

Leadership

Networking

Education



Volume XV
Issue No. 1
Winter 2007

Advanced Leadership, Networking and Education for Women Attorneys

Join Us At

OWBA's Founders' Banquet

On Friday, February 9, 2007
from 12:00 Noon to 1:00 p.m.
(Networking and Meet-and-Greet to begin at 11:30 a.m.)

At the

Cleveland Athletic Club
(1118 Euclid Avenue in Downtown Cleveland)

where we will present OWBA's First Annual Founders' Award to

Kerin L. Kaminski
Giffen & Kaminski LLC

and

Holly Taft Sydlow
Of the United States Attorney's Office, Northern District of Ohio

Visit OWBA.org for details, or contact Violet Imre for
registration information
(Phone: 440-582-2769 E-mail: violet@owba.org)

President

Pamela D. Houston

President-Elect

Susan E. Petersen

Vice President

Robin E. Harvey

Secretary

Beth C. Bolyard

Treasurer

Jennifer L. Whitney

Immediate Past President

Monique B. Lampke

Trustees

Barbara Bison Jacobson
Mary K.C. Soter
Alice Robinson-Bond
Kyra M. Raimey
Patricia A. Delaney
Yolanda D. Gwinn
Dawn M. Tarka
A.Elizabeth Cargle
Barbara A. Roubanes
Margaret S. Campbell
Barbara L. Morgenstern
Cara L. Galeano
Angela M. Courtwright
Sheila Salem
Denise A. Mueller

Executive Director

I.Violet Imre

Past Presidents

Pamela Nagle Hultin (92-93)
Mary Lynn Readey (93-94)
Barbara J. Smith (94-95)
Linde Hurst Webb (95-96)
Laura A. Hauser (96-97)
Kirsti Talikka Garlock (97-98)
Maria A. Kortan-Sampson (98-99)
Jami S. Oliver (99-00)
Helen Mac Murray (00-01)
Debra J. Horn (01-02)
Suzanne M. Nigro (02-03)
Michelle J. Sheehan (03-04)
Halle M. Hebert (04-05)

HIGHLIGHTS IN THIS ISSUE:

PRESIDENT'S MESSAGE: Professional Civility	2
SAVE THE DATE!	3
A LAWYER'S PLAN FOR LEADERSHIP PART V HOSTED BY CBA, OWBA AND YWCA (CLEVE)	5
ARTICLE: Where Ideology and Rubber Meet the Road by Leslie G. Ungar	6
A WOMAN'S PLAN FOR LEADERSHIP PART II AND III HOSTED BY YWCA, OWBA, WLFC (COLS)	9
Family Friendly Award Nominations Requested	12
Members in the News!	14
Memorable Quotes!	15

Network Newsletter



Pamela D. Houston
President

Professional Civility

President's Message

It is inevitable that at one point during our careers, we are bound to go head to head with an adversary who is less than civil. How does one handle the uncivil, or otherwise obnoxious, attorney? Well, while most of us recognize that “we should never throw a soft drink at opposing counsel, grab him around the neck, or restrain him in his chair during a deposition¹,” I would be lying if I said I’ve never imagined wanting to take such action. Don’t laugh—you were just thinking the same thing.

In my first semester of Legal Writing at Cleveland-Marshall, I learned very quickly to “*attack the argument, not the attorney.*” In fact, every time I encounter an unpleasant adversary, I can hear my legal writing professor’s words ringing in my ears. I also recall Professor Kevin O’Neill telling my Evidence class that after every argument in court, he would always approach his opposing counsel and shake his/her hand, regardless of their behavior. Judge Melody Stewart of the 8th District Court of Appeals, once a law professor, taught professional responsibility in very clear, certain terms. As attorneys, we are required to complete CLE’s to satisfy our professionalism requirement. And now, we get to learn about professionalism all over again with our new Code of Professional Responsibility. So, if the law schools, CLE’s and Code of Professional Responsibility are forcing us to act with civility to our fellow attorneys, why do we encounter so many uncivil, unpleasant and obnoxious attorneys? Is there not a clear line between being adversarial and being obnoxious?

How does one deal with such behavior? First and foremost, never ever let an attorney’s rude conduct get to you. That attorney’s behavior does not determine who you are as a person or a professional. Ignore the behavior and it’s likely to either go away, or it simply won’t affect you anymore. Think back to elementary school when that one boy wouldn’t leave you alone. He teased and taunted you. Mom told you to simply ignore him, right? You did, and eventually his behavior stopped, or he moved on to a new “victim.” The same basic principle applies here. As an example, I encountered a seasoned attorney in a case a number of years ago when I first started practicing. He made it clear that he would take advantage of the rookie attorney and throw his weight around both in and out of court. Out of court, yet within an earshot of his client, he was intimidating, loud and demeaning. In court, he bellowed and made comments about my lack of experience in the presence of the judge and my client. The rookie, however, quickly learned that his comments were his only argument, and I ended up winning my case, but not before his client fired him.

During my next encounter with this attorney, I thanked him for that experience and for teaching me how to handle that type of behavior. Funny enough, he ended up treating me with the utmost respect and has continued to invite me to numerous social gatherings. Now, I’m not saying that I actually like this person, however, I find that it is possible to be professionally civil, and even *pleasantly* civil, to just about anyone.

That certainly was not the only male attorney with whom I’ve experienced problems. There have been many, and there will be many more. I also have experienced problems with women attorneys, though not nearly as frequently. The first run-in, again, was early in my career with a female attorney who was unbelievably obnoxious with me on the phone. Naturally, I was shocked by the severity of her tone and asked her why she felt the need to act that way. She continued her attack and I ended the call by stating that when she could speak to me in a civil tone, I would be happy to discuss the case with her. I then hung up the telephone. Within a matter of minutes, she called back (probably after a number of deep breaths) and stated that she didn’t want to ruin the good relationship we had started, and suggested that we take a break from the case and resume discussions following the weekend. From that point on, things went much more smoothly.

Aside from the problem attorneys that I have dealt with, I have to admit that, yes, I too have been a thorn in someone’s side (for lack of a more appropriate term). I am thankful though, that I have always regretted making certain statements and know it was the result of stress or frustration. While I certainly have made my share of “zinger” statements, I find that as I have grown as an attorney, I have kept those zingers to myself. For the most part, it pays off and I can take pride knowing that I’ve maintained my professionalism, even in the most trying situations.

Naturally, there will be those times when you cannot figure out exactly how to deal with abuse from opposing counsel. As I stated earlier, ignore it or it will interfere with your performance in the case. And, do not react to the abuse. Stay focused on your case and maintain your composure. Do not take the bait to lower yourself to your adversary’s level. If the abuse gets to a point where it’s intolerable, you have the absolute duty to report the abusive attorney. Chances are that if it gets to that point, you will not have been the first complainant.

Civility Continues on Page 4



Save the Date!

Date	Event	Location
Wednesday, January 31, 2007 12:00 Noon	Annual Meeting Committee	Via Teleconference
Thursday, February 8, 2007	OWBA/YWCA Women's Leadership Series: Part II (Columbus)	Part II: Power of Leadership Mentoring, Professional Coaching, New Rules for Women in Leadership. Cost is \$25 for YWCA and OWBA members, \$45 for non-members. Details, location to be announced. Visit http://owba.org for updates! See Page 9 for details.
Friday, February 9, 2007 12:00 to 1:00 Networking Beginning at 11:30	OWBA's Founders' Banquet	Cleveland Athletic Club Contact violet@owba.org for registration information.
Tuesday, February 13, 2007 12:00 Noon	Executive Committee Meeting	Via teleconference
Wednesday, February 28, 2007 11:30 a.m. to 1:00 p.m.	OWBA/Cuyahoga County Bar Association CLE: <i>The New Ethics and Professional Rules</i>	At CCBA Downtown Cleveland See Insert.
Friday, March 2, 2007 12:00 to 1:30 p.m.	A Lawyer's Plan for Leadership Last in the 5-Part Series <i>How Powerful Women Get Their Way</i>	Hosted at the Cleveland Bar Association (The Galleria, Second Level) See Page 5 for Details. Visit www.clevelandbar.org to register.
Thursday, March 8, 2007 11:30 a.m. to 1:00 p.m.	OWBA/YWCA Women's Leadership Series: Part III (Columbus)	Part III: Power of Service Raising your leadership profile through community service, selecting organizations. Cost is \$25 for YWCA and OWBA members, \$45 for non-members. Details, location to be announced. Visit http://owba.org for updates! See Page 9 for details.
Tuesday, March 13, 2007 12:00 Noon	Full Board Meeting	Via teleconference
Friday, March 16, 2007 12:00 Noon	Annual Meeting Committee	Via teleconference
Thursday, May 24, 2007	OWBA's Annual Meeting 2007	The City Club of Cleveland: Information and Details to Follow!

Civility Continued on Page 2

Finally, be prepared. Know the facts of your case, your arguments and your case law. That way, no matter how your case gets off track, you always will be able to bring the focus back to the case.

I have no doubt that each of you reading this will have a certain attorney, or attorneys, pop into your mind. While I can make a list of the attorneys who fit the bill for this article, I can think of many, many more who have made the practice of law an enjoyable and rewarding experience for me. I think it's most wise to choose that path and be regarded as not only a strong adversary for my client, but an honorable attorney amongst my peers.

Here are several stories from members who have gone head to head with that unpleasant adversary, and dealt with the situation with class:

☺ I've had one opposing counsel on a few cases that you could write the proverbial book on. On one of our first cases together, which is going back about 7-8 years now, I was deposing his client. (Employment discrimination case, I was representing the employer.) The attorney had a habit of making long, drawn out objections, but at one point during the deposition, his objection went so long, it was just around (maybe just over?) a full transcribed page. And it was all just barking and posturing and puffing and putting on a show for his client. So I let him go on, yelling about whatever injustice he thought was happening. I didn't say anything, and just sat there. Once he was done, I waited for a short pause, then looked at him and calmly said "are you done?" (Sort of in the tone a mother would use for a child who just threw a tantrum for effect only.) He got all flustered and finally burst out "For now!", and I turned to the deponent and said "you may answer the question." He did the page long objection thing one more time before he figured out he couldn't get a rise out of me.

☺ I once had an opposing counsel be nasty (long, obnoxious, threatening email) re: discovery depo of my clients after he had to wait for a response (3 weeks or so). Prior to this, I had waited 5 months for him to get me dates for his clients' depositions - I waited to cool off before I responded, but basically told him "professional courtesy is a two-way street—I waited 5 months for your clients' depositions. You can certainly wait 3-4 weeks." He apologized and we got everything scheduled.

☺ I took my very first deposition the day after I was sworn in. I was very nervous because my boss was attending with me to observe. When the plaintiff arrived with her attorney, he could tell I was nervous, and attempted to use it to his advantage during the deposition. My boss, who was only trying to be helpful, kept whispering to me during the deposition to follow up on certain issues, or other "helpful" hints. The problem was that his whispers were loud enough to be heard by the entire room, including the plaintiff and her counsel. Plaintiff's counsel kept laughing at me, and then finally leaned over and said in a loud whisper, "Hey, why don't you tell her she doesn't have to write down everything that is said. That's what the court reporter is here for." That, of course, interrupted whatever flow I had going, made me more nervous, and extremely embarrassed. I requested a break, and asked my boss to cut the whispering. I told him that if he had something to say, to either write it down for me, or to request a break so we could talk outside the earshot of plaintiff's counsel. He apologized, and remained quiet for the rest of the deposition. Thereafter, I continued to work up the case and act professionally toward plaintiff's counsel. After we settled, plaintiff's counsel pulled me aside and told me that he enjoyed working with me and thought that I will make a very good lawyer. He never gave me any problems on future cases thereafter, and was always professional toward me. ■

¹ Borrowed from *Litigation* (Fall 2006) Vol. 33, No. 1, "Obstreperosity."

A Lawyer's Plan for Leadership

A 5-part Series

Fall 2006 – Spring 2007

Hosted by:

Cleveland Bar Association, Women in Law Section
Ohio Women's Bar Association
YWCA Greater Cleveland



How Powerful Women Get Their Way

Friday, March 2, 2007

Part V

Influencing others to follow your ideas is one of the hardest jobs for a leader. You have to get invited to the right meetings. You have to figure out how to get invited to the table and how to make opportunities to offer advice and input. You have to fight your way through the cluttered dialogue to make sure your ideas are considered. And then you often have to work hard to make sure you get the credit for the ideas you submitted.

Join this luncheon to learn secrets from other women about how they made their voices heard. Learn some simple techniques, such as "reverse stripping" and "lining up your ducks," that can make it easier for you to be an influencer, and not just a passive participant.

Featured Speakers:

- **Judge Patricia Ann Blackmon**
Eighth District Court of Appeals in Cuyahoga County, Ohio
- **Mary Ann Corrigan-Davis**
President, Saint Joseph Academy
- **Becky Ruppert McMahon, Esq.**
Attorney, Senior Vice President and Associate General Counsel with KeyCorp

Thank you to our series sponsors:



Solon

All programs hosted at the Cleveland Bar Association
The Galleria, Second Level § 12:00 – 1:30pm
\$25 for YWCA/OWBA/CBA members § \$45 nonmembers
(add \$20 to receive CLE credit)

Visit www.clevelandbar.org to register

Where Ideology and Rubber Meet the Road

This Article was submitted to the *OWBA Network* Newsletter by Leslie G. Ungar, the scheduled keynote speaker at OWBA's Annual Meeting scheduled for May 24, 2007. We print this article to provide a glimpse of her personality and style which has been extremely popular and well received by audiences statewide!

I'm from Akron, Ohio.

We used to be the rubber capital of the world.

Akron was home to Firestone, Goodyear, Goodrich, General Tire, and many of their predecessors who no longer exist. Tires made Akron an industrial giant. Every tire's moment of truth is the moment the rubber literally hits the road: when ideology figuratively meets practicality. So the symbolic place that rubber meets the road has special significance to this native Akronite.

The same truth applies to our lives: we need to find where ideology and practicality meet the road. In my senior undergraduate year, Dr. Hart swore this would be the last time in our soon to be complicated lives that we would ponder deep philosophical questions. I was living at home and commuting to college when I took his Introduction to Philosophy class. I would return home from the library late each night and encounter my Dad, consciously or subconsciously, waiting up for me.

He was always the first recipient of the questions I was asked in class during the day: if you replace one plank a year on the Nina, Pinta, or Santa Maria, **at the end of the 100 years is it the same boat?** If you leave your car in a parking space, **how do you know it stayed there all day?**

Like many fathers, his response was probably to be expected.

I'm sending you to college to ask these questions???

Dr. Hart was wrong. At least in my case, and for my clients and audiences. College was not the last time that I asked myself or others questions that at first look unanswerable. It is in the branding exercise that I experienced the most recent blending of ideology and practicality.

The exercise goes like this: you are asked in a group or individual setting to identify what kind of car you or your company is now, and what kind of car you want to be in 5 years. The exercise serves many purposes. For many people, it is easier to think of value in a car than themselves. The lessons that you can learn from this exercise are virtually limitless. Everyone does not aspire to be a Maserati nor should they.

Administering this exercise to a company is part of a process to identify their value. One defining moment for me while conducting this exercise was this client's response. The Marketing VP said, "we want to be perceived as a Buick: affordable and dependable". This one line was a huge step in identifying their marketing strategies. Marketing pieces and process will need to match this core value: slick and expensive pieces will not be a good match.

Each time I orchestrate this exercise I learn something new! In the most recent application of this exercise one participant said the kind of car they want to be in 5 years has not been invented yet!

Meaning they want to be cutting edge.

Another said, today they are a Lexus, but in 5 years they want to be a Honda. **Meaning today they are seen as a luxury**, but they want their product to be **seen as an affordable option in 5 years.**

This branding exercise is a great way to look at yourself or your business with less of an emotional connection: for ideology to meet practicality. Once you see yourself as a car, or the car you want to be, you can begin to align all facets of your business to this brand.

This is where **my ideology met my practicality.**

My Jeep is 7 years old. I thought I would simply turn it in at the end of the lease and get another red Jeep. I love red Jeeps. I like the boxiness, the intensity of the red that holds its color through snow, sleet, and sun. Imagine my surprise when I found out that Jeep stop making both my model of Jeep and they stop making red.

So I decided to keep my red Jeep until . . . Until this summer. When the broken almost unfixable air conditioning prompted me to re-visit: **what kind of car am I and what kind of car do I want to be?**

My mission took me through many dealerships, websites, and **questions. What once would have been a car decision became a business branding decision.**

Am I an automatic or a stick shift that requires more thought and action?

Am I a bright color or a color that can't commit?

Am I an easy 4-seater or do I make it clear that you have to schedule ahead for my 2-seater?

Am I a big SUV making a statement on who owns the road, or a smaller step sister?

Am I practical or an indulgence?

Am I a smooth ride or put on your seat belt?

This exercise is at once clarifying and confusing!

One question to ask yourself is: Are you a past, present, or would-be giant in your field? The tire companies stand as examples of past Akron giants. Their moment of truth was when the rubber actually hit the road. Our moment of truth is the moment the rubber figuratively hits the road: when ideology meets practicality.

Although I have administered this exercise countless times, it was only when I applied it to a real life car selection that I learned where the rubber met the road for me. Where do they meet for you?

Hint: this exercise may help or hinder your next car search. It will definitely help you identify your competitive edge.

*Leslie G. Ungar, president of Electric Impulse Communications, Inc., is a communication expert. She specializes in **working with leaders who need to speak**. Email her to find out what car she finally purchased Leslie@ElectricImpulse.com. You can sign up for her monthly e-zine at www.ElectricImpulse.com. ■*

smart...

innovative...

PRACTICAL.

When you're looking for a litigation team that delivers innovative strategies and practical results for your business, think experience. Think gk.

gk

GIFFEN & KAMINSKI, LLC
Attorneys at Law

think practical results :: think gk

216.621.5161
www.thinkgk.com



Refinancing Checklist

Whether you want to improve the terms of your current mortgage or leverage your home equity for an important purchase, refinancing lets you take advantage of your most valuable asset -- your home.

FIRST, DETERMINE YOUR GOAL.

If you want to change or improve the terms of your current mortgage, or home equity loan or line of credit:

- Should you lengthen the term of your loan, thereby lowering your monthly payments?
- Can you shorten the term of your loan, thereby building your equity faster?
- **Decide if refinancing is advantageous**
 - Is the current interest rate for refinancing lower than your existing rate?
 - Can you afford the closing costs and transaction fees?
 - Does your current lender offer special deals for refinancing?
 - What effect will the refinance have on your payments and your current home equity?
- **Compare your best refinance option** with your current mortgage.
- **Determine your payoff amount**, including any prepayment penalty. (Consult with your lender.)

If you need a larger loan or to obtain an ongoing source of funding in order to remodel, make major purchases, pay off other loans and consolidate debt, or meet any other financial needs:

- **Determine the amount of money you need.** Is this an unknown amount, likely to fluctuate over a long period of time? If so, a home equity line of credit might be your best financing option. You can take money out as you need it and pay interest only on what you borrow.
- **Assess current interest rates.** Are interest rates generally better than your existing rate?
 - If yes, cash-out refinancing (replacing your existing mortgage with a larger amount) might be your best option.
 - If no, getting a home equity account is a smart way to leverage your home asset. It allows you to keep your current mortgage intact.
- **Determine the details of the products you're considering.** Be sure to consider closing and transaction costs, as well as your new monthly payment. Ask your lender for help.

NEXT, GET READY TO APPLY:

- **Assemble required financial information**, such as:
 - Year property was acquired
 - Original cost of the home
 - Payoff balances for your first and any second mortgages, if applicable
 - Income tax forms
 - Income information
 - Information regarding other debts
 - Bank statements
- **Apply.**
- **Work with your lender to set up an appraisal and get title insurance.**
- **Pay any closing costs**, transaction fees, or taxes required, if not already included in the loan. (Your lender will help with this.)

LEARN MORE

Take advantage of the special mortgage program available exclusively for OWBA members. You, your clients and your immediate family members can enjoy easy applications and quick approval decisions right over the phone, competitive rates and fees, on-time closings, and convenient online information, account access and payment tools. Call **John Clark** today at 440-801-3431 or visit us online to learn more:

<https://www.wfhm.com/wfhm/john-clark1/index.page>.



**A woman’s plan for leadership:
enhancing your personal power**

**A three-part leadership series hosted by
the YWCA Columbus,
the Ohio Women’s Bar Association and
the Women Lawyers of Franklin County.**

Part II

February 8, 2007 - Power of Leadership

- **Cindy Lazarus**, President/CEO, YWCA Columbus
- **Paula Butterfield**, Butterfield + Lanning
- **Dawn Tyler Lee**, Vice President, Government Relations, OSU

Part III

March 8, 2007 - Power of Service

- **Sally Bloomfield**, Immediate Past President
Columbus Bar Association
- **Yvette McGee Brown**, President,
Center for Youth and Family Advocacy at Children’s Hospital
- **Tei Street**, Education Director, City of Columbus

**Join Us For Lunch As We Expand Our Portfolio With
An Eye “On The Corner Office”.**

All luncheons will be held:

**11:30am to 1:00pm • YWCA Columbus • 65 S. 4th St.,
Columbus, 43215**

You may also download this registration form online from www.ywcacolumbus.org

Please print and fax this registration form to:
YWCA Leadership Series, fax 614.224.2522

Name _____

Title & Company _____

Address _____

City _____ State _____ Zip _____

E-mail _____

Phone: *Work Cell Home* _____

Register me!

	Individual tickets	<i>or</i>	Purchase a table for 8
February 8: Power of Leadership	_____ \$30		_____ \$200
March 8: Power of Service	_____ \$30		_____ \$200

Credit card payments can be made through PayPal at www.ywcacolumbus.org/donation

Make checks payable to **YWCA Columbus**

Mail payments and registration to: **65 S. 4th St. Columbus, OH 43215**

For information call 614.224.9121 ext. 224 or e-mail ssweet@ywcacolumbus.org

REMINGER & REMINGER

ATTORNEYS AT LAW

*Supports
the efforts of*

THE OHIO WOMEN'S BAR ASSOCIATION

ANGIE COURTWRIGHT, *TRUSTEE-AT-LARGE*
LISA HOUSE, *LAW SCHOOL LIASON CHAIR*
MICHELLE J. SHEEHAN, *PAST PRESIDENT*

Please visit our new web site
WWW.REMINGER.COM

1400 MIDLAND BUILDING • 101 PROSPECT AVE., WEST • CLEVELAND, OHIO 44115
216-687-1311 (PHONE) • 216-687-1841 (FAX)

CLEVELAND • COLUMBUS • CINCINNATI • AKRON • SANDUSKY • TOLEDO • YOUNGSTOWN • FLORENCE, KY • LEXINGTON, KY



Inner Health
CHIROPRACTIC, Inc.

*"Your Total Wellness Provider
For Over 12 Years"*

Specializing In:

- Auto Accidents
- Work Injuries
- Sports Injuries
- Physical Therapy
- Therapeutic Massage
- Child & Family Care

Treatment For:

- Headaches
- Neck Pain
- Back Pain
- Numbness
- Carpel Tunnel
- Whiplash

Same Day Appointments Evening Hours Available Most Insurance Accepted

HOURS: M-THUR 9am-12pm & 2pm-6pm, FRI 8am-12pm

Visit online: www.innerhealthchiropractic.com

S. HIGH ST.
1396 S. High St.
(614)-444-5661

W. BROAD ST.
5125 W. Broad St.
(614)-853-9077

DUBLIN
(I-270 & 161)

220 W. Bridge St.
(614)-444-5661



THIS IS HOW GOLF IS DONE!

OWBA Teamed up with the *YWCA of Cleveland* for the **YWCA/OWBA Golf Classic, in partnership with EWGA**, which took place in September. It was the most successful and best attended outing for OWBA to date, and we wish to thank OWBA's Golf Outing Committee members and the YWCA for the tireless work it took to make this event the huge success it became! Our collage of photos are from the end of a beautiful day on the course, where everyone enjoyed a wonderful dinner during a raffle of spectacular prizes! The event was held at the *Blue Heron Golf Club* in Medina, a challenging but fun course according to players. The OWBA and YWCA will team up once again in 2007 for our Second joint effort — watch for details forthcoming!

Many thanks to our sponsors who made the event possible:

Title Sponsor:

KeyBank

Eagle Sponsors:

Baker & Co., Inc.

Ernst & Young

Giffen & Kaminski, LLC

The Jamestown Group, Inc.

Reminger & Reminger Co., L.P.A.

Rennillo Court Reporting, Records & Media

Kaiser Permanente

Pat Catans

Birdie Sponsors:

Thomson West

Studiothink, LLC

Schneider, Smeltz, Ranney & LaFond, P.L.L.

Oldham & Dowling

McDonald Hopkins Co., LPA

Hole Sponsors:

AGC

ForestCity Enterprises

Medical Mutual

Mansour, Gavin, Gerlack & Manos Co., L.P.A.

Bonezzi Switzer Murphy Polito & Hupp Co. LPA

PDQ

Cleveland Door Controls

Frantz Ward LLP

Squire Sanders & Dempsey L.L.P.

Howard Wershale & Co.



Fifth Annual FAMILY FRIENDLY AWARD Nominations Requested

The OWBA is seeking nominations for its Fifth Annual FAMILY FRIENDLY AWARD. Many legal employers recognize that alternative work arrangements (“AWA”) help retain the best talent in their offices. The OWBA will recognize the legal employer in Ohio who best exemplifies the commitment to work-life balance arrangements at its 2007 Annual Meeting. Do you work for such an employer? Take time to nominate them for the 2007 FAMILY FRIENDLY AWARD! Simply fill out the nomination form on the facing page (or request an e-mailed version from Violet Imre at violet@owba.org) and send it to Michelle Sheehan (msheehan@reminger.com) by **March 15, 2007**.

The OWBA is at the forefront of a profession-wide effort to promote meaningful AWAs in both private and public practice. The FAMILY FRIENDLY AWARD honors those employers who assure that lawyers can take care of their families and still pursue a successful career. Spread the word about your employer’s family friendly policies and practices — nominate them today! They’ll appreciate the recognition.

Past recipients of the FAMILY FRIENDLY AWARD are:

- 2003 Reminger & Reminger
- 2004 Bricker & Eckler LLP
- 2005 Cuyahoga County Prosecutor William D. Mason; and
Geauga County Prosecutor David P. Joyce
- 2006 Eastman & Smith Ltd. (Toledo); and
Betty D. Montgomery (Columbus)

Any employer previously nominated can be nominated again! Remember the deadline for nominations is **March 15, 2007**. If you have questions, please contact Michelle Sheehan, Esq., Co-Chair of the Part-Time Employment Committee, at 216-430-2165 or msheehan@reminger.com. ■

INJURED?

SCHIFF & ASSOCIATES
ATTORNEYS AT LAW

A TRUSTED NAME WITH A WINNING TRADITION.

AS SEEN ON T.V.

- All serious personal injuries and wrongful death
- Automobile, trucking, motorcycle and railroad crashes
- Any injury resulting from car crashes
- Fires, dog bites, electrocutions
- Free consultation - Home, office or hospital
- No fees unless we get money for you

Don't sign any insurance papers, call now before critical evidence is lost!

In Columbus
621-8888

Toll Free
866-4 SCOTT 4
866-472-6884

www.scottschiff.com

88 W. Main St.
Downtown Columbus
Free Parking

For nearly 25 years, we've been fighting to protect the rights of injured persons.

OHIO WOMEN'S BAR ASSOCIATION
NOMINATION FORM
2007 FAMILY FRIENDLY EMPLOYER AWARD

Your Name: _____

Daytime Telephone: _____

Name and address of the legal employer you wish to nominate:

Please describe your relationship to this employer:

If you are an employee of this employer, please describe your position with the employer and length of employment:

Name and telephone number of a representative of the nominee who would be able to provide details about the nominee's employment policies and practices:

Please explain in detail why you believe this employer is worthy of the recognition for its family friendly policies or practices. Please be specific as to any policies the employer established including, but not limited to, the following: part-time employment, part-time partnership, maternity/paternity/family leave, flexible work schedules, telecommuting and job sharing. Please feel free to attach additional comments or documentation.

Please mail, fax or e-mail all nomination materials to:

Michelle J. Sheehan, Esq.
ATTN: FAMILY FRIENDLY AWARD
Reminger & Reminger Co., L.P.A.
1400 Midland Building
101 Prospect Avenue West
Cleveland, OH 44115-1093

Email: mshsheehan@reminger.com or Fax to 216-687-1841.
Nominations must be received no later than **March 15, 2007**.



MEMBERS IN THE NEWS

The OWBA wishes to congratulate **Justice Alice Robie Resnick** on her retirement from the bench after 22 years of diligent service. She was initially elected in 1988, and reelected in 1994 and 2000. Justice Resnick was Ohio's second longest serving female justice, as well as the second woman elected to the Supreme Court of Ohio. She was the fourth woman elected to statewide office. Prior to her service on the Supreme Court, Justice Resnick served on the 6th District Court of Appeals from 1983 to 1988, winning two elections. She served on the Toledo Municipal Court from 1975 to 1983 winning two elections. From 1964 to 1975, Justice Resnick was in private practice and an Assistant Lucas County Prosecutor. Many will attest to her remarkable work including Justice Moyer in a statement released to the Toledo Blade prior to her retirement: "She was the first woman elected to the court in over 60 years. She was very proud of that, and it's an important legacy. Anyone who serves on the court of last resort for 18 years is going leave a very large mark on the jurisprudence of the state, and she certainly has done that."

We wish to express our heartfelt gratitude to Justice Resnick for her recent financial donation to the OWBA. She was one of the three founders of the OWBA, and continues to carry women in law in her heart. Best wishes from the entire OWBA Board!

Sandra J. Anderson of Dublin has been elected chair of the Supreme Court of Ohio's Board of Commissioners on Grievances & Discipline for the year 2007. Anderson, who has served on the board since January 2002 and was vice chair in 2006, was selected in December 2006.

The Board also elected **Judge Arlene Singer** of Toledo's Sixth District Court of Appeals, as vice chair for 2007. The disciplinary board is composed of 28 members appointed by the Supreme Court, including four members of the public, seven active or retired judges, and 17 lawyers from throughout Ohio. The board issues findings and recommendations to the Court on ethical misconduct lodged against Ohio attorneys and judges.

We are honored and pleased to congratulate OWBA members who are now, or are soon to be sworn in as members of the judiciary:

Patricia A. Delaney was elected to the Fifth District Court of Appeals
Colleen Conway Cooney and **Melody Stewart** both were elected to the Eighth District Court of Appeals
Mary Jane Trapp was elected to the 11th District Court of Appeals
Congratulations!

OWBA's Marketing/Strategic Planning Chair, **Denise Platfoot Lacey**, has accepted a faculty position at the University of Dayton School of Law, developing and supervising the School's new externship program. The opportunity to teach at the University of Dayton and develop its externship program is extremely exciting for Denise as it will allow her to better prepare law students for the practice of law, a goal which both Denise and the Commission is dedicated to. Her resignation from her current position at The Supreme Court of Ohio will be effective in early March.

MEMBERS' NOTE: The new Rules of Professional Conduct go into effect February 1, 2007. There will be more stringent requirements on firm record keeping and client communication than ever before. It is very important to know these new rules. For more information, go to <http://www.supremecourtsohio.gov/Atty-Svcs/ProfConduct/rules/default.asp>.

Picture the best employees you've ever hired...
 Now, picture hiring more of them.



Major Legal Services® works to understand the unique needs of our clients and the individual professional needs and goals of our candidates. We evaluate the qualities of the best in your business, and then bring more like them to your door.

Our recruiters and staff are committed to long-term relationships, and we offer the longest guarantee in the industry!

Contact one of our professional recruiters today to discuss your permanent and contract personnel needs!

Offices in Cleveland and Pittsburgh

MAJOR LEGAL SERVICES®
 A Permanent Solution to a Temporary Recruiting Problem

510 Park Plaza, 1111 Chester Avenue
 Cleveland, Ohio 44114
 phone: 216.379.3782
 fax: 216.379.1662
 www.majorlegalservices.com

Reach your peak

Major Legal Services® assists qualified Attorneys and Support Professionals in reaching their potential with new career opportunities.

Making the right career choice for growth can be a daunting task. Let Major Legal Services® be your guide and we will take your job search to the next level.



Contact a Legal Recruiter at Major Legal Services®

- PERMANENT AND CONTRACT POSITIONS
- NO FEE CANDIDATE CONSULTATION AND PLACEMENTS
- CONFIDENTIAL AND SECURE

Offices in Cleveland and Pittsburgh

Committed to Equality & Diversity

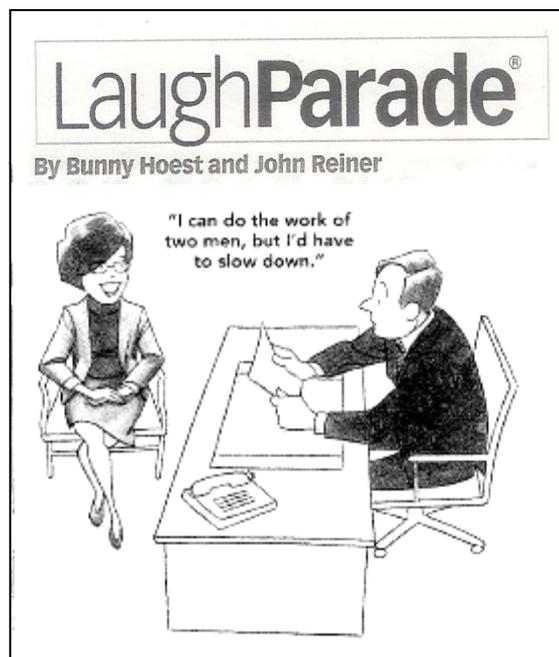
MAJOR LEGAL SERVICES®
 A Permanent Solution to a Temporary Recruiting Problem

510 Park Plaza, 1111 Chester Avenue
 Cleveland, Ohio 44114
 phone: 216.379.3782
 fax: 216.379.1662
 www.majorlegalservices.com

Memorable Quotes!

In our never-ending search for Memorable Quotes, we came across some wonderful comments from OWBA's honorary member and past event keynote speaker, **The Honorable Patricia Schroeder** (U.S. House of Representatives, Colorado 1973-1997). Enjoy her comments, as we honor this special OWBA member:

- I have a brain and a uterus, and I use both.
- Nobody ever says to men, how can you be a Congressman and a father.
- You can't wring your hands and roll up your sleeves at the same time.
- The Pledge of Allegiance says "...with liberty and justice for all." What part of "all" don't you understand?
- Many women have more power than they recognize, and they're very hesitant to use it, for they fear they won't be loved.
- You measure a government by how few people need help.
- When men talk about defense, they always claim to be protecting women and children, but they never ask the women and children what they think.
- Women have been an island in the military, getting little support from the inside or the outside.
- If some soldier raises his hand and says, "Knock it off, guys, the women in this unit are doing very well," it's like he's got lace on his boxer shorts. He's a sellout. So why stand up for women? What's in it for you? Nothing. So you keep your mouth shut, and the people who are against women in the military start to believe everyone agrees with them.



Cartoon courtesy of Bunny Hoest/John Reiner, The Plain Dealer® Laugh Parade®, Edition 11-12-06.

OWBA's 2007 Hultin, Hemann and Resnick Scholarship

The Ohio Women's Bar Association will be granting its second annual Law Student Scholarship in the amount of \$1,000 to one law student in Ohio. The deadline for submission is **March 15, 2007** and the scholarship will be presented to the winner at OWBA's Annual Meeting in Cleveland in **May 2007**. **PLEASE NOTE:** the scholarship is available **only** to first and second year, returning law students. Students graduating in 2007 are not eligible for this scholarship.

APPLICATION

Please send applications (or request and complete electronic version) attention to
OWBA's 2007 *Hultin, Hemann and Resnick Scholarship*
c/o Ohio Women's Bar Association
P.O. Box 33145
North Royalton, Ohio 44133-9998.

In the alternative, applications can be emailed to violet@owba.org.
The deadline for submission is **March 15, 2007**.

OWBA Mission:

The Ohio Women's Bar Association, formed in 1991, is the first state bar association that brings together women and men lawyers interested in issues that uniquely affect women. The purpose and goals of the OWBA are:

- Fostering communications and networking among women attorneys.
- Promoting and advancing professional opportunities for women attorneys.
- Promoting the appointment and selection of women to various federal, state and local positions of influence.
- Promoting women as leaders.
- Promoting and providing continuing legal education targeting areas of particular interest to women attorneys.
- Monitoring and supporting government legislation, policies, and practices affecting women.
- Serving as a statewide resource representing perspectives of women in the legal profession.

Applicants Must Submit Application Answering the Following Questions:

1. Name:
 2. Address:
 3. Phone Number:
 4. Email Address:
 5. Law School attending and expected graduation date:
 6. GPA:
 7. Identify involvement in student organizations:
 8. Identify involvement in community service/outreach:
- Personal Statement: Explain in 500 words or less how you have promoted or intend to promote the mission of the Ohio Women's Bar Association.



*P.O. Box 33145
North Royalton, OH 44133-9998*