

Monique B. Lampke
President

Passing the Gavel

President's Message

As this is my last newsletter as President, I wanted to thank many deserving folks for OWBA's success this year. As you may know, our membership is now up to 386 members, we have grown our partnership ties with other groups and sponsors, and our budget is also improving daily. We also held many networking lunches, dinners, wine tastings, golf outings, and many more events in Cleveland, Columbus, Toledo, Cincinnati, and Ashtabula. Due to OWBA's terrific momentum, we have hired a **new Communications Director, Jennifer Faure** (more inside), to assist

OWBA in reaching the next level. Also, please visit OWBA's new web page, OWBA.biz for more up-to-date information about upcoming events.

A special thanks to the Executive Committee, Officers, and Trustees for their time, effort, and best of all, creative ideas. I have been fortunate to lead with a very talented group.

As we delve into the spring, watch for Networking at Noon events in Cleveland and Columbus with an emphasis on good company and how to be an effective community leader. On **May 12, 2006, we will have our Annual Meeting** in Columbus at The Columbus Athenaeum (NOTE: this is a new location from our initial plans). Our keynote speakers will be **Betty D. Montgomery** (Ohio Auditor of State) and **Joyce Beatty** (Minority Leader of the Ohio House of Representatives). **Joyce Edelman**, an OWBA founding member and partner with Porter, Wright, Morris, and Arthur (Columbus), will be a deserving recipient of the Alice Robie Resnick Award. Two worthy employers, **Eastman & Smith (Toledo)** and **Betty D. Montgomery (Columbus)**, will be receiving the Family Friendly Award. More information on the Annual Meeting is inside and I hope you will join us!

Once again, thank you for a terrific year and for the opportunity and honor to serve as your President.

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OWBA 2005-2006 EXECUTIVE COMMITTEE

President Monique B. Lampke
 Columbus.....614-227-2058
 Vice President.....Susan E. Petersen
 Chardon440-285-3511
 Treasurer..... Michele A. Shuster
 Columbus.....614-462-5420
 Secretary Robin E. Harvey
 Cincinnati513-929-3409
 President-Elect..... Pamela D. Houston
 Ashtabula.....440-998-6835
 Imm. Past President Halle M. Hebert
 Akron.....330-762-7377
 Executive Director I. Violet Imre
 North Royalton440-582-2769

DISTRICT TRUSTEES

First.....Barbara Bison Jacobson
 Cincinnati513-723-4000
 SecondMary K.C. Soter
 Dayton937-278-8275
 ThirdAlice Robinson Bond
 Columbus.....614-466-4797
 Fourth.....Susan L. Davis
 Hillsboro937-393-4000
 FifthPatricia A. Delaney
 Columbus.....614-645-1385
 Sixth.....Yolanda D. Gwinn
 Toledo.....419-259-6217
 SeventhGina A. Richardson
 Youngstown.....330-743-1171
 NinthA. Elizabeth Cargle
 Akron.....330-375-1311
 Tenth.....Barbara A. Roubanes
 Columbus.....614-221-8113
 Eleventh.....Margaret S. Campbell
 Painesville.....440-350-3200
 Twelfth.....Sen. Mag. Eva D. Kessler
 Hamilton513-785-5805

TRUSTEES AT LARGE

Jennifer A. Corso
 (Cleveland) 216-642-3342

Laurie J. Avery
 (Toledo) 419-254-1311

Sheila Salem
 (Chardon) 400-285-2222

Denise A. Mueller
 (Toledo) 419-247-1642



Save the Date!

May 12, 2006
 Columbus, Ohio

OWBA's Annual Meeting
 See Opposite Page for Registration/
 Sponsorship Information

June 23, 2006
 LaCentre Banquet & Conference
 Facilities in Westlake

YWCA Leadership Conference for
 Women, *Accessorize for Success*
 (See Page 13 for Details)

Summer 2006
 Columbus and Cleveland

Golf Outings Scheduled for both
 cities — look for more information
 to come!

Autumn 2006

Various *Networking at Noon* events
 are in the works.



Vote to Amend By-Laws At Annual Meeting

A formal vote will be taken at OWBA's Annual Meeting in Columbus on May 12th to Amend the By-Laws regarding attendance of Executive Officers/Board Members at regularly scheduled meetings. To comply with the By-Laws, we are providing the text to amend the by-laws in advance of the meeting.

Attendance Policy for Board Members: OWBA requires that board members attend at least 4 out of 6 board meetings during the fiscal year with no more than 2 unexcused absences. A board member will be considered excused if they provide written notice of their absence at least 4 hours prior to the meeting to the Executive Director. A board member will be considered unexcused if no such prior notice is received. A board member with more than 2 unexcused absences can be removed by a majority vote of the board.

Attendance Policy for Executive Committee Members. OWBA requires that executive officers attend at least 5 out of 6 executive committee meetings during the fiscal year with no more than 1 unexcused absence. An executive committee member will be considered excused if they provide written notice of their absence at least 4 hours prior to the meeting to the Executive Director. An executive committee member will be considered unexcused if no such prior notice is received. An executive committee member with more than 1 unexcused absence can be removed by a majority vote of the executive committee.



Ohio Women's Bar Association

Invites You to Its Annual Meeting 2006 on

May 12, 2006 from 11:30 a.m. to 1:00 p.m.

At The Columbus Athenaeum
(32 North Fourth Street, Columbus)

Keynote Speakers:

Joyce Beatty

Minority Leader of the Ohio House of Representatives

Betty D. Montgomery

Ohio Auditor of State

Honored Award Recipients:

Justice Alice Robie Resnick Award of Distinction Recipient:

Joyce D. Edelman (Porter, Wright, Morris & Arthur LLP)

-and-

Family Friendly Award Recipients:

Eastman & Smith Ltd. (Toledo)

Betty D. Montgomery (Columbus)

Presenting Sponsor

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

Individual Tickets:

- | | |
|--|---|
| <input type="checkbox"/> \$35 OWBA members | <input type="checkbox"/> \$400 Full Table of 10 |
| <input type="checkbox"/> \$45 Non-OWBA members | <input type="checkbox"/> \$200 Half Table of 5 |

Name: _____

Firm/Employer: _____

City/State/Zip: _____

Phone E-mail Fax: _____

Method of Payment

- | | | |
|---|-------------------------------|-------------------------------------|
| <input type="checkbox"/> Personal Check | <input type="checkbox"/> Visa | <input type="checkbox"/> MasterCard |
|---|-------------------------------|-------------------------------------|

Name on Credit Card: _____

Account Number: _____ Exp: _____

Signature: _____

Please make your check payable to OWBA.

See the following page for the mailing address and for available
sponsorship opportunities.





Ohio Women's Bar Association

Advancing Leadership, Networking and Educational Opportunities for Women Attorneys

2006 OWBA Annual Meeting Reservations and Sponsorship Form

_____ **YES!** We would like to show our support of the 2006 OWBA Annual Meeting Luncheon on Friday, May 12, 2006 in the following manner (check all that apply):

_____ **Sponsorship (Check one below):**

- _____ Gold Sponsor (\$1,000)
- _____ Silver Sponsor (\$500)
- _____ Bronze Sponsor (\$250)

_____ **Individual Tickets:**

- _____ \$35 OWBA Members
- _____ \$45 Non-OWBA Members
- _____ \$400 Full Table of 10 persons
- _____ \$200 Half Table for 6 persons

_____ **Business or Congratulatory Ads in the Program Luncheon:**

- _____ \$400 Full Page Ad
- _____ \$300 Half Page Ad
- _____ \$200 Quarter Page Ad

_____ **SORRY**, we are not able to support the 2006 Annual Meeting Luncheon at this time, but please notify us of future opportunities and events.

Firm/Company/Name as you would like it listed:

_____ Contact Person: _____

_____ Address: _____

_____ City: _____ State: _____ Zip: _____

_____ Phone: _____ E-mail: _____ Fax: _____

_____ Check enclosed (**payable to OWBA**)

_____ I wish to pay with a credit card

(Circle one) Visa or MasterCard

Card Number: _____ Exp.: _____

Signature: _____

Please mail meeting registration and sponsorship forms with payments by Friday, April 28, 2006 to:

Beth C. Bolyard

Squire, Sanders & Dempsey LLP

41 South High Street, Suite 1300

Columbus, OH 43215

Phone: 614-365-2787 E-mail: bbolyard@ssd.com



Ohio Women's Bar Association

Advancing Leadership, Networking and Educational Opportunities for Women Attorneys

Ad Specifications for OWBA 2006 Annual Meeting Program

Full Page Ad - \$400
Size: 5.5 inches x 8 inches

Half Page Ad - \$300
Size: 5.5 inches x 4 inches

Quarter Page Ad - \$200
Size: 2.5 inches x 4 inches

General Information for All Ads:

- Ad must be in pdf format with fonts embedded
Minimum dpi is 300
- Deadline for receipt of all ads, and payment for all ads is **Friday, April 28, 2006.**
- Please ***e-mail*** your ad to Angela Courtwright (acourtwright@reminger.com) with the subject line reading "OWBA Program Ad from _____ (name of Company/Firm)"

If you have any questions regarding placing an ad in the Annual Meeting Program, please contact:

Angela Courtwright
Reminger & Reminger Co., LPA
Phone: 614-228-1311
Fax: 614-232-2410
E-mail: acourtwright@reminger.com

Ohio Women's Bar Association

Slate of Officers and Trustees for 2006-2007

The following is the Slate of Nominees for our 2006-07 Membership Year. These Officers and Trustees will be sworn into office on May 12th at OWBA's Annual Meeting:

Slate of Nominees	
President	Pamela D. Houston Andrews & Pontius, L.L.C. 4817 State Road, Suite 100 P.O. Box 10 Ashtabula, OH 44005-0010 Phone: 440-998-6835 E-mail: phouston@andrewspontius.com
President Elect	Susan E. Petersen Petersen & Ibold Village Station 401 South Street Chardon, OH 44024 Phone: 440-285-3511 E-mail: sep@peteribold.com
Vice President	Robin E. Harvey Baker & Hostetler, L.L.P. 312 Walnut Street, Suite 3200 Cincinnati, OH 45202-4038 Phone: 513-929-3409 E-mail: rharvey@bakerlaw.com
Secretary	Beth C. Bolyard Squire, Sanders & Dempsey LLP 41 South High Street Suite 1300 Columbus, OH 43215 Phone: 614-365-2787 E-mail: bbolyard@ssd.com
Treasurer	Jennifer L. Whitney Frantz Ward LLP 2500 Key Center 127 Public Square Cleveland, OH 44114-1230 Phone: 216-515-1660 E-mail: jwhitney@frantzward.com
Second District Trustee	Mary K.C. Soter Attorney at Law 5518 North Main Street Dayton, OH 45415-3455 Phone: 937-278-8275 E-mail: jim@soterlaw.com
Fourth District Trustee	Kyra M. Raimey Law Offices of Kyra M. Raimey, LLC 8050 Beckett Center Drive, Suite 122 West Chester, Ohio 45069 Phone: 513-874-8740 E-mail: kraimey@raimeylaw.com
Sixth District Trustee	Yolanda D. Gwinn United States District Court 1716 Spielbusch Avenue Room 318 Toledo, OH 43624 Phone: 419-259-6217 E-mail: ygwinn@ohnd.uscourts.gov

Slate of Nominees (Continued)

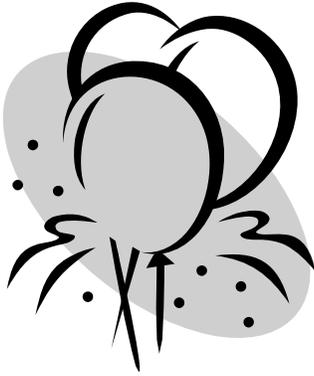
Eighth District Trustee	Dawn M. Tarka Office of the Ohio Attorney General 615 West Superior Avenue 11th Floor Cleveland, OH 44113 Phone: 216-787-3291 E-mail: dtarka21@aol.com
Tenth District Trustee	Barbara A. Roubanes Barbara A. Roubanes, Co., LPA 175 South Third Street Suite 350 Columbus, OH 43215 Phone: 614-221-8113 E-mail: bar@roubaneslaw.com
Twelfth District Trustee	Barbara L. Morgenstern Visiting Assistant Professor, Journalism Program Miami University, Oxford Ohio 646 Flagstaff Drive Cincinnati, OH 45215 Phone: 513-227-4638 E-mail: morgenbl@muohio.edu
Trustee at Large	Cara L. Galeano Oldham & Dowling 195 S. Main Street Suite 300 Akron, OH 44308 Phone: 330-762-7377 E-mail: cgaleano@oldham-dowling.com
Trustee at Large	Angela M. Courtwright Reminger & Reminger Co., L.P.A. 64 East State Street Capital Square, Fourth Floor Columbus, OH 43215 Phone: 614-228-1311 E-mail: acourtwright@reminger.com

Respectfully submitted by the Nominating Committee: Halle M. Hebert, Chair.

Introducing OWBA.biz

The OWBA is pleased to announce that we have a new website, www.OWBA.biz For those of you who may have been familiar with our old website, which was owba.org, we no longer have that domain name. As OWBA continues to move to the next level, we trust that you will agree our new website is more updated, user friendly, and best of all, informative. You will be able to easier access our calendar (which will be updated more frequently), access a list of officers and members, and be able to learn more about upcoming events and activities. In addition, this will be a great tool to utilize when trying to partner with sponsors and other groups who want to learn more about us. Future items possibly include a directory online for members only. We are also working to make sure when people search the web for the owba, they can easily find our new website.

I encourage you to take a few minutes today to visit the new website at www.OWBA.biz and give any input you have to Jennifer Faure at Jennifer@owba.biz or Violet Imre at VioletImre@aol.com. While it is still a work in progress, it is a much needed improvement over our last one. If anyone has any questions about OWBA, please direct them to the website for more information.



OWBA Celebrates 15 Years!

Compiled by Kelly A. Molnar, Esq.

All Hail the Commander-in-Chief!

On January 10, 2006, the OWBA celebrated its 15th Year Crystal Jubilee by honoring its founding members, Justice Alice Robie Resnick, The Honorable Patricia A. Hemann, and Pamela Nagle Hultin. That evening, the OWBA also honored its past Presidents for their enthusiasm, leadership and many contributions to the OWBA and the legal profession at large. In advance of the evening's festivities, each of the past Presidents was asked to share her fondest memories, top accomplishments as President, and her hopes for the future of women attorneys. Their insights follow:

Pamela Nagle Hultin (OWBA President, 1992-1993)

Current position and employer – Partner, Smith & Hultin, LLC, Chagrin Falls, Ohio. We formed our firm in May 2005 and our practice is in commercial litigation, employment law, general business law, health law and estates and trusts.

Fondest Memory of OWBA - There are too many fond memories to chose from! One is of a beaming Kirsti Talikka coming up to me at the first OWBA convention at OSU in 1992 as a newly minted attorney from Lake County and earnestly asking how she could be more active in the OWBA, and watching her become a fine lawyer, a President of this organization, a political aide in D.C. and a wife and mother! I will never forget the honor of introducing a Colorado friend, Representative Pat Schroeder at two OWBA conventions. I love the memory of having had an associate, Laura Hauser Pfahl, get involved in the OWBA and become incredibly active and have her also become a President of OWBA when she was in Columbus. I will never forget jointly chairing the Cleveland Courthouse Trial Academy for four years at the Courthouse with Judge Caroline Friedland and having OWBA as a co-sponsor with NITA and the Cuyahoga County Bar Association of this very successful CLE event.

Top Accomplishment(s) During Term - The most important accomplishment during my first term was getting the support I needed from my firm for my work at this new association; communicating with the board members and setting up monthly meetings via telephone; developing a membership from the 27 founding members to over 350 in that first year; helping and thanking Pat Hemann's secretary, who was as committed to this effort as any of us, for getting the first directory printed and sent out within that first year.

How do you see the future of women attorneys in Ohio? - I look forward to the OWBA becoming a stronger force in the development and presentation of legislation on largely women's issues, such as, eldercare, childcare, abuse, education, global economics, environmental protection, human rights, and peace. Yes, I believe that ALL of those are women's issues. I would also like to see the OWBA become a voice of passion for the rule of law so that administrative and legislative incursions into the rights of individuals can be met with strong arguments to aid forceful lawyering for our client's rights. I see the OWBA becoming a place of camaraderie and assistance to our members all over the state providing mentoring and advice on local practices available with a call or an e-mail. Finally, I hope to see the OWBA become an Association of 1000 members by the end of 2006.

Mary Lynn Readey (OWBA President, 1993-1994)

Current position and employer – Deputy General Counsel, The Ohio State University, Columbus, Ohio.

Fondest Memory of OWBA – A 1993 dinner at Tony's in Columbus following our annual meeting/conference. I recall meeting people like Laura Hauser and Deborah Horn, two individuals for whom I've never lost my fondness and respect. It was a lively evening that made me appreciate what the founders were trying to achieve. I was also younger then and I really enjoyed being so.

Top Accomplishment(s) During Term – I recall that my goals were to increase membership and not make any mistakes, seeing as I was following Pam Hultin. I no longer have my files so I'll just assume both goals were achieved.

How do you see the future of women attorneys in Ohio? – Women certainly have equal footing at the entry level of the profession and for that we should all be thankful to those that have gone before. I see us continuing to work to make the changes necessary to ensure that women have equal footing in senior roles in the profession.

Barbara J. Smith (OWBA President, 1994-1995)

Current position and employer – Along with Pam Hultin, who was the first President of OWBA, I am a founding member of Smith & Hultin LLC, a business, litigation and health care firm located in Chagrin Falls, Ohio (a suburb of Cleveland). Pam and I met through the formation of OWBA. We formed our firm eight months ago, and it is thriving!

Fondest Memory of OWBA – My fondest memories are actually of the year we spent forming OWBA. It was an exciting time, meeting in Justice Resnick's offices with a powerful and committed group of women lawyers from throughout the state. I was honored to be a part of establishing a statewide bar association that would address the unique needs and strengths of women lawyers and provide opportunities for women lawyers to network and support each other. I was thrilled to listen and have the opportunity to voice my thoughts in the discussions of how to make OWBA open and affirming, accessible to and representative of all women lawyers, and how best to respond to their needs, celebrate their successes and expand their opportunities. The friendships I made in that process are still my most treasured friendships today.

Top Accomplishment(s) During Term – Those were the formative years, so we were concentrating on organizational and financial stability (in other words, survival). The most tangible accomplishment, due to a lot of hard work by members throughout the state, was to increase our dues-paying membership to over 500 lawyers. That gave us some financial resources, but more importantly, it told us that there was indeed a need and a desire for our statewide women's bar association.

How do you see the future of women attorneys in Ohio? – United We Stand! Let us continue to help, support and promote one another, and we will both raise the level of the profession as a whole and enrich our own professional and personal lives.

Linde Hurst Webb (OWBA President, 1995-1996)

Current position and employer – Partner, Hetzer & Webb, Sylvania, Ohio.

Fondest Memory of OWBA – Many fond memories. I remember Pam Hultin talking about insisting on wearing slacks in trial (i.e., a pantsuit). What heresy! She is my hero. I rarely wear a skirt anymore. Now she is in partnership with Barb Smith. How wonderful. Also, memories of sitting around a table in Columbus, working out the details for the Ohio Women's Bar Association, with Justice Resnick. Wonderful women in that room.

Top Accomplishment(s) During Term – It has been awhile. We were dealing with acceptance by the OSBA, and continuing the cooperation with the Section on Women in the Profession. Because I was an active member of the OSBA, I worked on that cooperation between the groups. Remember that we used to sponsor a joint seminar at the annual meeting of the OSBA. At that time we did not think that the OWBA would make it on its own for an annual meeting. Things have changed.

How do you see the future of women attorneys in Ohio? – Women continue to come to the practice in large numbers. However, the young lawyers that I have contact with do not seem to understand the struggle we faced 30 years ago. They have a great sense of "zero tolerance" for things that my generation would have tolerated out of necessity. Things have changed for the better, from the days of the Gender Fairness Task Force, and the reports generated by them. The network possibilities provided by the OWBA continue to be important, including the golf and other activities that you have now. Our job is to set up the "good ol' women's network".

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Laura A. Hauser (OWBA President, 1996-1997)

Current position and employer – Partner, Thompson Hine LLP, Cleveland, Ohio.

Fondest Memory of OWBA – Rather than one particular memory, when I think of OWBA I think of all of the valuable relationships that I have developed with women all over the State of Ohio that I continue to enjoy to-day. Without the OWBA, I would not have met the incredible, talented, and fascinating women who I am grateful to call my friends.

Top Accomplishment(s) During Term – During my tenure we were able to increase membership by 10%.

How do you see the future of women attorneys in Ohio? – The future of women attorneys in Ohio depends on our support of those in the profession and entering the profession right now. I hope that all women attorneys will provide the same dedicated support to new lawyers as those more senior lawyers provided for all of us in paving the way for more open doors for women in the legal profession.

Kirsti Talikka Garlock (OWBA President, 1997-1998)

Current position and employer – Counsel, House of Representatives, Committee on International Relations, Washington, D.C. I advise Chairman Henry J. Hyde on matters involving national security issues.

Fondest Memory of OWBA – My fondest memories involve my initial contact with Pat Hemann and Pam Hultin upon learning of the formation of the OWBA and subsequently attending our first meeting. The energy in that room was incredible and remains with me to this day, as well as the many friendships I have made through the years. Overall, the OWBA has always been a place I could call "home" whenever I need either professional or personal support, advice, kinship, laughter and hope.

Top Accomplishment(s) During Term – Establishing the Alice Robie Resnick Award of Distinction as the OWBA's hallmark of excellence in service to the profession and further establishing protocols and training tools for new trustees and committee chairs.

How do you see the future of women attorneys in Ohio? – In years past, the question used to be, "why should women become attorneys?" Today, after nearly a generation of graduating classes with one-half comprising females, the question has become "why NOT become a lawyer?" The true question this bar needs to ask itself in order to address the future of women attorneys is "How do we keep women lawyers being lawyers?" Our daughters have seen their mothers successfully receive their educations and practice their craft--the law--in a world that is no longer solely 'a man's profession'. They will enter the legal profession not counting how few women there are in their graduating class or the number of female associates at their firms as many of us did when we graduated law school. Instead, many women will enter the profession with high hopes of partnerships and promotion possibilities, only to have them questioned when those crossroads are met with motherhood and caring-for-aging-parents responsibilities. While this is not unique to women attorneys alone, this balancing act falls primarily on the shoulders of the female. It is for this reason, many women leave the profession altogether.

Maria A. Kortan-Sampson (OWBA President, 1998-1999)

Current position and employer – Senior Counsel, Goodrich Corporation, Charlotte, NC

Fondest Memory of OWBA – Making wonderful friends.

Top Accomplishment(s) During Term – During my tenure, OWBA was faced with a financial crisis. We had little revenue from memberships or programs from preceding years, and sustaining our existence was an issue we worked very hard to resolve. We were able to create some innovative approaches to funding which included selling advertising in our newsletter and obtaining donations from service providers to fund our annual meeting. We were also very fortunate to seek out and get more sustaining members to boost our revenue. At the end of my term, we were able to close the books with a little money. We tried to involve some of our outlying districts in events and held our board meetings in various locations around the state. We also began focusing on moving the organization to include more social and networking events. However, with minimal funds available, we focused most on keeping the organization afloat. I was very proud of our board and the work done in seeing that happen.

How do you see the future of women attorneys in Ohio? – I am hopeful that women will continue to see a leveling of the playing field in the workplace. Many positive steps have been taken to assure that compensation levels and growth/development opportunities are being addressed. As newer lawyers enter the workplace, I am hopeful that many more opportunities will be available. I am also hopeful that more firms and companies recognize the value of women who opt for more flexible work arrangements and open career growth paths for them.

Jami S. Oliver (OWBA President, 1999-2000)

Current position and employer – Principal in the law firm of Oliver Law Offices in Columbus, Ohio. Practice includes Plaintiff's personal injury, defective products, wrongful death, and employment discrimination.

Fondest Memory of OWBA – My fondest memories of OWBA are, hands-down, the wonderful people I met. Even though I have not seen many of them in years, when we do run into one another, it's as if no time has passed at all. I have to say, it's better than a sorority. We are loyal friends and business associates to the end.

Top Accomplishment(s) During Term – There was so much to do, that I cannot say I accomplished anything of significance during my term. When I was president, we were concerned about offering statewide benefits to members for retention, so membership numbers and renewals, offering CLE and networking opportunities, must be the greatest accomplishment. I am proud to see that the OWBA has expanded on membership benefits and is now offering events all around the state...exactly what the women in our term intended!

How do you see the future of women attorneys in Ohio? – By the time I retire, I hope to see that at least 50% of the partners in every firm are women. Single women, married women, women with kids, women without kids, young and old alike, that is what our future holds, for all of us.

Helen Mac Murray (OWBA President, 2000-2001)

Current position and employer – I am a director at Kegler Brown Hill & Ritter in Columbus, Ohio where I head the National Regulatory Affairs practice area.

Fondest Memory of OWBA – My fondest memory is definitely the camaraderie of such incredible women lawyers from all walks of legal life in Ohio.

Top Accomplishment(s) During Term – During my tenure, we were able to help revitalize interest in the OWBA and increase membership.

How do you see the future of women attorneys in Ohio? – My hope for the future is for law to become a profession that more highly values the assets and strengths that women lawyers bring to the table.

Debra J. Horn (OWBA President, 2001-2002)

Current position and employer – I am currently a partner at the Cleveland law firm of Meyers, Roman, Friedberg & Lewis.

Fondest Memory of OWBA – Being given the opportunity to represent all Ohio women lawyers and getting to know so many women lawyers from across the state.

Top Accomplishment(s) During Term – Increasing OWBA's membership base, instituting fundraising events (such as golf outing and CLEs) to ensure a sound financial base for the future, coordinating volunteer opportunities for all districts through a "Make a Difference Day," where members did volunteer work at women-focused charities throughout the state.

How do you see the future of women attorneys in Ohio? – While women lawyers have made great strides over the years, numerous issues still remain such as, retention of women lawyers in general and women of color in particular, glass ceiling issues, and flexible work schedules. We must not be complacent but work together to address and find workable solutions to these issues.

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Suzanne M. Nigro (OWBA President 2002-2003)

Current position and employer – I am a sole practitioner in Cleveland, Ohio practicing Plaintiff's Employment Law which I have done for the past 23 years.

Fondest Memory of OWBA – It has to be the fellowship and amicable relationships developed during my time on the Board, especially as President during 2002-2003.

Top Accomplishment(s) During Term – (A) Began OWBA regionalization (organization by Region, as well as Districts). Held state-wide "Remembering the Ladies" events in the 5 Regions. Also began Regional Golf Outings; (B) Instituted the first (now Annual) Family Friendly Award; (C) Began OWBA's involvement with the Judicial Rating Coalition in Cleveland; (D) Represented OWBA at the initial Judicial Impartiality forum convened by Chief Justice Moyer; (E) Celebrated the 125th Anniversary of women attorney's Statutory right to practice law in Ohio; (F) Updated OWBA by-laws; (G) Co-sponsored with other Bar Associations "Books for Kids"; (H) Co-sponsored with NAWBO "Dress for Success".

How do you see the future of women attorneys in Ohio? – Our future as women attorneys in Ohio is, as with male members of our profession, one in which we all must take care to be on top of negative public perception often associated with allegations of frivolous lawsuits, ethical violations and judicial partiality. Additionally, the future still calls for special vigilance to continue to make sure, and encourage, that our employers recognize family leave, medical leave and wellness leave, as well as flextime and part time. These benefits and /or time requirements should be given without penalty when the need arises.

Michelle J. Sheehan (OWBA President, 2003-2004)

Current position and employer – Partner at Reminger & Reminger Co., L.P.A., Cleveland, Ohio.

Fondest Memory of OWBA – Making new friendships with other women attorneys in Ohio.

Top Accomplishment(s) During Term – Held successful continuing legal education seminars, fundraisers and events statewide; operated the organization in the black; switched to electronic letterhead (if we still use it).

How do you see the future of women attorneys in Ohio? – I can only see the network of women attorneys in Ohio gaining momentum and getting stronger.

Halle M. Hebert (OWBA President, 2004-2005)

Current position and employer – Associate, Tucker, Ellis & West, LLP in Cleveland.

Fondest Memory of OWBA – Getting the opportunity to meet so many wonderful women attorneys from all over the state, and networking with them.

Top Accomplishment(s) During Term – Successful Annual Meeting with a wonderful and exciting keynote speaker, and bringing our finances back into a strong position.

How do you see the future of women attorneys in Ohio? – I believe women attorneys in Ohio will continue to grow, as individuals and as a group. The OWBA is getting more recognition state wide, and I've seen more interest in the organization. I think OWBA can become an important role for women attorneys in the future, especially as more women become members of the judiciary.

OWBA Hires Communications Director

We are pleased to announce the addition of Jennifer Faure as Communications Director for the OWBA. Jennifer comes to us with more than a decade of experience in marketing communications at non-profit organizations including, The Geochemical Society and OCLC, Online Computer Library Center, Inc.

Jennifer's initial focus will be on increasing visibility of the OWBA in the legal marketing by helping to create a greater web presence and working on plans for joint ventures with Ohio Law Schools. Additionally, she will be working to try to attract more corporate sponsorships for our organization.

Please feel free to contact Jennifer with ideas or suggestions at Jennifer@owba.biz.•

Networking at Noon with Judge Jeff Hastings

By Dawn M. Tarka, Esq.

On Monday, March 13, 2006, Judge Jeff Hastings of the Cuyahoga County Court of Common Pleas held a "Networking at Noon" luncheon for members of OWBA. Members gathered for an informal lunch with Judge Hastings, followed by a presentation and small group discussion about the voir dire process. Judge Hastings provided many helpful suggestions for selecting a jury, and participants had an opportunity to ask questions and share their own experiences.

The "Networking at Noon" luncheon series provides an excellent opportunity for OWBA members to meet with judges on an informal basis. Please watch your e-mails and the newsletter for announcements of future events. •



Members in the News

Congratulations to Rosemary G. Gold, who was selected for 2006 Best Lawyers in America in the field of Family Law. Her contact information is:

Rosemary G. Gold
Law Office of Rosemary Grdina Gold
33000 Pine Tree Road
Pepper Pike, OH 44124-5514
Phone: 216-593-0001 Fax: 216-591-1514
E-mail: rggoldlaw@adelphia.net

OWBA Classifieds

Dianna Jackel, a friend of Karen Held Phipps (OWBA's Bar Associations Liaison Committee Chair) who she has worked with for three years is seeking additional income. She is willing to baby sit and/or adult sit for a needy senior who needs adult attention. Please contact her directly if you are interested: Dianna Jackel 614-436-3543. Dianna works full time for Clark, Perdue, Arnold & Scott, has an adult son in the Military and a daughter in her final year of high school. She is available for evenings or weekends. •

Your Career Action Plan for the New Year

People make New Year's resolutions with the best intentions, but they often fail for lack of a solid action plan. If you've resolved for 2006 to move your career forward into a new industry, occupation or level of responsibility, increase your chances of success with this three-part action plan focused on results.

1. Know your career objective
2. Update your resume and cover letters
3. Update your network and networking skills

1. Know your career objective

Knowing your career objective may sound obvious and easy. If, however, you are dissatisfied with your current position, it can be difficult to sort out the good from the bad. You may not fully understand the target of your dissatisfaction: Is it your job or your employer; your company's culture or your supervisor? Analyzing what you want in a job is a good start in determining the best new job for you.

If you are uncertain what type of position to focus on, start by identifying the transferable skills you enjoy (ed) using in your current or past positions. A professional career coach can be helpful in sorting out what you want to keep and, more importantly, what you want to avoid in your next position.

2. Update your resume and cover letters

If it has been a while since your last job search, your resume may no longer reflect your current career direction. Don't forget the most important elements of a strong resume: solid achievements that illustrate your transferable skills, and key words and phrases to capture employers' attention and interest.

Cover letters can make the difference between a warm reception or a cold shoulder. While it's true that not all resume screeners read cover letters, those who do are never impressed—and are often put off by cover letters that sound phony or mass-produced. If you are uncertain of your resume writing skills, a professional resume writer can transform your so-so resume & cover letters into true selling tools.

3. Update your network and networking skills

A good job-search network consists of all those persons who can provide information about future or current career opportunities. You say you don't have a network? You probably do, but you just haven't thought about people who could fit this category. Start by identifying groups of people that you are in contact with on a regular basis, such as professional associations, church, college alumni groups, and neighborhood associations. Then identify the individuals within those groups with whom you feel comfortable and who could help you learn of job leads.

Many of my resume and coaching clients lament their poor networking skills. I always tell them not to worry; they are in good company because most people feel inadequate when it comes to networking. Before you dismiss the value of a strong network, remember: In securing all-important job interviews, it's very often not what you know but who you know. There are many resources available for learning how to build and utilize a network to your job-search advantage: books, online articles, workshops, and career coaches trained in the most effective networking techniques.

Once you've put your job-search action plan into practice, you'll be on your way to a better job and a better life.

Deborah Walker, CCMC
Career Coach ~ Resume Writer
Find more job-search tips and resume samples at:
www.AlphaAdvantage.com
Email: Deb@AlphaAdvantage.com

eliminating racism
empowering women

ywca

Accessorize for Success

You are invited to attend the YWCA Leadership Conference for Women, *Accessorize for Success* on Friday, June 23, 2006 at LaCentre Banquet & Conference Facilities in Westlake.

This one-day conference is for smart, driven women who have the basic tools for success that have carried you this far. Women who attend this conference will gain the “accessories” that you can’t learn in the classroom or from your boss, but will help you advance faster and further up your career ladder – in heels of course!

For Every OWBA member that registers for the conference, \$25 will be donated back to this organization!*

Keynote speakers include Lois Frankel, PhD, author of *Nice Girls Don’t Get the Corner Office* and *Nice Girls Don’t Get Rich* and Jeanie Litteken of the Heim Group, the leading organization on gender differences in the workplace.

Plus, morning and afternoon break-out sessions, networking opportunities and an action plan to implement for yourself.

To find out more, visit www.ywca.org/cleveland or call the YWCA at 216-881-6878.

*please note that you must register at the non-member rate and cannot take advantage of the group discount in order for the \$25 to be donated to OWBA.



Address Updates

OWBA’s Current Community Services Co-Chair, Martha Van Hoy, has joined Buckingham, Doolittle & Burroughs LLP in Columbus.

Her new contact information is:

Martha Van Hoy, Esq.
Buckingham, Doolittle and Burroughs LLP
191 W. Nationwide Blvd Suite 300
Columbus, OH 43215-8120
Phone: (614) 227-4268 E-mail: mvanhoy@bdblaw.com

Heidi P. Chylla is now Cleveland Staff Counsel with Geico Insurance.

Her new contact information is:

Heidi P. Chylla
The Law Office of William T. Neubert, A Geico Corporation
1422 Euclid Avenue, Suite 330
Cleveland, Ohio 44115
E-mail: heidi@chylla.com

OWBA Network
Newsletter Advertising

Please consider advertising in OWBA's newsletter.
Prices and publication deadlines are listed below.

Date Due:	Business Card Size (3 1/2" x 2") \$40.00	Quarter Page Ad (3 1/2" x 4 1/2") \$75.00	Half Page Ad (7 1/2" x 4 1/2") \$150.00	Full Page Ad (7 1/2" x 10") \$250.00	Full Page Insert (one side) \$180.00
March 15 th for April Publication					
June 15 th for July Publication					
September 15 th for October Publication					
December 15 th for January Publication					
Full Year Publication (same ad, 4 Issues) Prices listed with 20% discount but must be purchased at time of initial order.	\$128.00	\$240.00	\$480.00	\$800.00	\$576.00
TOTAL:					

Advertisement Policy

The Ohio Women's Bar Association newsletter is published quarterly. Payment must be made in advance, and proof requests must be requested at time of submission of advertisement. Preferred position may be requested but cannot be guaranteed or paid for other than those specified in brochure. The OWBA shall not be liable for slight changes or typographical errors which do not lessen the value of the advertisement. In the event of a damaging error on an advertisement for which the OWBA is liable, an adjustment will be made. The OWBA reserves the right to regulate typographical tone of all advertisements and to revise or turn away copy which it considers objectionable. The OWBA reserves the policy of no cash refunds. Any reimbursements will be made in the form of credit toward future advertisements. Camera ready artwork (black ink on white paper) or those submitted on CD in pdf file format are preferred. If not available, add \$20 and ask us for assistance.

OWBA

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North Royalton, OH 44133-1931*