Engagement is a key to success for any relationship between two or more parties. It is critical to growth and development. For this reason, businesses and organizations around the globe spend lots of energy and resources each year developing the engagement level among constituents, customers, and associates. Others measure engagement to understand how their members feel about the health of their organization through various surveys and tools. These same concepts apply to the Ohio Women’s Bar Association and Foundation. The degree of individual engagement is the X-factor that will make the difference in our collective success. The more, the better.

As I reflect on our recent annual conference, I was proud to see the level of engagement, excitement and commitment. What tremendous energy and passion! Past President Grace Royalty did a great job of presiding at the meeting, as she did leading us throughout last year. Justice Sharon Kennedy took time out from her duties on the Ohio Supreme Court to conduct the investiture of officers. Members of the Ohio National Guard played an important role in our ceremony celebrating our 25th Anniversary. ABA President Paulette Brown was not only thought-provoking but placed her own personal brand behind us. Over 400 attorneys from across the state gathered for the annual luncheon to celebrate the OWBA’s 25th anniversary, and to hear President Brown’s remarks. Much excitement surrounded announcement of the recipients of this year’s awards, including our inaugural Diversity and Inclusion Champion and Sponsor Awards and our Family Friendly Award. I would further highlight special thanks and appreciation to Thirty-One Gifts for their support and beautiful, Street Style Cross-Body Bags provided to all attendees at this year’s Annual Meeting Luncheon. Their outstanding leadership and support of women and women in the law is remarkable. The two days of CLE were well attended with advanced topics and diverse panels which left many asking for more and inquiring about what we will do next. The dialogue and discussion was spirited and candid and many of you report invigorating.

Our Annual Conference was an amazing opportunity to partner with our friends at the Ohio State Bar Association and other bar associations throughout the state including the Asian Pacific American Bar Association of Central Ohio, the Columbus Bar Association, the Hispanic National Bar Association-Region X, the John Mercer Langston Bar Association, and the Women Lawyers of Franklin County. These partnerships make for critical alliances to work together positively impacting woman in the law and the profession in its entirety.

Over the last several weeks I have heard personally from a number of you through cards, letters, emails and phone calls expressing excitement for the coming year. How powerful and impactful your words are to me and to (Continued on next page)
Presidents Message from Page 1

others with whom you chose to share.

Now, if we can carry this engagement momentum forward over the coming year, think of the progress we can make. Just think of the relationships we can form and/or strengthen across the state and just think of the impact we can make - all of us together. Let us be purposeful and intentional about having an inclusive association and increasing diversity across all dimensions; partnering with other bar associations and promoting public and private partnerships with our members in our association and in the law.

With strong engagement, words and ideas can come to life because they spring into action. Our attitude and outlook with respect to engagement and involvement this coming year stands to define us and set us apart from other organizations. Please join me in being passionate and committed to yourself and to each other by deciding how and on what level you want to be involved in OWBA and recruiting others to join us. Decide what you can commit to do in terms of leadership and participation and let’s make it happen. Choose to get involved with mentoring and sponsoring others, leading an event and/or participating in an event.

In the coming months we have much to look forward to and much opportunity to be involved and connected.

On July 13, members and guests honored The Acting U.S. Attorney for the Northern District of Ohio, Carole Rendon with a reception celebrating her achievements, leadership and commitment to justice.

Our Government Subcommittee will begin their program year with a two-prong charity event partnering with Dress for Success. The Subcommittee will begin by asking members to donate clothing and makeup in specially marked receptacles places at various firms and agencies. This month-long campaign will wrap up with Dress for Success Charity Happy Hour with Stella & Dot on August 3. Besides being able to donate professional attire, participants will be able to tour the Dress for Success facility, hear an introduction on the purpose and vision of the organization, and testimonials. I encourage everyone to join OWBA for this wine and cheese event.

The Ohio Women’s Bar Foundation will host their annual Leadership Luncheon on September 15 at The Bluestone. The event will celebrate our Leading the Way Award Winner, the 2016-2016 Leadership Institute’s graduating class and the incoming 2016-2017 Leadership Institute class.

On October 30, the members of OWBA will be carrying out Paulette Brown’s day of giving in conjunction with National Pro Bono week. She mobilizes tens of thousands lawyers from across the country to provide free legal services and/or otherwise give back.

On November 9, OWBA will be hosting the State Wide CLE and Give Back, held in the following cities; Columbus, Cincinnati, Cleveland, Toledo and Dayton. Spend a day learning, sharing and giving back.

In the first quarter of 2017, we will be hosting a Celebration of Women in the Law featuring our Founders Award. There are dozens of opportunities with OWBA.

Many of us have taken time off during the summer to spend with loved ones, family, and friends in order to reconnect and recharge. As each of you do so, please be safe and include OWBA in your planning for this next year. We have a place for each of you and I look forward to what we can accomplish together.
The OWBA would like to recognize its members participating as candidates in elections, provide moral support for the candidates and provide other members an opportunity to support those candidates in any way that they deem fit. Doing so recognizes candidates and fulfills the OWBA’s mission of promoting the leadership, advancement and interests of women attorneys and supports positive support and advocacy for the organization and all members.

Below is a list of known OWBA members who are candidates for an elected position:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position Seeking</th>
<th>Election Day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Judge Laurel Beatty</td>
<td>Judge, Franklin County, Ohio Court of Common Pleas, General Division</td>
<td>8-Nov-2016</td>
</tr>
<tr>
<td>Connie Carr</td>
<td>Lorain county Commissioner</td>
<td>8-Nov-2016</td>
</tr>
<tr>
<td>Stephanie Hanna</td>
<td>Candidate for Judge in the Franklin County Court of Common Pleas, General Division</td>
<td>8-Nov-2016</td>
</tr>
<tr>
<td>Judge Lynne Callahan</td>
<td>Ninth District Court of Appeals</td>
<td>8-Nov-2016</td>
</tr>
<tr>
<td>Judge Kim A. Browne</td>
<td>Franklin County Domestic Relations &amp; Juvenile Court</td>
<td>8-Nov-2016</td>
</tr>
<tr>
<td>Valarie K. Gerlach</td>
<td>Fourth District Court of Appeals</td>
<td>8-Nov-2016</td>
</tr>
</tbody>
</table>

If you are an election candidate and we don’t have you listed above, please send us the following and we will gladly add you to our list.

- Your name
- The title and city of the office that you are seeking (i.e., Cleveland Common Pleas Judge or Columbus City Council Member)
- Date of the election

Charity Happy Hour with Stella & Dot

Hosted by:

Dress for Success Mission
1204 North High Street | Columbus
Enjoy drinks, food and chances to win exclusive Stella & Dot jewelry … all for a great cause, Dress for Success.

$5 for members or $10 for non-members.

Dress for Success Clothing and Product Drive will run from July 18-August 3.

Visit OWBA.org or call (614) 992-6922 for details.

DRESS FOR SUCCESS CLOTHING & PRODUCT DRIVE
July 18, 2016 through August 3, 2016
Donate your gently-used professional clothing, accessories, shoes, and unopened makeup/personal care products to give deserving women a fresh start in life! We will be collecting items between July 18th and August 3rd at several firm and government agency location in Columbus. Visit www.owba.org for a complete list of drop-off locations.

and be inspired, enjoy drinks and peruse accessories by San Francisco based company, Stella & Dot, http://www.stelladot.com/ts/q1yh6. Sales proceeds from the event benefit Dress for Success Columbus. Cost to attend is $10 for non-members, $5 for members.

This event is hosted by –

BARNES & THORNBURG LLP

porter wright

btlaw.com

News
The Ohio Women’s Bar Association and the Ohio Women’s Bar Foundation brought together hundreds of women in the legal profession on May 18-19 for the 25th Anniversary of their Annual Meeting. The 2016 Annual Conference featured a variety of enriching CLE sessions, a reception honoring women in government and the Annual Meeting Luncheon. During the luncheon, new board members for OWBA and OWBF were inducted, the Leadership Institute graduates were recognized, and awards were distributed to both deserving individuals and organizations. The highlight of the Luncheon was the Keynote Address given by the current President of the American Bar Association, Paulette Brown, who spoke to the audience with empowering words on bettering the diversity and inclusiveness of the legal profession.

The Annual Meeting began on Wednesday, May 18 with the opening CLE session entitled: Judicial Panel: A View from the Bench. Sponsored by Thacker Robinson Zinz LPA, the Judicial Panel was moderated by Magistrate Judge Stephanie K. Bowman of the United States District Court for the Southern District of Ohio. Panelists included:

- Judge Mary DeGenaro, Seventh District Court of Appeals
- Judge Benita Y. Pearson, United States District Court, Northern District of Ohio
- Judge Marie Hoover, Ohio Fourth District Court of Appeals
- Judge Paul M. Herbert, Franklin Municipal Court

Among many of the insights imparted by the panelists, Judge Herbert shared with the CLE participants the details of the CATCH Court over which he presides in Franklin County. The CATCH program intends to address the rampant issue of human trafficking in Ohio by reclassifying solicitation defendants as victims in need of help.

Following the Judicial Panel was a CLE session entitled: Women in Law: Leadership Lessons from the Top. This session was sponsored by OSBA’s Women in the Profession Section and was moderated by Stephanie Hanna, Senior Manager of Member Outreach and Engagement at the Ohio State Bar Association. Panelists included:

- Michelle Proia Roe, General Counsel, Thirty-One Gifts
- Mary Augsburger, Executive Director, Ohio State Bar Association
- Marchelle E. Moore, Senior Vice President, Chief Legal Officer and General Counsel, The Motorists Insurance Group
- Patricia A. Wise, Partner, Niehaus Wise

The panelists spoke on how they were able to attain their success as well as how they are able to balance their careers with their additional roles as mothers and wives. Panelists described relying on “team members” for support such as solid babysitters, husbands, and relationships developed through OWBA. Marchelle Moore spoke passionately about the importance of finding mentors on the path to success and stressed that a mentor does not have to be the same in appearance or gender to be an effective guide.

The third CLE session of the day was sponsored by Abercrombie & Fitch and was entitled: Advancing the Next Generation of Women Leaders in the Legal Profession. The panel was moderated by Joyce Edelman, Partner at Porter Wright Morris & Arthur and the panelists included:

- Judge Pat E. Morgenstern-Clarren, United States Bankruptcy Court, Northern District of Ohio
- U.S. Magistrate Judge Kathleen B. Burke, United States District Court, Northern District of Ohio
Lisa Whittaker, Senior Attorney, Litigation and Employment, ascena retail group
Caitlin E. Anderson, Assistant General Counsel of Litigation, Cardinal Health
Judge Noceeba Southern, Administrative Law Judge, United States Social Security Administration

The CLE continued the dialogue on the importance of mentoring and spoke to the need for increasing the retention of minority employees in law firms. Judge Pat Morgenstern-Claren encouraged law firms to address their implicit bias in hiring and promotion to better these retention rates. Joyce Edelman closed the CLE session with the encouraging words “Our legacy is what we have done and what we will continue to do for women...Our fight is not over.”

The first day of the 2016 Annual Meeting concluded with an Honoring Women in Government Reception hosted by the OWBA Government Sub-Committee with champions, sub-committee co-chairs Yukiko Yee and Magistrate Amy B. Koorn. The reception brought together and celebrated judges and government/government relation attorneys from all across the state. Featured at the HWIG reception were esteemed guests, The Honorable Yvette McGee Brown, Partner-In-Charge of Diversity, Inclusion, and Advancement at Jones Day, and Judge Jennifer Brunner of Ohio’s Tenth Appellate District.

The second day of the 2016 Annual Meeting, held on Thursday, May 19, began with a Breakfast Spotlight on Diversity and Inclusion: A Perspective from Paulette Brown. The breakfast was sponsored by Columbus Bar Association’s Managing Partners’ Diversity Initiative and was facilitated by Jocelyn Armstrong, Assistant Executive Director, Columbus Bar Association and President, John Mercer Langston Bar Association. An intimate crowd gathered early in the morning to converse with the spotlight’s guest, ABA President Paulette Brown. Brown was accompanied by Bricker and Eckler’s Managing Partner, Kurt Tunnell. During the breakfast, Brown shared her inspiring journey to becoming the first woman of color to head the prestigious American Bar Association as well as anecdotes from her tour of the United States as current ABA president. Brown also described her fondness for visiting with local chapters of the Boys & Girls Clubs of America in every state as part of her efforts to encourage youth to aspire to the legal field from even the grade school age.

Two CLE sessions followed the Breakfast Spotlight with the first being a panel entitled: Breaking Down Barriers and Investing in Diverse Talent. The session was sponsored by Bricker and Eckler LLP and moderated by Lisa Kathumbi, Employment and Labor Law attorney at Littler Mendelson. Panelists included:

- Judge Timothy S. Black, United States District Court, Southern District of Ohio, Co-Convener of the BLAC-CBA Round Table
- Jeffrey B. Jones, Shareholder and Board Member, Littler Mendelson
- Tracie Ransom, Director of Complaints and Counsel, Edward Jones
- Janica Pierce Tucker, Partner, Taft Stettinius & Hollister
Panelists focused heavily on the topic of implicit bias and how members of the legal profession can personally recognize and reduce their own implicit biases for better impartiality in every aspect of the legal field. Judge Timothy Black shared his own struggle with implicit bias and described his personal efforts to reduce his biases by increasing his interactions with more diverse peoples in order to see them from new perspectives.

The second CLE session was sponsored by Vorys, Sater, Seymour and Pease LLP and was entitled: Beyond the Head Count: Inclusive Environments and Diverse Leadership. The panel was moderated by Marilyn McClure-Demers, Associate Vice President, Associate General Counsel Corporate and Intellectual Property Litigation, Nationwide Insurance Company, and included panelists:

- Earl J. Barnes, Senior Vice President and General Counsel, OhioHealth
- The Honorable Yvette McGee Brown, Partner-In-Charge of Diversity, Inclusion and Advancement, Jones Day
- Kurt Tunnell, Managing Partner, Bricker & Eckler and Chair, Columbus Managing Partner Diversity Initiative
- Kimberly S. Amrine, Member and Director of Diversity and Inclusion, Frost Brown Todd
- Myra McKenzie-Harris, Associate General Counsel, Wal-Mart Stores, Inc.

The panelists concentrated on the need for more diverse talent in law firms and other legal environments as well as strategies for how to attract and retain this diverse talent. A focus was placed on the importance for established members of the legal profession to reach out as mentors and sponsors of diverse attorneys. Panelists urged individuals acting as mentors and sponsors to succession-plan for the assurance that diverse attorneys will succeed them in respected leadership positions. Earl J. Barnes spoke on his strategy of not only encouraging, but, insisting in diverse talent pools when hiring new lawyers at OhioHealth.

The 2016 Annual Meeting Luncheon was attended by hundreds of both male and female supporters of OWBA and OWBF from all across the state of Ohio. Guests were officially welcomed to the luncheon by Justice Sharon L. Kennedy with the Supreme Court of Ohio. Justice Kennedy also swore-in the new OWBA and OWBF Officers and Trustees for the 2016-2017 year. Marilyn McClure-Demers was sworn in as the new president of the Ohio Women’s Bar Association and Sommer Sheeley, Bricker & Eckler LLP was sworn in as the new president of the Ohio Women’s Bar Foundation.

Graduates of the 2015-2016 Leadership Institute Class were then recognized by Anastasia Wade and Pat Gadja. The mission of the Leadership Institute is to advance inclusiveness within the legal profession by supplementing the professional skills of women lawyers for the benefit of the diverse communities in which they work, live, and serve.
The 2015-2016 graduates of the Leadership Institute are as follows:

- Jill Bigler – Bricker & Eckler LLP
- Michelle Block – University Hospitals Health Systems
- Shannon Bockelman – Freund, Freeze & Arnold, LPA
- Kimberly Bojko – Carpenter Lipps & Leland
- Marla Gilreath – Nationwide
- Holly Hunt – Nationwide
- Gabrielle Kelly – Brouse McDowell LPA
- Sarah Lynn – Ice Miller
- Rachael Mauk – Brouse McDowell LPA
- Julie McConihay – Frost Brown Todd LLC
- Jessica Rodek – Cardinal Health
- Jade Smarda – Faruki Ireland & Cox P.L.L.
- Heather Stuz – Square Patton Boggs (US) LLP
- Katrina Thompson – Barnes & Thornburg LLP
- Yukiko Yee – Office of the Ohio Attorney General
- Amanda Zaremba – The Procter & Gamble Company

Keynote speaker Paulette Brown was then escorted to the stage by special guests Major Shaun Robinson and Master Sergeant J. Alex Ribacci of the Ohio National Guard. Brown’s keynote address fixated on a central theme of the 2016 Conference, “Diversity and Inclusion in the Legal Profession.” During her year as president of the ABA, Brown prioritized diversity and inclusion, pro bono activities, service to the ABA’s members and community service. She spoke on her efforts to reduce implicit bias in the legal profession through awareness and training materials, which she has spent her term working to create. Brown touched on both the progress the profession has made in working towards inclusivity as well as on the immense amount of work that still must be done for the advancement of women and minorities in law. Her message was one of hope and a call to action for all members of the legal field to take up the fight against prejudice and exclusivity still present in law firms and every legal environment across the country.

OWBA bestowed several awards during the luncheon to recognize individuals and organizations that had demonstrated tireless effort towards bettering the legal field for both women and minorities.

The President’s Choice Award is intended for an individual who exemplifies the spirit of leadership, dedication and passion for the profession and for the life-long friendships made through OWBA and OWBF. The award was bestowed by 2015-2016 OWBA President Grace Royalty to Yukiko Yee, Office of the Ohio Attorney General, for her commendable work as principal chair of the Government Sub-committee.

The Family Friendly Award is intended for a legal employer in Ohio who best exemplifies the commitment to work-life balance arrangements and assures that lawyers can both take care of their families and pursue successful careers. OWBA presented the 2016 award to Carpenter Lipps and Leland LLP for their flexibility towards lawyers with family commitments and their retention of female lawyers – none of their female partners have ever left to go to another law firm.
OWBA then distributed their inaugural Diversity and Inclusion Awards, which are meant to highlight, recognize and honor those individuals and organizations making impactful efforts to address issues occurring at the intersection of gender and race.

The OWBA D&I Sponsor Award is designed to recognize a legal professional who has individually championed the careers of women attorneys and the topic of diversity and inclusion. Anthony Sharrett, partner at Baker and Hostetter, was honored with the 2016 OWBA D&I Sponsor Award for his constant and authentic involvement in promoting the success of women and minorities in the legal profession.

To close the luncheon, newly sworn-in OWBA President Marilyn McClure-Demers spoke briefly on her vision for the 2016-2017 year and said the main three focuses of OWBA will be the power of relationships, recruitment and giving back.

The 2016 Annual Conference concluded with a reception honoring Paulette Brown, co-sponsored by the several Ohio diverse bar associations including: Asian Pacific American Bar Association of Central Ohio, Columbus Bar Association, Hispanic National Bar Association-Region X, John Mercer Langston Bar Association, Ohio State Bar Association, and Women Lawyers of Franklin County.

Please visit [www.owba.org](http://www.owba.org) for additional information about the OWBA/OWBF Annual Meeting Luncheon and programs and a complete photo gallery from the event. For more information contact OWBA at (866) 932-6922 or admin@owba.org.
The Balance Delusion
By Erin E. Rhinehart, Faruki Ireland & Cox, P.L.L.

Lady Justice is blindfolded for a reason. If Ms. Justice was forced to witness everything that she must balance, she would drop those scales and run. She is deluding herself. And really, to some degree, aren’t we all wearing blindfolds? Isn’t delusion necessary to find, and maintain, that elusive “balance” for which we all strive?

Let’s get real. There is no such thing as balance. At least not balance in the sense that everything, 100% of the time, is in complete equipoise. Balance is a personal decision. To find and maintain any sense of sanity, the idea (and ideal) of balance must be tossed aside.

As lawyers, we are expected to put our clients first, and be available 24/7. As mothers, wives, sisters and daughters, we are expected to put our family first, and be available 24/7. This leaves us little room for much else. This is the impossible dream for which we all strive, to be everything to everyone all the time - and to do it flawlessly no less. We set ourselves up to fail. It is time to redefine balance. But, how?

This is the best part. Balance can mean whatever you want it to mean – and only you get to judge whether you have it or not.

For me, redefining balance is a process. Just when I think I may have found it, it disappears as quickly as it arrived. Notwithstanding, I have received some good advice over the years on this topic. One of the best pieces of advice I received is to set boundaries. In other words, learn to say “no.” As a young lawyer, this may be more difficult. But, as you develop and progress in your career, you can gain the trust and confidence of your partners, executives, and other superiors, which will allow you to gain more control over your time and choices (so long as you speak up). It never gets easy to say no; but, it does become a more viable option. And, you will find that you are better equipped to evaluate which opportunities to decline and which opportunities are worth the extra hours.

Figure out what is important to you, prioritize, and execute. Of course, this is easier said than done because most of us are not sure what it is that we really want to do. As you sit back and think about how to redefine balance for yourself, consider the famous question posed by Robert H. Schuller, “What would you attempt to do if you knew you could not fail?” Perhaps your answer will help you remove your own blindfold.

Ms. Rhinehart is a Partner with the commercial litigation firm Faruki Ireland & Cox P.L.L., which has offices in Dayton and Cincinnati, Ohio. She may be reached at erhinehart@ficlaw.com or follow her @EERhinehart.

Prior versions of this article have been featured in Be Leaderly and TYL, the official publication of the American Bar Association’s Young Lawyers Division.

Upcoming Events

August 3, 2016
Government Subcommittee Dress for Success Charity Happy Hour with Stella & Dot

Enjoy drinks, food, and chances to win exclusive Stella & Dot jewelry … all for a great cause! GS hosts an informational “DFS Charity Happy Hour” on Wednesday, August 3, 2016 between 5:30 and 7 p.m. at the Dress for Success Mission, 1204 North High Street, Columbus. The event is sponsored by Porter Wright and Barnes & Thornburg. Attendees will learn how Dress for Success has made a difference for thousands of women in our community, and how you can make a difference too! This unique and informational networking event offers attendees the opportunity to tour the facility and be inspired, enjoy drinks and peruse accessories by San Francisco based company, Stella & Dot. Sales proceeds from the event benefit Dress for Success Columbus.

Visit http://www.owba.org/event-2282276 for details and to register!

September 15, 2016
OWBF Leadership Luncheon

The OWBF Leadership Luncheon will be held on September 15, 2016 at The Bluestone, located at 583 East Broad Street, Columbus. Registration will begin at 11:30 a.m. The program will run from noon- 1:30 p.m. The purpose of the Leadership Luncheon is to celebrate women and leadership by honoring a leader in the legal profession and community with our Leading the Way Award. This award honors leaders and highlights the achievements of women who have gone above and beyond as trailblazers in the legal profession. We will also celebrate the 2015-16 Leadership Institute graduating class and introduce the incoming Leadership Institute class of 2016-17. Sponsorship opportunities are available for this event.

Visit http://www.owba.org/event-2272198 for details and to register!

November 9, 2016
State Wide Give Back CLE Event

We will once again be offering CLE simultaneously in several different cities all on the same day. More details to come. Watch for emails and updates on our website.
People either love networking or secretly view the experience as cruel and unusual punishment. Standing in a room with strangers can be quite intimidating. It can invoke many emotions. You may have reservations about how to enter conversations confidently and politely. You may feel insecure about how to tell your story effectively. Regardless of your state of mind, networking is a part of the business landscape.

Networking usually encompasses the exchange of information such as your name, company and profession. Most people are comfortable with perfunctory communication, but are stumped on how to transition from pleasantries to relationship building.

If you feel uncomfortable networking, then network from the inside out. Focus on who you are and your purpose rather than what you sell. For many, it is easier to tell people what you sell than why you sell it. Most people think you “sell” by highlighting what you do. But if you have ever read Simon Sinek’s book Start With Why, you already know that people react with their hearts. Your purpose is the emotional pull that captures a yes. It is really the key to selling, because you are selling your cause.

Although Sinek’s analysis focuses on organizations, the same theory applies to individuals while networking. Here are five reasons why starting with your overall purpose is more effective when networking:

1. **Your message is clear.** In this new life of being constantly bombarded with information, it is necessary to pause and reflect on what you want from life, what your next move should be and how to get there. This reflection gives you the opportunity to learn from your experiences and create a different picture of your future. Articulating your purpose allows you to be clear about what is important to you. A purpose allows you to consistently make decisions that align with your values.

   I recently worked with a disaster recovery business owner who, while developing her mission and vision, intuitively wanted to articulate her purpose. Although she repairs homes damaged by fire, water or mold, she realized her purpose is to protect people’s health by improving their indoor environments. Now everything she does, flows from that purpose.

2. **You focus on the why.** Your elevator speech is no longer about you. It shifts the paradigm from you to your community, state or country. You have a cause when you lead with why. Many times it is difficult to identify your why. I suggest you borrow a tool from Six Sigma and ask yourself “why” 5 times. Each time you answer it, you get closer to the truth. Here is an example:

   a. **Why did you choose to be a probate attorney?** Because I needed a job.
   b. **But why did you choose probate when you could have chosen any legal field?** Because I like helping people.
   c. **Why do you like helping people?** Because it makes me feel good about myself.
   d. **Why does it make you feel good?** Because my clients are empowered to change their lives.
   e. **Why are people empowered?** Because they are no longer afraid to have difficult conversations.

   In this example, your purpose is to facilitate difficult conversations so that your client can find her truth.

3. **You will energize people.** There is nothing more powerful than a well-communicated purpose. You may have a consistent purpose for both your professional and personal lives or you may have different ones. Passion is infectious. Sharing it with others will stir excitement and increase their desire to connect with you.

   Southwest Airlines is an air carrier, but its purpose is to connect people to what’s important in their lives through friendly, reliable and low-cost, air travel. I remember the first time I travelled Southwest. The flight attendants were light-hearted, happy and funny. They made our trip enjoyable and left a deep impression with me. They are passionate about their brand, and similarly you should be passionate about your brand.

4. **You spotlight clients’ successes.** Since this verbal exchange is no longer about you, your energy can be spent on your clients’ successes. You can emphasize why they came to you, what you did, and the ultimate outcome. You can give your client’s testimonial.

   If you are litigator, you could highlight how much money you have saved your clients or your...
case success rate. Give people the facts about your success and then allow them to conclude how great you are.

5. **You are more confident.** Shifting your focus will allow you to be more comfortable with the networking process. It will allow you to relax and in turn others will relax around you. There is no substitute for confidence. The more you focus on your purpose, the easier networking will become.

Communicating your purpose will drive meaningful conversations during networking. This shift in perception is a beginning point, not a panacea. Use quiet reflection to answer your questions and open the door of opportunity. Focus with keen precision on those networking opportunities that will be of the greatest benefit. Observe how you will then connect with the right people. Discovering your purpose will take time, but it will also grant you clarity and ultimately drive your networking results.

Connect with Patrice Blakemore on LinkedIn. Patrice is the president of Blakemore Coaching where she empowers women to elevate their performance, maximize their opportunities and increase their productivity. She is also a business advisor for the Goldman Sachs 10,000 Small Businesses program that teaches entrepreneurs how to create a strategy that will increase their revenues, profits and employee count. Patrice received her undergraduate degree from Spelman College and her law degree from the University of Dayton School of Law.

---

**Congratulations to the 2016-2017 Leadership Institute Class**

<table>
<thead>
<tr>
<th>Melissa Baldwin</th>
<th>Shennan Harris</th>
<th>Jill Murphey</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the Ohio Attorney General</td>
<td>Squire Patton Boggs</td>
<td>OCLC, Inc.</td>
</tr>
<tr>
<td>Mary Catherine Barrett</td>
<td>Judge Marie Hoover</td>
<td>Meera Patel</td>
</tr>
<tr>
<td>Mary Catherine Barrett, Co., LPA</td>
<td>Fourth District Court of Appeals</td>
<td>Cardinal Health</td>
</tr>
<tr>
<td>Carolyn Davis</td>
<td>Kristyn Huening</td>
<td>Angela Paul Whitfield</td>
</tr>
<tr>
<td>Taft Stettinius &amp; Hollister LLP</td>
<td>FirstGroup America, Inc.</td>
<td>Carpenter Lipps &amp; Leland, LLP</td>
</tr>
<tr>
<td>Kimberly Eberwine</td>
<td>Katherine (Kitty) Ivan</td>
<td>Rachel Smoot</td>
</tr>
<tr>
<td>The Procter &amp; Gamble Company</td>
<td>Agee Clymer Mitchell &amp; Portman</td>
<td>Fay Sharpe LLP</td>
</tr>
<tr>
<td>Carly Fraker</td>
<td>Amber Justice-Manning</td>
<td>Catherine Strauss</td>
</tr>
<tr>
<td>The Scotts Company LLC</td>
<td>Faruki Ireland &amp; Cox P.L.L.</td>
<td>Ice Miller</td>
</tr>
<tr>
<td>Jamie Goetz-Anderson</td>
<td>Amelia Leonard</td>
<td>Catherine Venard</td>
</tr>
<tr>
<td>Jackson Lewis, P.C.</td>
<td>Marshall Dennehey Warner</td>
<td>Nationwide</td>
</tr>
<tr>
<td>Janice Gresko</td>
<td>Stacy Meloun</td>
<td>Nina Webb-Lawton</td>
</tr>
<tr>
<td>Nationwide Mutual Insurance Company</td>
<td>Agee Clymer Mitchell &amp; Portman</td>
<td>Vorys, Sater, Seymour and Pease LLP</td>
</tr>
</tbody>
</table>

**Don’t Forget to Renew Your Dues**

The membership year for the OWBA ended May 31, so if you have been a member for more than a year please log in to your account to pay your dues online. The newer members of the OWBA will have a renewal date that is one year from when they joined. Should you need a copy of your dues invoice or have questions, please send an email to admin@owba.org or call the OWBA office at (866) 932-6922.
Another Successful Leading with Style Event

On June 16th the OWBA held its 7th Leading with Style event at JACK Casino (formerly the Horseshoe Casino) in Cincinnati and it did not disappoint. The food was great, the fashion show was better than ever, the vendors were a plenty, and the raffle items were well received.

We would once again thank our wonderful sponsors, without whom the event would not be the success that it is:

- Reminger Co, LPA
- Mercedes-Benz of Fort Mitchell
- KMK Law
- Graydon Head
- Dinsmore & Shohl LLP
- Faruki Ireland & Cox P.L.L.
- The Procter & Gamble Co.

The evening began with cocktails and hors d’ oeuvres and chatting with our vendors after being welcomed by OWBA Immediate Past President, Grace Royalty. Attendees were given the opportunity to get a makeover, buy jewelry, or sample items prior to the fashion show. Vendors included: Core Cincinnati Pilates, Dillards, doTERRA Essential Oils, Estee Lauder, Foundation 513, India Hicks, It Works!, Kendra Scott, Kit and Ace, Mercedes Benz of Ft. Mitchell, Off the Vine Juice Bar, Rodan & Fields and Valenti Salon and Spa.

Next was our Miles of Styles fashion show, where we took a road trip around the U.S. and saw the latest fashions from Athleta, Dillard’s, Evereve and Kendra Scott. Hair was by Valenti Salon and makeup was by Estee Lauder. Thank you to the fashion show committee as well as
all of the participating models. You all did a wonderful job!

Following the fashion show we heard from Kent Wellington, who leads the Karen Wellington Foundation, one of our charity recipients. He spoke about the foundation, established by friends and family of Karen Wellington, a young mom diagnosed with breast cancer at age 30 and who passed away at age 40. Karen’s foundation has a fun-only mission (#FunNow). They send women and their families on special vacations, spa days, dinners out, concerts, sporting events and other fun-only activities. KWF puts fun on the calendars of women LIVING with breast cancer. What began as a dream to send one family a year on vacation, has turned into more than one per week. Vacation home, condo and timeshare owners can donate a week a year and the foundation matches them with worthy recipients to provide a FUN, memorable and relaxing vacation.

We wrapped up the evening with our raffle drawing where many winners walked away with some great prizes. The entire spirit bag and raffle proceeds went to two great charities. Every attendee also walked away with a swag bag filled with donated items from our vendors as well as other businesses. Thank you to all who donated.


We can’t wait for next year’s event!
Supreme Court of Ohio Law Library Highlights Notable Women of History

Judge Arlene Singer from the Sixth District Court of Appeals spearheads a Women Lawyers History Project local to the Toledo area in collaboration with the Toledo Women’s Bar Association. As part of her research, she came into contact with Marissa Mason from the Ohio Supreme Court Library. Marissa had put together a display for the law library of the first women lawyers in Ohio for Women’s History Month. It is empowering to read these stories and learn about the women who paved the way for our profession, such as the Cronise sisters who are the first women to be admitted to the Ohio bar; or Daisy Perkins and Hazel Mountain Walker, the first African American women admitted to the Ohio Bar in 1919.

Did You Know?

- During the years 1873-1923, approximately 147 women were admitted to the Ohio Bar. Although a few led successful careers in law and politics, many entered other professions, such as education, librarianship, or medicine. Some became activists and social reformers, and many devoted themselves to domestic duties.

- The women who successfully made their way in this male-dominated profession were often aided by the support of family or husbands who also practiced law. There were additional barriers for women who did not enjoy this support, or who lacked certain racial and class privileges.

According to data collected by an OSBA committee in 2010:

- Women represented 29.2% of Ohio lawyers, compared to 32.9% nationally.

- The percentage of women partners in law firms was 18.5%, compared to 19.2% nationally.

- Minority women comprised only 2.6% of Ohio lawyers, compared to 6.33% nationally.

- Women represented 25.3% of Ohio judges.

- Women represented 37% of full-time faculty in Ohio law schools.

- The percentage of women students in Ohio law schools was 43%, compared to 47% nationally.

- Furthermore, the median net income for full-time male attorneys was reported as $100,000, while full-time women attorneys reportedly earned a median income of only $85,000. Data from the U.S. Bureau of Labor Statistics indicates that this wage disparity is reflected nationally.

Source: Ohio Lawyer: The Ohio State Bar Association Member Magazine, vol. 26, no. 6 (Nov./Dec. 2012)

For more information on this historic display please contact Marissa Mason at 614.387.9680 or libref@sc.ohio.gov.
Internal investigations have become commonplace in corporate America. They may be spurred by allegations of discriminatory or illegal behavior made by customers, business partners, or employees and can be accompanied by government inquiries or investigations. Not surprisingly, litigation often ensues and the plaintiff will inevitably seek discovery of the documents reviewed and generated during the internal investigation. If the internal investigation was conducted in anticipation of litigation and at the advice of counsel, the company can withhold production of investigative materials on the basis of privilege.

The privileges currently afforded to investigatory materials under Ohio law are limited to the attorney work product doctrine and attorney-client communications. The attorney work product privilege applies to materials prepared in anticipation of litigation by or for the company at the direction of its legal counsel. Ohio Civ. R. 26(B)(3). The work product privilege applies to communications to or from an attorney or an agent of an attorney made for the purpose of seeking legal advice. Attorney-client privilege may be waived by the client, but it cannot otherwise be overcome so long as the communication is not disclosed to a third party. ORC 2317.021; Grace v. Mastruserio, 182 Ohio App. 3d 243, 2007 Ohio 3942 (1st Dist. Ct. of Appeals).

Some federal courts, including the U.S. District Court for the Northern District of Ohio, have adopted a self-evaluating privilege, also known as the self-critical analysis privilege, to shield materials generated during an internal investigation. The self-evaluating privilege was first introduced by the U.S. District Court for the D.C. Circuit in Bredice v. Doctors Hospital, Inc., 50 F.R.D. 249 (D.D.C. 1970) in the context of a medical peer-review proceeding and has since been expanded in some jurisdictions to include internal investigations to evaluate compliance with laws and government regulations. The rationale behind the self-critical analysis privilege was explained by Judge Katz in Hickman v. Whirlpool Corp., 186 F.R.D. 362 (N.D. Ohio 1999), the only reported case within Ohio to endorse the privilege. Judge Katz held that the privilege applied to a manufacturer’s minutes and notes from an internal safety investigation following a workplace accident and denied the injured employee’s motion to compel the investigative materials. Judge Katz explained that allowing production of the investigatory materials “would do great damage to this Defendant’s efforts to improve safety and the efforts of business and industry in general” and could “curtail and hinder this essential form of dialog.” Id. at 364.

The U.S. District Court for the Southern District of Ohio questioned the value of the self-critical analysis privilege in U.S. ex rel. Sanders v. Allison Engine Co., 196 F.R.D. 310 (S.D. Ohio 2000). The Court held that if the privilege was accepted by the 6th Circuit, it would not apply to deny the government discovery of the defendants’ quality control audit reports because the public has a strong interest in allowing the state to conduct efficient investigations of regulated businesses. Moreover, the defendant did not intend for the reports to be kept confidential, as the audit reports were to be provided to another party with whom the defendant did business upon that party’s request. Id. at 314.

Since application of the self-critical analysis privilege has not been widely recognized in Ohio (or elsewhere), a company that is contemplating an internal investigation should carefully structure the investigation so that the attorney-client and work product privileges attach to its investigatory efforts. The first step in protecting investigative materials from later
News

discovery is to seek the advice of an attorney. If management decides to conduct an internal investigation without seeking the advice of an attorney, the investigation will appear to be an ordinary non-privileged business function and resulting materials will likely be subject to discovery.

If the attorney advises that an internal investigation should be launched, an attorney should also be appointed to lead the process. If an attorney who leads the investigation, it will be more difficult for future adversaries to defeat the work product and attorney-client privileges. That attorney can also ensure that the appropriate privilege attaches to materials generated during the investigation. While the structure of the investigation will vary depending on its purpose and subject matter, the attorney should consider the following guidelines:

- Communicate to all participants the fact that the investigation is being conducted in anticipation of possible litigation and for the purpose of obtaining legal advice.
- Actively participate in all facets of the investigation, from planning the course to be taken to documenting each step as it is taken.
- Ensure that the attorney’s involvement is communicated to all participants.
- Inform all participants of the confidential nature of the investigation and all related communications.
- Do not involve people whose participation is not necessary to achieve the purpose of the investigation.
- Require regular status reports of all work that is delegated to non-attorneys.
- Issue a final report at the conclusion of the investigation, stating the purpose of the investigation, listing the steps that were taken, and identifying when and how the resulting legal advice will be given to the company.

The privilege that attaches to the resulting investigatory materials may still be overcome by a showing of good cause or waiver, but by following the guidelines set forth above, a company will be in optimal position to defend its internal investigation from disclosure in discovery.

Brandi Doniere is Counsel at Thacker Robinson Zinz LPA, a majority women-owned and WBENC-certified litigation firm. Brandi practices in the areas of litigation management and insurance recovery. Brandi has represented corporations and individuals in insurance coverage disputes and contract disputes, and she coordinates product liability discovery for a major manufacturer as a member of its national discovery team. Brandi earned her law degree, magna cum laude, from the University of Toledo College of Law and her undergraduate degree, magna cum laude, from Bowling Green State University.

Honoring the Acting U.S. Attorney for the Northern District of Ohio

On July 13th a large group gathered at The Shorby Club in Bratenahl to celebrate the achievements, leadership and commitment to justice of Carole Rendon. A passionate litigator, Ms. Rendon was the first woman to hold the position of First Assistant U.S. Attorney. This event was organized by Sherri Dahl and Randi Ostry, as they wanted to recognize this great achievement. Ms. Rendon is the chief federal law enforcement officer for Ohio’s northern 40 counties. Balancing the need for justice with action, Ms. Rendon faces matters involving public corruption, civil rights, drug trafficking, firearms crimes, and other violations.

Thank you to both Sherri and Randi and to all who attended and made this a successful event.
Luke 12:48 teaches us, “From everyone who has been given much, much will be required; and from him who has been entrusted with much, even more will be demanded.” This bible verse is more commonly heard as, “To Whom Much is Given: Much is Expected.”

Most of you that are reading this article have been “given much.” Therefore, “much is expected” from you also. When I say you have been given much-- you may be a mother or father; you may be a wife or husband; you may be a daughter or sister or son or brother; and you may have a career. Even if you just fit into one of the above listed categories, you have been abundantly blessed.

As a mother, I find that every moment when I get to hear my sons, who are now young men, laugh, I am thankful. As a wife, when I go to sleep beside my husband and wake up with him, I am eternally grateful. As the baby sister of two older brothers, I am relieved that we have made our own ways in the world and have our own families. As a daughter who has lost her father but still has her mother, I am utterly appreciative. As an attorney at law and as a judge, I feel that this is just the “icing” on the cake. The career in the legal system is the vehicle for which the “Much is Expected” can be driven to help others who are not just in our families.

For we must give of ourselves. We have an obligation to improve the lots of those who are less fortunate.

We can start with helping new lawyers. We can participate in mentoring programs; or you do not even have to do something quite so formal. If you see a young or new lawyer struggling in court trying to figure his or her way around, you could take some time out of your day to help send him in the right direction. We must invest in our future by helping the new lawyers. Oftentimes, seasoned lawyers do not want to share their knowledge. This is also understandable as “Knowledge is Power;” however, unless we spread our knowledge, it will simply die with us.

We have no room to complain about the “new generation” of lawyers and their ways that we do not fully agree with or understand if we do not offer our knowledge to them. Likewise, if you are in a courthouse and you see an elderly lawyer who may be fumbling, stop what you are doing and help her. Don’t just scoff and look away, possibly making fun of that lawyer. Don’t say, “Wow, she used to be really something.” Instead, lend a helping hand, even if just means opening a door for her or offering her a cup of coffee. Because, she who you see today flailing about will be you tomorrow.

Another way we can help others is by engaging in pro bono work. Being lawyers, we often find ourselves with the “survival of the fittest” mentality. This may be against our nature as lawyers to work for free – after all, “Time is Money.” It is much easier for us to just look the other way. But, feed your soul and help someone. Give of yourself.

We can help in schools. Volunteer to read to young students in elementary schools. Local universities often need adjunct faculty to teach in paralegal programs or to teach business classes.

Visit nursing homes. Read to our elders who may no longer be able to see. Use your God-given talent to read or speak to some lonely people who would enjoy 15 minutes out of your day.

Pick a charity or cause that means something to you and work for it; attend its functions, invite friends to attend. Help others less fortunate than yourself. Donate money to the charity.

Give blood.

Stop on that corner where the homeless man is sitting with the sign and give him a sandwich or a bottle of water.

Join in politics. Make a difference. Register people to vote.

Be creative. Support commissions on racial or gender fairness; support or join an affinity group.

Many things can be done to help others. Our chain is only as strong as our weakest link. Humanity needs to help one another in order to sustain itself.

But, in order to do all of this you must take care of yourself, first and
You can’t help someone else when you can’t even help yourself. When you feel stressed out—doing something as simple as taking a deep breath can help. Studying on breathing techniques through yoga or the martial arts is most beneficial for stress relief. Find something that relieves your stress whether it be yoga, martial arts, running, walking, reading, meditating, boxing, sewing, knitting, or gaming. Get a pet. Take time to hug your children, spouse, parent, sibling, friend, or pet. Don’t forget to take time to enjoy all that has been given to you, because you have to start giving back that which is expected of you.

Judge Marie Hoover was elected to the Fourth District Court of Appeals in November 2012 as the first female to ever hold the position. Judge Hoover was born in Lakewood, Ohio. She received her B.A. in Political Science from Miami University in 1991, and received her J.D. from the Ohio State University Michael E. Moritz College of Law in 1994. Judge Hoover was admitted to the Ohio Bar in November 1994. Judge Hoover is also admitted to practice before the United States Supreme Court; the U.S. Court of Appeals, Sixth Circuit; the U.S. District Courts for the Southern District of Ohio and the Eastern District of Kentucky; and the Commonwealth of Kentucky.

Prior to joining the appellate court, Judge Hoover served as a Magistrate for Portsmouth Municipal Court, Law Director for Waverly, and Solicitor for Piketon. She has also been a contract attorney for the Ohio Public Defender’s office. She had a private practice for approximately 19 years prior to being elected judge where she practiced in state and federal courts throughout Ohio and Kentucky.

Judge Hoover is currently an adjunct faculty member for Shawnee State University.

During her time on the court, Judge Hoover has also sat by assignment in multiple appellate districts.

Judge Hoover’s professional service includes serving as trustee for the Fourth District for the Ohio Women’s Bar Association. Judge Hoover is a member of the American Judges Association, Ohio State Bar Association, Ohio Judicial Conference, Kentucky Bar Association, Scioto County Bar Association, and Lawrence County Bar Association. Judge Hoover serves on the Appellate Practice and Procedure Committee and the Court Technology Committee for the Ohio Judicial Conference. Judge Hoover is also a member of the Ohio Association of Appellate Judges.

Judge Hoover is a member of the League of Women Voters and the Ohio Federation of Business and Professional Women.

Judge Hoover is also a third degree black belt in Shotokan karate.

Reminger Co., LPA is pleased to announce that attorney Jackie M. Jewell has joined our Columbus office. Jackie focuses her practice on a wide variety of legal matters including employment litigation, government liability, and appellate advocacy. Before joining Reminger, Jackie worked alongside Special Counsel to the Ohio Attorney General where she represented the State of Ohio in various litigation matters. In addition, Jackie ran campaigns for a 10th District Court of Appeals Judge, Franklin County Common Pleas Judge, and a candidate for Columbus City Council.

Jackie received her B.A. from Miami University while competing on the nationally ranked Mock Trial team. She earned her J.D. from Capital University Law School, where she competed as a member of the Capital University Law School Mock Trial team, which won second place at the regional competition in Cleveland. She also served on the Capital University Law Review and Philip J. Fulton Law Office National Moot Court Team.

She is a member of Ohio Women’s Bar Association, the Columbus Bar Association, the Ohio Bar Association and the Ronald McDonald House Charities of Central Ohio Red Shoe Society.

Jackie can be reached by emailing jjewell@reminger.com or by calling (614) 232.2491.
“What do I need to do to get an offer at the end of the summer?” is a question likely buzzing in the heads of the summer interns or associates that we’re seeing in the halls of our offices. As with law school, about half of the classes of summer interns are female. In fact, the American Bar Association - Commission on Women in the Profession issued a publication in May 2016, A Current Glance at Women in the Law, which found 47.8% of summer associates are women, but the numbers drop at every tier: 44.7% of associates, 21.5% of partners, and 18% of equity partners. While there are a variety of factors that lead to this decline (which I will not delve into here), it remains important for women in the law to mentor and sponsor the next generation of female lawyers.

After watching numerous classes of summer associates come and go, and in an effort to help mentor female law students, I have developed the following five Do’s and Don’ts for summer associates or interns to consider:

- **DO** dress professionally, always. While many offices have business casual dress codes, summer associates should always wear a jacket. First, as a summer associate you want to be able to jump on all opportunities. Often an attorney will invite you to a court appearance or client meeting at the last minute. If you are not dressed appropriately, someone else will get the invitation. Second, you should be cognizant that you are on a weeks-long job interview and should look the part.

- **DO** attend all the events. During summer intern programs offices will often have a variety of events, both formal and informal. Summer associates should remember that attending these events is part of the job. These events are the best opportunity you have to get to know people in the office and have the attorneys get to know you.

- **DON’T** text at events, lunches or meetings. Even though you may see attorneys on their phones responding to emails or texts, you should never be texting or emailing. Remember, the attorneys are likely responding to urgent client questions which you do not yet have. Texting during events, lunches or meetings makes you seem disinterested in the people you are with.

- **DO** ask questions. Attorneys understand that you are a law student and have limited experience. While there are some things you should figure out on your own, attorneys want you to understand the assignment and how it fits into the bigger case or transaction. Intelligent questions show your interest in the assignment.

- **DO** keep in touch with attorneys and your fellow interns after your summer ends. Even if you are not planning on returning to your summer employer, the connections you make during the summer are the perfect way to start your network of contacts. After your summer ends, make a point of asking attorneys with whom you made good connections to meet for lunch or coffee. You never know who could be a future client or referral.

Most importantly, law students should remember that they are establishing their reputations with both their employer and in the legal profession during the summer. Attorneys will remember who was prompt, who did good work and who was friendly – those are the individuals they will want to work with.
The Power Prep – Effective Preparation of Your Client for a Deposition

By Erin E. Rhinehart, Faruki Ireland & Cox P.L.L.

Proactive defense strategies are essential to a successful defense of a deposition. Often, attorneys tasked with defending a deposition fail to take advantage of the deposition preparation session. A poor preparation session – or, even worse, no preparation session – may hinder your ability to prove or defend your case. Following these simple tips will allow for an efficient and effective deposition preparation session with your client, and, more importantly, a successful deposition.

Preparing for the Preparation Session
A successful defense of a deposition begins weeks before your client is sworn in by the court reporter. You must prepare yourself before you prepare your client. First, evaluate your client as a witness. During your client interviews, as well as the time spent working with your client to respond to written discovery, it is likely that you have evaluated the sophistication level of your client and what type of witness your client will make (e.g., nervous, soft-spoken, talkative, etc.). Use these assessments to plan your preparation session. For example, if your client has never been deposed before, then spend additional time alleviating your client’s anxiety by explaining the process, who will be present at the deposition, and how the client should conduct herself.

Second, think about what opposing counsel hopes to gain during the deposition. Make two lists: a list of the key points that your adversary needs to make, and a list of the hardest questions that your client will face. Anticipate potential lines of questioning, as well as documents that may be used during the deposition. Create an outline and binder of documents to organize your preparation session with your client.

Third, regardless of the client’s sophistication level or personality type, it is helpful to identify potential “anchors” for her. Anchors can be anything that will help your client refocus during the deposition and respond to difficult questions effectively. If your client prepared various documents that are likely to be sources of questions from opposing counsel, then you must review those documents so that her testimony is consistent. Your client may also refer to those documents during the deposition, instead of trying to recall what she was thinking at a certain time.

Also, you will likely be able to anticipate certain questions from opposing counsel. Review with your client her responses. Typically, you will be able to identify cues that will help your client remember what was discussed during the preparation session, and respond as best as possible while under the stress of the actual deposition. Identifying for your client some helpful tips, reminders, and key phrases or documents will help to reduce your client’s anxiety, as well as provide a clear record.

Fourth, evaluate what evidence you need to prove or defend your case. Defending a deposition is not merely a reactive exercise. Rather, identify the facts necessary to prove or defend your case and focus on those facts to which your client can testify. For example, if you know that you will be filing a motion for summary judgment on some or all of plaintiff’s claims, then determine now, prior to the deposition, what evidence you will need to draft a successful motion. Educating your client on these topics, and reviewing potential lines of testimony in advance of the deposition will make the future prosecution or defense of the case easier.

Fifth, if other witnesses have been deposed, consider what they have said about your client, e.g., what she did or did not do, at what was she present, what she said. In litigation, consistency or inconsistency with both documents and other testimony is important.

Finally, evaluate the scheduling of the preparation session. Identify the best time to meet with your client, as well as how long you anticipate the meeting will last. Depositions are an inconvenience to clients. They must take time away from their jobs, family and other obligations. Therefore, you want to make sure that you give them enough advance notice of the deposition and the preparation session so that they may schedule accordingly. This also goes a long way in building rapport with your clients because it demonstrates that you are respectful of their time.

Typically, the day before the deposition is the best time to schedule...
a preparation session. This ensures that the information is fresh in your client’s mind, but also provides an evening for them to process the information and identify any questions or concerns that can be addressed prior to the deposition. The amount of time necessary to prepare a client for deposition varies depending on the nature of the case, the client’s sophistication level, the documents to be reviewed, and, of course, everyone’s schedules. Regardless, advance planning allows your client to block off sufficient time to meet with you and focus on preparing for the deposition.

**The Preparation Session**

Once the preparation session is scheduled, the first part of any thoughtful client meeting is providing your client with a roadmap. A roadmap of the deposition preparation session, like any client meeting, helps you and your client stay organized and efficient. Typically, an effective preparation session includes the following topics: (1) if necessary, a review of the scope of your representation, and an explanation of the attorney-client privilege, (2) a review of the deposition process and guidelines to a successful deposition, including analysis of relevant documents and a mock cross-examination, and (3) identifying any areas of concern or discomfort.

**Scope of Representation**

At the outset of the preparation session, it is helpful to remind your client that any communications between you and your client are privileged. This will aid in a candid exchange and allow for a more productive meeting.

**Deposition Process and Guidelines**

Depending upon your client’s prior litigation experience, it may be helpful to explain the discovery process, and the purpose of a deposition. For example, explain where the deposition will take place, the videotaping process if it is videotaped, what to wear to the deposition, and who will be present. Then explain that she will be placed under oath, opposing counsel will ask questions, and, as appropriate, you will make objections. Also review with the witness how deposition exhibits are handled.

Once your client is comfortable with the procedure of a deposition, review the following guidelines. While this list is not exhaustive, and should be tailored to fit your case and client, it identifies some of the key points that are almost universally applicable.

- Tell the truth
- Speak audibly
- Talk slowly
- Think before you speak
- Do not volunteer information; answer only the question that is asked
- Be professional and polite
- Take breaks as necessary (usually one per hour)
- If you do not understand the question, then ask for clarification
- Do not speculate
- “I don’t know” and “I don’t recall” are acceptable answers, if truthful
- Do not cut yourself off from further testimony (e.g., if asked for a list of people, documents, or job duties, testify to everything you recall; but, do not testify that your list is exhaustive unless you are certain)
- Beware of leading questions (“Isn’t it true that . . .”), (“Would it be fair to say that . . .”, “Am I correct in understanding that . . .”)
- Stick to your answer (“‘As I just said . . .’”)
- When it comes to documents: Review the document; Pay attention to the date, author(s), recipient(s), and signatory, if any; Evaluate whether the document is a complete copy; Remember that e-mail chains are chronologically in reverse
- Do not bring anything with you to the deposition, unless specifically advised to do so

**Evaluate Areas of Concern**

Once your client is comfortable with the process and you have reviewed the guidelines, relevant documents and engaged in some mock cross-examination, ask your client whether there are any issues or topics with which she is not comfortable. Often, the deposition preparation session can be overwhelming for the client. Allow your client a few minutes to digest the information and reflect on whether there is anything that she would like to review before the end of the meeting. Remind your client that the goal of the preparation session was to be more uncomfortable and challenging than the actual deposition. Then provide some encouragement before sending your client on her way.

**The Day of the Deposition**

It is helpful to ask your client to arrive 30 to 60 minutes before the scheduled start time. This extra time will allow your client to get acclimated to the environment, calm her nerves and review anything that may be weighing on her mind following the preparation session. Remind your client that a deposition is not an endurance
exercise. There will be breaks during which she may consult with you off the record. If allowed in your jurisdiction, you may use these breaks to remind your witness of topics that were discussed during the preparation session, including basic deposition guidelines, as well as when it may be appropriate to testify proactively to helpful facts.

Conclusion
An effective deposition preparation session requires planning. Take advantage of this opportunity by preparing yourself and your client so that the deposition is successful.

Ms. Rhinehart is a Partner with the commercial litigation firm Faruki Ireland & Cox P.L.L., which has offices in Dayton and Cincinnati, Ohio. She may be reached at erhinehart@ficlaw.com or follow her @EERhinehart.

A prior version of this article was featured in the American Bar Association’s Pretrial Practice & Discovery newsletter.

Highlighting Members of the OWBA Leadership Institute

In each issue we will highlight graduates of the OWBA Leadership Institute. This quarter we will highlight Gabrielle Kelly from the 2015-2016 Leadership Class. If you are interested in applying to the Leadership Institute, contact OWBA at admin@owba.org.

What did you enjoy the most about the Leadership Institute?
I enjoyed hearing about the different paths to leadership, and being able to brainstorm and receive feedback from an amazing and highly intelligent group of women. I could obtain different perspectives on an issue and suggestions on how to approach a situation.

What is something that you learned that you implemented into your career/life?
I learned that part of being an effective and respected leader is being willing to assist others in achieving their goals. Many of the presenters spoke about the assistance that they received in their careers, and their strong desire to see others succeed. I have since made a greater effort to give back to my community and serve as a resource for others.

Do you stay in contact with anyone from your class?
I am in frequent contact with many of my classmates. Further, our class attempts to get everyone together for happy hours and OWBA events.

What piece of advice would you give to someone who is just beginning the Leadership Institute or who is considering applying?
Always invest in yourself! It is well worth it to make time to participate in the Leadership Institute. Everything that you put into the Leadership Institute, you will receive in return through enhanced professional skills and an enriched personal network.

How did participating in the leadership Institute change you and/or make you better?
The Leadership Institute has caused me to evaluate my communication style and how I am perceived by others. My colleagues and I have noticed that I am more assertive and do not shy away from having difficult conversations. Additionally, I am cognizant of whether my words and actions are conveying the message that I want to deliver.

Where do you work?
Brouse McDowell, LPA in the Cleveland office.

Do you specialize or have a niche?
Yes, I specialize in insurance recovery. I counsel and represent policyholders in disputes with their insurance company regarding the insurer’s coverage obligations.

If you weren’t a lawyer, what would you be?
If I weren’t a lawyer, I would be a teacher. I enjoy teaching new concepts to people and seeing the look of satisfaction on their faces when they understand the material.

What is your dream job?
My dream job is to be an entertainer. As a child, I thought it would be perfect to be a professional singer while playing an Assistant District Attorney on Law and Order. But, as my family can attest, I’m a horrible singer.

What would you like to tell us about yourself (i.e. your family, hobbies, etc.)
I enjoy reading novels and going to the movies, but I have not had time to do any of that because I am a new mommy with a 3-month-old infant named Brayden.

What is the most important advice you could give to someone considering the Leadership Institute?
Always invest in yourself! It is well worth it to make time to participate in the Leadership Institute. Everything that you put into the Leadership Institute, you will receive in return through enhanced professional skills and an enriched personal network.

Where do you work?
Brouse McDowell, LPA in the Cleveland office.
Reminger Co., LPA is pleased to announce that attorney Bethanie R. Murray has been honored as a YWCA of Greater Cleveland “Woman of Professional Excellence.” Bethanie was recognized at a luncheon hosted by the YWCA on May 2nd featuring the 2016 Women of Achievement Awards, which celebrates the extraordinary accomplishments of women in Northeast Ohio.

Specializing in Workers’ Compensation and Employment Law, Bethanie defends self-insured and state-funded employers at administrative hearings at the Ohio Industrial Commission as well as in court. She works collaboratively with employers, claim representatives and third-party administrators to defend and manage workers’ compensation claims and help clients minimize their claim costs and exposure.

Bethanie also works with her clients to help them prevent and defend against employment discrimination claims. She has successfully obtained summary judgment for her clients and dismissals of claims on behalf of her clients.

Bethanie founded the Reminger Women’s Initiative and is a shareholder in charge of the firm’s Law Clerk Program. In 2005, Bethanie was selected to become a member of the Order of the Barristers, recognizing her talents in advocacy. She is a Cleveland Metropolitan Bar Foundation board member and fellow, helping to raise money and implement programs that provide education and legal services to those in need in Cleveland. Bethanie has been recognized as a Rising Star by Ohio Super Lawyers Magazine from 2010 through 2016, and also by the Cleveland Metropolitan Bar Association as a “Woman in Law Making a Difference.”

Bethanie can be reached by emailing bmurray@reminger.com or by calling (216) 430.2224.

Susan DiMickele Appointed to Chair Healthcare Employment Law Committee

Squire Patton Boggs Partner Susan DiMickele has been appointed Chair of the Labor & Employment committee of the American Health-care Lawyers Association (AHLA). DiMickele, who co-chair of the firm’s Labor & Employment practice group, has been active in the AHLA since 2010. She has previously served in a number of roles on the committee, including Vice-Chair of Membership and Vice-Chair of Educational Programs. She has presented at multiple annual general meetings of AHLA on developments in employment and immigration relating to healthcare and life sciences.

The AHLA’s Labor & Employment committee provides a forum to address industry concerns and share best practice in relation to healthcare employment law, particularly on employment discrimination, immigration, union-management disputes and legal matters, National Labor Relations Board law, Occupational Safety & Health Administration enforcement and workers’ compensation. The group also includes three sub-groups and task forces on immigration, Accountable Care Organizations and Behavioral Health.

Speaking of her appointment, DiMickele said: “The Labor & Employment group of the AHLA provides an important arena for employment lawyers working in and for the healthcare and life sciences industry to discuss legislation, regulation and policy. I am delighted and honored to have been appointed Chair of the group. I look forward to working to further engage with the AHLA membership and external stakeholders.”

Peter Pavarini, past President of the AHLA and co-leader of Squire Patton Boggs’ Healthcare Practice Group at the firm, said: “Susan’s involvement in the AHLA over many years is well recognized. She has worked hard to ensure that this group is at the forefront of developments relating to healthcare labor and employment issues. This well-deserved appointment is a recognition of her standing among peers.”
New OWBA Members (since March 17, 2016)

Tracy Agyemang
Calfee, Halter & Griswold LLP

Philomena Saldana Ashdown
Strauss Troy

Megan Bailey
Porter Wright Morris & Arthur LLP

Peggy Baron
Thompson Hine

Mary Catherine Barrett
Mary Catherine Barrett

Casandra Bludorn
Brigham Young University

Michele Bradley
University of Cincinnati

Monique Britton, Esq.
Abercrombie & Fitch

Chanda Brown
Walton + Brown LLP

Bridjette Brown
Franklin County Department of Job and Family Services

Sarah Chambers
Thompson Hine LLP

Katherine Chappelear
Franklin County Prosecutors Office

Shanna Cohn
AEP Energy, Inc.

Susan Cornett
Thompson Hine LLP

Cynthia Cunningham
Murray, Rauzi & Kidwell, Ltd.

Kysha Currence
Ashland Inc.

Carolyn Davis
Taft Stettinius & Hollister LLP

Erin Davis Shedd
OhioHealth Corporation

Denise Dickerson
Sutter O’Connell

Sheila Duffy-Long
Alliance Data

Leah Eberle
Alliance Data

Kimberly Eberwine
Procter & Gamble

Jennie Ferguson
Dinsmore & Shohl LLP

Heather Forry
Porter Wright Morris & Arthur LLP

Carly Fraker
The Scotts Miracle-Gro Company

Patricia Fugue
FisherBroyles, LLP

Caitlin Gauss
Alliance Data

Mary Gerding
Hylant

Valarie Gerlach
Gerlach & Gerlach

Jamie Goetz-Anderson
Jackson Lewis P.C.

Regina Gonzalez
Parker + Lynch Legal - Special Counsel

Megan Gonzalez
Nationwide

Kerry Green
Abercrombie & Fitch

Janice Gresko
Nationwide Realty Investors

Cindy Hafner
Ohio Environmental Protection Agency (OEPA)

Christine Hammond
Gregory S. Young Co., LPA

Polly Harris
Porter Wright

Kari Hertel
Ohio Attorney General

Karen Hockstad
Dinsmore & Shohl LLP

Kristen Hoover
McCarthy, Lebit, Crystal & Lifflman Co., LPA

Judge Denise Johnson
Ohio Civil Rights Commission

Stacia Jones
Abercrombie & Fitch

Barbara Jordan
Dinsmore & Shohl LLP

Amber Justice-Manning
Faruki Ireland & Cox PLL

Jayne Juwan
Roetzel & Andress

Ashley Kilbane
Cuyahoga County Prosecutor’s Office

Tami Kirby
Porter Wright Morris & Arthur LLP

Amanda Knapp
Roetzel & Andress

Pamela Kurt
Kurt Law Office, LLC

Emily Little
Thompson Hine

Katheryn Lloyd
Carpenter Lipps & Leland LLP

Victoria Lowry
Black Letter Discovery

Amber Lucci
Ohio State University Moritz College of Law

Betsy Luper Schuster
Tenth District Court of Appeals

J. Danielle Mason
GE Global Operations

Rita McNeil Danish
Crabbe, Brown & James

Terri Meldrum
OhioHealth Corporation

Amber Merl
Carpenter Lipps & Leland

Michelle Metzger
Alliance Data

Marchelle Moore
The Motorists Insurance Company

Jill Murphey
OCLC

Jennifer Myers
Thompson Hine LLP

Alice Palmer
Nationwide

Shanita Palmer
Ohio State Moritz College of Law

Meera Patel
Cardinal Health, Inc.

Sarah Persinger
Dinsmore & Shohl LLP

Stacy Pollock
Mazanec, Raskin & Ryder

Melissa Prendergast
The Supreme Court of Ohio

Laura Repasky
Franklin County Department of Job & Family Services

Alexandra Rock
Dinsmore & Shohl LLP

Kiana Russell Zeigler
Luxotica

Shana See
Carpenter Lipps & Leland LLP

Cynthia Sgalla
Tenth District Court of Appeals

Brigid Sharek
The Ohio State University Moritz College of Law

Arooj Sheikh
Abercrombie & Fitch

Arthi Siva
Roetzel & Andress

Judge Noceeba Southern
United States Social Security Administration

Jill Spiker
Carpenter Lipps & Leland

Angie Starbuck
PRI Court Reporting, LLC

Catherine Strauss
Ice Miller

Klodiana Tedesco
Nationwide Insurance

Alyson Terrell
Ulmer & Berne LLP

Tashanna Thorns
Capital University Law School

Christine Watchorn
Ulmer & Berne LLP

Nina Webb-Lawton
Vorys, Sater, Seymour and Pease LLP

Sue Wetzel
Bricker & Eckler LLP

Suzanne Whisler
Carpenter Lipps & Leland LLP

Lisa Whittaker
ascena

Laurie Witek
Vorys, Sater, Seymour and Pease LLP

Kristine Woliver
Squire Patton Boggs

Jennifer Zaccheus-Miller
Follow us on Social Media

The Ohio Women’s Bar Association can be found on Facebook, Twitter and LinkedIn. Join our groups, like us and connect to us to share information and connect with women attorneys across Ohio.

Facebook: [http://www.facebook.com/OhioWomensBarAssociation](http://www.facebook.com/OhioWomensBarAssociation)
Twitter: [http://www.twitter.com/OWBA](http://www.twitter.com/OWBA)
LinkedIn: [http://www.linkedin.com/Group/OhioWomen’sBarAssociation](http://www.linkedin.com/Group/OhioWomen’sBarAssociation)