradley Ronon to have several colleagues, current partners and former partners, industry friends and work buddies who have all helped me further my career in different ways. I am in the position(s) I am in today because of their help.

#### **What would you like to achieve this year, either personally or professionally?**

Achievement takes many shapes and forms, and I think being a well-rounded person and finding time for things you are passionate about is incredibly important to avoid burnout and to be a better leader, mentor and friend to others. Personally, I like to run in my free time to destress and decompress. With work demands and my four small children, sometimes finding the time for running is difficult, but this year I plan to focus on finding time for running and improving my half-marathon PR.

#### **What do you enjoy most about your role? Least?**

I love getting strong, tangible results for our clients and working to solve complex legal matters. I am passionate about giving back to the younger generation of talent – I spend a lot of time working with young associates at the firm and helping them become excited about the work we do and the clients we help.

#### **What do you think work will look like in the next few years?**

I am a big in-person proponent – with practical flexibility built in. I'm hoping to have more in-person interaction, whether in the office or with clients.



Stradley Ronon proudly congratulates  
our own **Caroline C. Gorman**  
on being recognized in *The Secured  
Lender's "Women in Structured Finance"*  
2023 edition

---

Counseling clients since 1926, Stradley Ronon attorneys have helped private and public companies — from small businesses to Fortune 500 corporations — achieve their goals by providing pragmatic, value-driven legal counsel. With eight offices and more than 200 attorneys, our responsive team seamlessly addresses the full spectrum of our clients' needs, ranging from sophisticated corporate transactions to complex commercial litigation.

[www.stradley.com](http://www.stradley.com)

Pennsylvania | Washington, DC | New York | New Jersey | Illinois | Delaware