As we ring in 2017, it’s time for fresh beginnings and renewed hope. It’s a time to set new goals and find new ways to live out dreams. It is also the traditional time of year to establish New Year’s resolutions - some of which are brand new, while others carry over from last year, or are simply your perennial goals. As the first quarter of the New Year begins, think about how fortunate we are to have each other and our association to support us.

What is truly magical about the new year is that it provides a time to reset and wipe the slate clean. There is something refreshing and cathartic to start from scratch. No matter your approach, it’s a great time of year to chart new courses for new destinations. The possibilities are endless, and inspiration is all around us. Most importantly, it’s also a time to be grateful for our blessings and to thank all those who invested in us throughout the past year. It’s also a time to thank each of you for your many contributions to the profession and to the OWBA/OWBF over the last year and to congratulate you on your 2016 accomplishments.

My personal approach to New Year’s resolutions falls into two distinct categories: 1) faith, family and well being, and 2) professional/pay-it forward. Not surprisingly, my 2017 list of expectations, goals and resolutions is as lofty and grand as ever. Like many of us, I plan to exercise more and spend more time with loved ones striving to achieve a sense of balance (which I affectionately now refer to as work-life integration). I would also like to impact the world and help foster an environment where every voice is heard and valued and where everyone knows what it is to feel safe. There certainly is plenty of material to draw upon for my 2017 resolutions. As you know, the practice of law can be demanding and challenging for sure and keeping balanced is a daily effort.

As we begin the New Year, the work we are doing in OWBA remains as relevant as ever and ranges from leadership development and revenue generation to teamwork, community service and promoting the advancement and interests of women attorneys. We do this through continuing education, networking, exchange of ideas between our members, local bar associations, business, and community. Looking back to spring 2016, our priorities have not changed.

New Year’s resolutions are yet another vehicle to help us keep our focus on our priorities and outline actions items to get us there. Here are some thoughts on resolutions for each of you to consider:

1. Be true to yourself
2. Have a growth mindset
3. Never stop learning
4. Be grateful for who you are and where you are
5. Avoid casting blame, rather offer solutions

Continued on page 2

**Inside this issue**

Ten Tips for Getting Legal Work, Keeping It and Getting Paid For It.............................................3
Title IX, the Meaning of “Sex,” and the Rights of Transgender Students...........................................5
Male Partners Make 44% More Than Women, Survey Says.................................................................7
Highlighting Members of the OWBA Leadership Institute - Kimberly Eversole Jones..................8
Update - Attorney Spouses of Active Duty Military ................................................................................9
Public and Private Partnerships: A Statewide Professionalism CLE Event .................................10
Celebrating Women in the Law Event .........................11
NAWL 2017 Mid-Year Meeting and Award Luncheon........................................................................11
2017 Annual Meeting & Conference ....................12
Allison M. McMeechan Selected to “Forty Under 40” Class of Crain’s Cleveland Business .........13
New Year, New Opportunities! ..............................13
Southwest Ohio New Admittee Event ............14
Probate & Trust Litigation and Estate Planning Services Now Available Through Reminger’s Columbus Office ..........................................................14
Sustaining/New Members...........................................15
Adair M. Smith Joins Cincinnati Office of Reminger Co., LPA.........................................................16
OWBF Candle Pouring Fundraiser ......................16
6. Give praise
7. Choose to see the best in others and to understand their perspective
8. Place yourself in three new and unfamiliar situations and challenge yourself to evolve
9. Don’t over do
10. Have fun and reward your successes

Without question, we want our resolutions to be successful. But in order to do so, we must understand why they often fail. First they often go unarticulated which means they cannot be acted upon. Second, they often do not become part of our routine, practice and habit. In either scenario, the bottom line is that they do not always succeed because of a lack of commitment. I recently read a most interesting and relevant quote. “Commitment is the stuff character is made of; the power to change the face of things. It is the daily triumph of integrity over skepticism.” - Author Unknown

In today’s world, it’s easy to point out what is wrong or does not work. Our challenge as women in the law is to reframe this notion and turn it around. This means focusing on the positive contributions we can make by providing ideas, solutions and alternative approaches to come together and get things done. In order to do this, we must seek and hear views and differences not our own. As we start the New Year, I challenge each of you to think about how you can do this on both a personal and professional level and then add these action items to your own resolutions.

Eleanor Roosevelt loved to say that the future belongs to those who believe in the beauty of their dreams. She also said “nobody really does anything alone as for almost every achievement in life it is essential to deal with other people.” She had this right and the very times we are living in today speak directly to the need for us to come together to do so. It simply is not acceptable to refuse and/or fail to deal with others and we have a unique chance at this time to use collaboration to demonstrate that there is unity in diversity. If we remain mindful that we are all in this together, when we work to shape our own lives we can come together to shape the profession and the world around us too. As women in the law, this is our time to lead and make this happen and ample opportunity to do so exists all around us.

Moving forward into the New Year we remain focused on recruitment and increased diversity in the profession and in our OWBA. On November 9, 2016 we enjoyed our Statewide CLE event, which included live sessions on unconscious bias and other critical topics held in Cincinnati and Columbus that were shared by webcast across the state. Women from all over the state in public and private sectors came together for this event. Also in November OWBF hosted a fun, holiday networking fundraiser at the Candle Lab in Columbus.

In December, both the OWBA and OWBF boards gathered jointly. This time, in addition to our ongoing year-end work, we invested in each other and our association by undergoing leadership and diversity training together for the first time. Board members committed to two action items for the next year and were challenged to embrace new ideas and focus. We also welcomed the newest members of our profession at our New Admitters Reception in Cincinnati, which was both delightful and well attended.

Our Diversity and Inclusion Committee is busy finalizing our mission statement, and value proposition and planning for our Annual Meeting in May 2017 is well underway. This year’s theme is “Critical Conversations & Courageous Leadership,” so please plan to join us.

We are pleased to be a partner with the Black Lawyers Association of Cincinnati and Cincinnati Bar Association Women’s Law Committee for a sold-out event on February 3, 2017. This event will involve a private showing of the new movie Hidden Figures, about the African American women mathematicians at NASA and the difference and impact they made, which will conclude with a networking reception immediately following the showing. We look forward to this event and continued opportunities to partner with other bar associations.

Recently, we proudly announced that Yvette McGee Brown will be the recipient of the OWBA’s Founder’s Award at our upcoming, rebranded “Celebrating Women In Law” event, being held March 1, 2017. Yvette, partner in charge of Diversity and Inclusion at Jones Day and former Ohio Supreme Court Justice, has been a dedicated and committed friend and member of the OWBA. She inspires us and always answers our calls. Please plan to join us to honor her along with all of our Past Presidents, Leadership Institute Alumnae, and sister bar associations. Please also remember to support the OWBF on its capital campaign into the New Year.

As we embark on a new year, please make your own difference, lift each other up, and congratulate one another. So much can be accomplished when we support each other and work collectively. You have my sincere best wishes for many blessings in this wonderful New Year.
I blinked and 2016 flew by. My solo firm, Dahl Law LLC, was born in June 2015. At the close of 2015, I had been working for myself for six months providing legal services to large and small companies, individuals, pretty much anyone who would pay for an hour of my time. Heading into 2016, my first full year of working for myself, was exciting but there were many unknowns. Would I survive? Would I be able to pay my bills? As the primary financial supporter of my two 20-something children and my mother, there was a wee bit of pressure. I once asked a principal in a woman owned law firm in business for 10 years how long it took before she quit worrying about her firm’s viability. Her answer was: “I will let you know when that happens.”

What I did not know at the end of 2015 was that 2016 would be just fine. My business plan for 2016 was simple, including only two concepts: (a) keeping my overhead low by working out of my house and singlehandedly performing all the duties required by my firm from lawyer work, to IT and tech support responsibilities, to web design, and janitorial functions; and (b) marketing myself to referral sources and companies requiring varied legal help.

A big case was referred to me the first week in January. Then, another came in March, June, August, and November. As it turned out, the biggest issue in 2016 was not finding work; it was having enough time to do all the work that came my way.

Women ask me all the time: “How do you get the work?” Below are 10 tips for getting legal work, keeping it, and getting paid for it.

1. The rate that I am able to charge working from my living room is much less expensive than any brick and mortar firm. Good friends in larger firms have referred several clients to me who cannot afford a bigger firm rate.

2. There is no job too small (or too big) – I say ‘yes’ most of the time. If someone wants me to review a contract for $100 per hour, I will do it. If someone wants me to prepare a will for $200-300, I will do it. I have spent most of my career helping large insolvent companies in bankruptcy handle issues including: (a) litigation; (b) tax problems; (c) contract issues; (d) employment matters – basically, any kind of problem you can imagine. I still help insolvent companies, but I also work for perfectly solvent companies – it’s easier to get repeat corporate customers when they are solvent. For larger matters, I am building a network of attorneys who also work for themselves, who I can co-counsel with when a matter requires the attention of more than one attorney.

3. There is no matter too far away. This past year, I have handled litigation in Missouri, Illinois, and all over Ohio. I have negotiated more than 100 contracts with companies emailing and calling me from countries all over the world.

4. Weekends are not always time off. In 2016, I worked harder and more than at any other time in my career. For most of the year, I worked six and a half days each week. However, I must stress that working six days a week feels very different when you work for yourself. You wake up on that sixth day and say “Yay! I have so much work that I GET to work six days this week.” Then, you do a little happy dance when you get paid for your work and get to keep ALL OF THE MONEY. Also, when you are your own boss, you can get a manicure or go Costco shopping during the week on your lunch hour. During the summer, I work on my deck.

5. Even when I am busy, I consistently market myself. When I am tired and all I want to do is take a nap, I still attend social functions, lunches and dinners. Also, when I talk to friends and colleagues on the phone or at social functions, I tell people about the work I am doing and what I am willing to do.

6. I accept work, even when I want to take a break. There were times throughout the year, when I would think that I would allow myself to relax and take a break “after this future court appearance,” or “after I finish this next project.” However, right before the case or project ended, new work would become available and I accepted it. There was one point during the year when I was so overwhelmed with work that I turned away a couple of matters, because there are only seven days in a week and you must sleep.

Continued on page 4
7. I invoiced clients the way that I would want to be billed. For example, when I have to perform extensive case law research, I reduce my hourly rate by 50% or so. And most travel time is not charged. Another question I get is “how do I collect money?” I accept credit cards. I obtain retainers. And, I am not afraid to ask for money. Clients need to know that I will not work for free. Typically, I incentivize clients to pay sooner, by giving discounts for quick payments.

8. I am accessible to my clients. My clients know that I work from home and that I answer my phone seven days a week 24 hours a day. OK, I have a couple of boundaries: (i) I do not answer work calls when I have had a glass of wine; (ii) I also do not answer calls when I am in the bathroom . . . anymore; and (iii) there have been a couple of really good meals I was just sitting down to where I did not answer a ringing phone. But, I am available at all times. Once, I answered a call on Sunday afternoon from a person who became a new client, that day, who had a mediation the next morning at 9:00 a.m.

9. I do not work for clients that I do not like or trust, or who have an unethical agenda. Life is too short to work with problem clients. One potential client who called me in 2016 argued with me consistently during the first half hour that we spent on the phone together. After that half hour, I told him that I was not available to help him – my schedule would not allow me to work with him. I was busy, that was true. But more importantly, if a prospective client does not respect my opinion, or want to listen to my advice, during our first call, it is unlikely that the client will respect my opinion any more on the second or third call. Not working for clients whose values do not align with mine allows me more time to work with people who appreciate my help and who have reasonable and appropriate expectations.

10. Last but most important, I do good work. Whatever it takes to do good work, I do it. Sometimes doing good work means reading 100 opinions looking for the needle in a haystack case. Usually, it means extensive preparation. It means giving all of the cases the attention they require, even if several cases have deadlines on the same day. Looking at a problem or dispute from every angle. Learning about new industries and visiting the farm if you represent a farmer. Being patient. Fighting. Compromising. Not fighting the opponent at all, when that is what the client needs most.

Women achieve real power when they own the company. We are all capable of more than we can imagine. Women’s Health USA 2012 reports that women make up 50.8% of the United States’ population – we should be running everything! The National Association of Women Business Owners (NAWBO) provides that more than 9.4 million companies are owned by women. Women-owned companies account for 31% of all privately held firms. Women of color are majority owners in 2.9 million companies in the U.S. One in five companies with revenue of $1 million or more is woman-owned. Approximately 4.2% of all women-owned firms have revenues of $1 million or more.

Have you heard of Sara Blakely? Ms. Blakely invented Spanx, the modern girdle. She considered becoming a lawyer but did not score well on the LSAT. After a couple of months working for Disney and occasional stand-up comic stints, Blakely achieved success selling fax machines for Danka. Blakely researched and developed her idea for Spanx between 1998 and 2000 while she was a national trainer for Danka. Sara Blakely is now a billionaire. In 2012, Blakely was included in Time magazine’s “Time 100” annual list of the 100 most influential people in the world.

Joanne (J.K.) Rowling, author of the Harry Potter series, was elevated from living on government benefits to the best-selling living author in the United Kingdom and a Forbes reported first person to become a U.S.-dollar billionaire by writing books (Rowling disputes being a billionaire).

I am not suggesting that we should all aspire to being billionaires. What I am saying is that we can do anything if we trust our instincts and gamble on ourselves. We deserve to be happy. Working at home is extremely inexpensive. Technology allows us to work from anywhere. Yes, I work six days a week. But, I no longer eat fast food. Instead, I cook incredible meals, sometimes for breakfast, and almost always for lunch. I have better relationships with all of my family members because they see me more often. And I recently booked a vacation – I haven’t been on vacation in six years. I am happy . . . every day. I am happy that I can help people, for an affordable price, and that I can pet my dog while I do it.

Sherri Dahl is a frequent author, speaker, and the Owner of Dahl Law LLC, providing advice to individuals and corporate clients on a vast array of issues. More information is available at www.DahlLawLLC.com.
Under Title IX, a 1972 federal law, female students and male students can’t be discriminated against by educational institutions that receive federal funding because they are female or male. However, can transgender men and transgender women be discriminated against because they are transgender? The answer depends largely on the meaning of the term “on the basis of sex.” Title IX prohibits discrimination “on the basis of sex.” What the term means has been subject to different interpretations in recent years. The Supreme Court has granted cert in a case that should decide the issue this term.

Title IX provides that no person, on the basis of sex, shall be “excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” Federal financial assistance includes federal student loans, so Title IX applies to the vast majority of colleges and universities and K-12 schools.

When Congress enacted Title IX in 1972, there was no question that the prohibition on sex discrimination applied to discrimination based only on traditional gender status. Therefore, courts and the U.S. Department of Education (“DOE”), the agency that enforces Title IX, have historically interpreted the term “on the basis of sex” to mean discrimination only on the basis of being female or male. They resisted broadening the interpretation to include transgender status. More recently, however, several courts and the DOE have interpreted Title IX as protecting transgender students from discrimination based on their gender identity.

Such interpretations have received pushback, leading to the Supreme Court’s granting cert in G.G. v. Gloucester County School Board this past fall.

On May 13, 2016, the DOE and the Justice Department jointly issued what is referred to as the “Dear Colleague Letter on Transgender Students.” According to the two agencies, the Dear Colleague Letter (“DCL”) is a “significant guidance,” which they claim does not add “requirements to the law, but provides information and examples” to educational institutions about how the agencies would enforce the law. The May 2016 DCL lists four areas in which transgendered students are protected. The first reaffirms that transgender students are protected against harassment on the basis of their transgender status. The second area concerns the use of student names and pronouns, particularly on identification documents. The May 2016 DCL provides that a school (which includes any educational institution that Title IX covers) “must treat students consistent with their gender identity even if their education records or identification documents indicate a different sex.”

The third area the May 2016 DCL addresses, sex-segregated activities and facilities, has gotten the most attention in the courts and press, particularly the DCL’s statement on transgender students’ use of restrooms and locker rooms. The DCL states that a school must allow transgender students access to restrooms and locker rooms consistent with their gender identity and cannot require them to use individual-user facilities if non-
transgender students are not required to do so. Likewise, a school must allow a transgender student access to housing consistent with his or her gender identity.

In response to the May 2016 DCL, the state of Texas and 14 other states and agencies sued the DOE and other federal agencies and officials in the U.S. District Court for the Northern District of Texas. The plaintiffs in Texas v. U.S. argued that the agencies’ interpretations of the definition of “sex” in Title IX as including “gender identity” or “transgender status,” exceeded their authority and were not binding. According to the plaintiffs, the agencies violated the law by directing educational institutions to permit students to use the restroom and locker room that corresponds with their gender identity or risk losing federal funding. The court agreed, issuing a nationwide injunction barring the DOE from enforcing the May 2016 DCL and other similar guidances until the matter can be fully litigated.

The court in Texas v. U.S. later clarified that the injunction applied only to the guidances on the use of restrooms, locker rooms, and other “intimate facilities.” This injunction doesn’t prevent individual plaintiffs from suing in court, just the agencies from enforcing the guidances.

In contrast, several other federal courts have issued preliminary injunctions allowing transgender students to use the restroom that matches their gender identity. In Whitaker v. Kenosha Unified School District, Ash Whitaker, a high school student who was transitioning from female to male, sued the school district in the U.S. District Court for the Eastern District of Wisconsin. Whitaker alleged that the school district was discriminating against him on the basis of his transgender status in violation of Title IX by prohibiting him from using the boys’ restroom, referring to him with female pronouns and his birth name, and directing school employees to monitor his restroom use. In September 2016, the judge issued a preliminary injunction, barring the district from prohibiting him from using the boys’ restroom.

The case in front of the U.S. Supreme Court is GG v. Gloucester County School Board. Gavin Grimm, a transgender boy, had been allowed by the school to use the boys’ restroom without incident for seven weeks. A group of parents went to the school board to complain, and the board reacted by adopting a policy prohibiting transgender students from using the restroom that matches their gender identity. Grimm sued the school board in federal district court in Virginia, alleging violations of the Constitution and Title IX. The district court ruled against Grimm on his Title IX claims. On appeal, the U.S. Court of Appeals for the Fourth Circuit reversed, deferring to the DOE’s interpretation of “sex” as meaning the transgender student’s gender identity. On remand, the lower court granted Grimm’s motion for a preliminary injunction permitting Grimm to use the boys’ restroom while the case is being litigated. The Supreme Court granted cert to hear the case and stayed the lower courts’ decisions, pending the Court’s opinion.

Most recently, on December 15, 2016, the Sixth Circuit Court of Appeals issued an opinion on the rights of transgender students and the meaning of “sex.” In Board of Education of Highland Schools v. United States Department of Education, the Sixth Circuit affirmed a lower court’s issuance of a preliminary injunction ordering the school board to treat a transgender girl in accordance with her transgender status and allow her to use the girls’ restroom during the litigation. The Sixth Circuit held that “sex” under Title IX includes transgender status. The court got there by relying in its previous decisions holding that sex stereotyping based on gender nonconformity is impermissible sex discrimination, and being transgender doesn’t conform to gender stereotypes. Thus, discriminating against a person because of their gender identity or transgender status is sex discrimination. The Sixth Circuit held that the case was different enough from G.G. v. Gloucester that a stay of the injunction was not warranted.

The Supreme Court’s decision in Gloucester will likely be one of the most watched and discussed cases of the term. The case presents the Supreme Court with an opportunity to resolve the meaning of “on the basis of sex” under Title IX.

Nancy Paine Sabol is the Title IX Coordinator at Ohio Northern University (“ONU”), and an Associate Professor of Law and Director of Academic Support at the ONU College of Law. Prior to joining the ONU faculty in 2001, Sabol practiced law for 14 years with Jones Day.
The average compensation for male law partners is about 44 percent higher than that of female partners, a new survey released Thursday by Major, Lindsey & Africa found.

The legal search firm’s biannual partner compensation survey found that male partners make $949,000 on average and female partners make about $659,000. The survey was fielded in conjunction with ALM Legal Intelligence.

The gender wage gap actually decreased slightly from the 2014 survey, which found that the average male partner made 47 percent more than the average female partner. Compensation for male partners increased 22 percent from the 2014 survey, and female partner compensation increased by 24 percent.

Still, the survey results paint a bleak picture for partner pay equity. Based on the 2016 results, women partners make on average about 69 cents for every dollar male partners make. That’s a greater disparity than statistics on compensation by gender for all lawyers or only equity partners.

Data from the U.S. Census Bureau from 2014 showed that full-time women lawyers are paid 77.4 percent of what their male counterparts are paid. The National Association of Women Lawyers, in its 2015 report, said the typical woman equity partner earns 80 percent of what the typical male equity partner earns. That actually shows a wider gap than NAWL reported in its first annual survey in 2007, when it was 84 percent.

Much of the inequity is due to origination, said Jeffrey Lowe, managing partner in Major, Lindsey & Africa’s Washington, D.C., office and author of the study. On the survey, male partners reported average origination of $2.59 million, and female partners $1.73 million. Origination and working attorney receipts have become the main determinants of partner compensation, he said.

“That’s the crux of the issue: Why are men generating more business than women?” Lowe said. “Is there some boys club aspect or not?”

Still, the women partners made improvements in that area since 2014. They showed a 40 percent increase in originations, the survey said, while the originations by male partners increased 18 percent.

The percentage of women partners who are dissatisfied with their compensation has grown, according to the Major, Lindsey & Africa survey. In 2016, 8 percent of women said they were not at all satisfied with their compensation, compared to 5 percent in 2014. Nineteen percent of the women partners said they were not very satisfied. But 27 percent said they were very satisfied, which showed an increase from 23 percent in 2014. Forty-six percent said they were somewhat satisfied.

Male partners seemed slightly more content with their compensation, according to the results, as 6 percent said they were not at all satisfied, 13 percent were not very satisfied, 32 percent were very satisfied and 48 percent were somewhat satisfied with their pay.

Partners who said they were unsatisfied were asked what factors played a role in their compensation. Only 10 percent cited gender bias, down from 12 percent in 2014. About 24 percent attributed their pay dissatisfaction to cronyism.

The compensation inequity between male and female partners could be related to equity versus nonequity partnership, Lowe said, as the survey showed equity partners getting about three times more than nonequity partners. Lowe noted that while 25 percent of respondents overall were women, the survey did not break down the gender of equity and nonequity partner ranks.

But a survey by The American Lawyer released earlier this year showed that at 254 of the largest U.S. law firms by head count, women

Continued on page 8
Kimberly Eversole Jones, Law Clerk to the Honorable Stephanie K. Bowman, U.S. District Court, Southern District of Ohio

What did you enjoy the most about the Leadership Institute?
– I enjoyed meeting the other class members and learning from our shared and diverse experiences.

What is something that you learned that you implemented into your career/life?
– Meeting the other women in the class and the programming from the Leadership Institute taught me to be more confident in my abilities and to be more open to new opportunities.

Do you stay in contact with anyone from your class?
– Yes! I just had lunch with one of my classmates in Cincinnati a few weeks ago. I also try to make it to the OWBA events in Columbus to see other classmates from around the state.

What piece of advice would you give to someone who is just beginning the Leadership Institute or who is considering applying?
– Do it!! It is a great tool – both personally and professionally. For those just starting the LI, be “all in” every session and keep an open mind.

How did participating in the leadership Institute change you and/or make you better?
– The Leadership Institute helped me see leadership qualities in myself that I had previously overlooked and greatly increased my self-confidence in my leadership abilities.

Where do you work?
– I am a staff attorney / law clerk for the Honorable Stephanie K. Bowman in the United States District Court for the Southern District of Ohio.

Do you specialize or have a niche?
– I work on all issues related to Federal Civil Litigation. The majority of the cases I work on relate to employment discrimination, civil rights violations and Social Security Disability appeals.

If you weren’t a lawyer, what would you be?
– A history professor…with summers off to travel!!

What is your dream job?
– Food critic!

MADE UP 27 PERCENT OF NONEQUITY PARTNERS AND ONLY 17 PERCENT OF EQUITY PARTNERS.

LOWE SAID FIRMS SEEM TO BE RECOGNIZING THAT PAY EQUITY IS A PROBLEM. BUT OFTENTIMES IT TAKES PRODDING FROM A CLIENT TO MOTIVATE REAL CHANGE, HE SAID.

“Many firms want to address it,” Lowe said, “but when you try to address it with them it becomes a question of, ‘How much business do these lawyers have?’”

OTHER SURVEY RESULTS

MAJOR, LINDSEY & AFICA ALSO FOUND AVERAGE COMPENSATION FOR ALL LAW FIRM PARTNERS SURVEYED INCREASED 22 PERCENT FROM 2014 TO 2016, REACHING $877,000. EQUITY PARTNERS EARNED $1.1 MILLION ON AVERAGE, AND NONEQUITY PARTNERS MADE $367,000 ON AVERAGE.

WHEN DIVIDED BY PRACTICE AREAS, LABOR AND EMPLOYMENT PARTNERS HAD THE LOWEST AVERAGE COMPENSATION, AT $597,000, AND CORPORATE PARTNERS HAD THE HIGHEST AT $1.06 MILLION.

THE AVERAGE COMPENSATION BY RACE WAS $876,000 FOR WHITE PARTNERS, $956,000 FOR HISPANIC PARTNERS, $797,000 FOR BLACK PARTNERS AND $875,000 FOR ASIAN PARTNERS.

SINCE 2014, AVERAGE COMPENSATION INCREASED BY 100 PERCENT FOR HISPANIC PARTNERS, 39 PERCENT FOR BLACK PARTNERS AND 36 PERCENT FOR ASIAN PARTNERS.

LOWE NOTED THAT, WHILE THESE WERE “NICE GAINS,” THE SURVEY GETS RELATIVELY FEW RESPONDENTS OF COLOR BECAUSE THE LEGAL PROFESSION IS “OVERWHELMINGLY WHITE.” OF MORE THAN 2,000 RESPONDENTS, 1,900 WERE NON-HISPANIC AND WHITE, HE SAID.

Contact Lizzy McLellan at lmclellan@alm.com. On Twitter: @LizzyMcLellTLI.
January 6, 2017

John S. VanNorman, Esq.
Senior Policy and Research Counsel
Supreme Court of Ohio
65 S. Front Street, 7th Floor
Columbus, OH 43215-3431

RE: Proposal to Amend Rules for the Government of the Bar of Ohio

Dear Mr. VanNorman:

The Ohio State Bar Association and the Ohio Women's Bar Association are pleased to offer their support for the proposed amendment to Rule I, Section 16 of the Supreme Court Rules for the Government of the Bar of Ohio that would enable an attorney spouse of an active duty member of the U.S. military temporarily stationed in Ohio to practice law under certain circumstances. We also applaud the Court for adopting amendments to cover this scenario beginning January 1, 2017.

The OSBA’s Council of Delegates, Military Law Committee, Access to Justice Committee, and the Ohio Women’s Bar Association all support these measures and urge the Court to adopt the proposed amendment as submitted.

Once again, we fully support the proposals referenced above and urge the Supreme Court to adopt them.

Respectfully,

Ronald S. Kopp
President, OSBA

Marilyn T. McClure-Demers
President, Ohio Women’s Bar Association
Public and Private Partnerships: A Statewide Professionalism CLE Event

Our Public and Private Partnerships: A Statewide Professionalism CLE Event was an incredible success! This event involved 100 persons from the Columbus, Cincinnati, Toledo and Cleveland areas. The panelists offered outstanding insight and powerful conversation on their designated subjects. We received mutually positive feedback about this event, and look forward to planning similar events in the future. This event would not have been possible without the leadership of OWBA’s Government Sub-Committee, Yukiko Yee and Magistrate Judge Amy Korn, as well as our city leads, Mimi Geswein and Sarah Lynn in Columbus, Magistrate Judge Stephanie Bowman, Grace Royalty and Kimberly Jones in Cincinnati, Emily Wilcheck in Toledo, and Kate Wexler in Cleveland. We are also incredibly grateful for our hosts and sponsors Ice Miller in Columbus, Taft Center in Cincinnati, Shumaker Loop and Kendrick and the SLK Women’s Leadership Initiative in Toledo, and our original Cleveland sponsors the Cleveland Metro Bar and Major Legal Services. We also recognize our panelists in their panel order:

Columbus moderator Rob Solomon (The Ohio State University), Columbus panelists included Tara Aschenbrand (OhioHealth), Jennifer Adair (Office of the Ohio Attorney General), Lisa Kathumbi (Bricker & Eckler), Sarah Morrison (Ohio Bureau of Worker’s Comp), Susan DiMickele (National Church Residences), Maria Armstrong (Bricker & Eckler), Sarah Lynn (Ice Miller) and Pat Snyder (I Can Fly, LLC).

Cincinnati moderators included Donyetta Bailey (Bailey Law Office) and Erica Faaborg (City of Cincinnati Law Department), Cincinnati panelists included Judge Timothy S. Black (United States District Court), Sean Parker (Fifth Third Bank), Adrienne Roach (Keating Muething & Klekamp), Staci Rucker (University of Cincinnati), Erin Childs (Pro Bono Partnership of Ohio), Magistrate Judge Marie Hoover, Chandra Napora (Morgan Verkamp), Phenise Poole (CVS Health), Lori Ross (University of Cincinnati), Beth Silvers (Taft Stettinius & Hollister) and Tiffany Adams (Cincinnati Etiquette & Leadership Institute).
Celebrating Women in the Law Event

We are pleased to announce our Celebrating Women in the Law Event where we will honor our Founder’s Award Recipient Yvette McGee Brown.

Yvette McGee Brown served as the 153rd Justice on the Supreme Court of Ohio and as a Judge on the Franklin County Common Pleas Court for nearly a decade. She brings a unique combination of judicial, legal, and corporate experience to her practice. She has served as a corporate director for M/I Homes, Motorist Insurance, Glimcher Realty Trust, and Fifth Third Bank of Central Ohio. Yvette is currently a Partner at Jones Day, where she focuses on litigation and appeals. She has represented clients on constitutional issues, corporate investigations, employment litigation, and government regulatory matters and frequently advises clients on appellate matters in state and federal court. Her clients include Fortune 100 companies and local government. Please visit our website at www.owba.org for a full biography of Yvette McGee Brown’s experience and accomplishments.

We encourage you to join us with Past Presidents, Leadership Institute Alumnae and Association members to celebrate women in the law. The cost of admission is $50 for OWBA Members, $75 for Non-Members and $35 for Government Employees.

Event Details:
Wednesday, March 1, 2017
Hilton Polaris
8700 Lyra Drive, Columbus, 43240
5:00 PM – 7:00 PM
Register online at www.owba.org/CelebratingWomenintheLaw

NAWL 2017 Mid-Year Meeting & Awards Luncheon

The Ohio Women’s Bar Association is pleased to be a partnering organization of the National Association of Women Lawyers’ 2017 Mid-Year Meeting & Awards Luncheon on Friday, March 10, 2017 at the Sofitel Chicago Magnificent Mile in Chicago, Illinois. We have arranged a special 10% discount for our members. To register, please go to www.nawl.org/2017midyearmeeting and use the code MYMOWBA2017 to get the discount.

The theme of this year’s comprehensive and rich program is “Shaping the Future of the Profession: Partnering for Progress,” and it is designed to be relevant to women in all fields of legal practice. The program includes a mix of professional development and substantive sessions, as well as plenty of networking time.

Registration is open to NAWL members and non-members. Scholarships are available for attorneys who wish to attend, but may not be able to do so due to cost considerations.

For additional information about NAWL and the 2017 Mid-Year Meeting & Awards Luncheon, visit www.nawl.org.

Event Details:
Friday, March 10, 2017
Sofitel Chicago Magnificent Mile
20 E Chestnut St, Chicago, IL 60611
Register online at www.nawl.org/2017midyearmeeting, Promo Code: MYMOWBA2017
Ohio Women’s Bar Association to Welcome Starbucks General Counsel and NiSource Chief Legal Officer at Annual Meeting and Conference

The Ohio Women’s Bar Association (OWBA) and Ohio Women’s Bar Foundation (OWBF) are proud to announce that Lucy Helm, Executive Vice President and General Counsel of Starbucks, and Carrie Hightman, Executive Vice President & Chief Legal Officer of NiSource Inc., will serve as keynote speakers for the 2017 OWBA/OWBF Annual Conference Meeting on May 11-12, 2017.

Ms. Hightman will deliver the Conference kick-off address on May 11, “A View from the Top: Lessons in Leadership.” Ms. Helm will deliver the Conference luncheon address on May 12 during the OWBA/OWBF luncheon.

“We are excited to have the opportunity to welcome two Fortune 500 General Counsels who have shattered glass ceilings. This year’s conference theme, Critical Conversations and Courageous Leadership, will tackle some of the most significant issues facing the legal profession, including the persistent gender gap at the highest levels of leadership,” said Lisa M. Kathumbi, OWBA President–Elect and Partner with the law firm of Bricker & Eckler.

In addition to Hightman and Helm, the conference will include perspectives from not only local lawyers and judges, but from business and community leaders, such as Barb Smoot, President & CEO, Women for Economic and Leadership Development (“WELD”), and Don Casey, CEO - Medical Segment, Cardinal Health. “Our goal is to share diverse ideas, develop strategies and increase collaboration,” noted Kathumbi.

The OWBA/OWBF Annual Conference will span two days with CLE sessions on both days. Some of the course offerings include:

- A View from the Bench: Past, Present and Future
- The Art of Communication: Negotiating Salary and Promotion and Retaining Top Talent
- General Counsels Speak: Top Legal Priorities for 2017 and Beyond
- Reaping the Benefits of Diversity & Inclusion: The Business and Economic Return

The OWBA will also host networking receptions on both days, including the annual Honoring Women in Government Reception.

Event Details:

Thursday, May 11, and Friday, May 12, 2017
Nationwide Hotel and Conference Center
100 Green Meadows Dr S
Lewis Center, OH 43035
Register online at: www.owba.org/AnnualConference
Allison M. McMeechan Selected to “Forty Under 40” Class of Crain’s Cleveland Business

Reminger Co., LPA is pleased to announce that Allison M. McMeechan has been named to the “Forty Under 40” list published by Crain’s Cleveland Business. The 25th Anniversary event, which was held in November 2016 at the Cleveland Public Auditorium, honored Allison and 39 others who were selected based upon their professional success and civic contributions.

Allison focuses her legal practice on elder and special needs law, including estate and long-term care planning, estate and trust administration, probate and guardianships. She serves as the Co-Chair of Reminger’s Elder Law & Special Needs Practice group.

Allison has published articles and has spoken in the areas of probate, estate planning, government benefits, and special needs trusts. Her audiences include individuals, bar associations, non-profit organizations, and other professional organizations.

Allison is an Accredited Attorney with the U.S. Department of Veterans Affairs. She is a member of the National Academy of Elder Law Attorneys National and Ohio Chapters, the Ohio State Bar Association’s Estate, Trust & Probate Law Section, and Elder & Special Needs Law Committee, and the Cleveland Metropolitan Bar Association’s Estate Planning, Probate & Trust Law Section. Allison is also a member of the Board of the Consortium Against Adult Abuse (C3A), the chair of the C3A’s Education Committee, Hospice of the Western Reserve’s Advisory Committee, the Board of Directors of the Cleveland-Akron Chapter of the Society of Financial Service Professionals, the Board of Directors of Breckenridge Village, and the Board of Directors of Milestones Autism Resources.

“As an attorney who specializes in working with individuals with special needs and their families, I see first-hand the impact of Milestones Autism Resources in our community,” said Allison. “Thousands of families have been helped by their educational and coaching services and I am proud to support this organization.”

Allison can be reached by emailing amcmeechan@reminger.com or by calling (216) 430-2105.

New Year, New Opportunities!

This year, include “more OWBA involvement” as your New Year Resolution! Whether it’s attending events, sponsoring our programs, mentoring female law students in our Mentoring Circles Program or serving on an OWBA Committee, you have unique opportunities to be active with OWBA.

OWBA relies on members like you to impact the organizations goals with your expertise, experience and leadership. We encourage you to consider the many involvement opportunities OWBA has to offer, and commit your time and talents to a new opportunity this year.

To find out more about how you can be more involved with OWBA please e-mail admin@owba.org or call us at (866) 932-6922. The following are OWBA Committees that all members are eligible to join:

- Bar Association Liaison
- Mentoring
- Legislative
- Government Sub-Committee
- In-House Counsel
- Community Service
- Diversity & Inclusion
- Membership
- Law School Liaison
- Statewide Judicial Evaluation
- Judicial Selection
Southwest Ohio New Admittee Event

OWBA and OWBF partnered in a truly successful Southwest Ohio New Admittee Reception on December 8th. The reception was hosted at Kona Grill at the Liberty Center to combine the Dayton- and Cincinnati-specific events in an effort to be more inclusive, increase networking opportunities, encourage more collaboration among the Districts, and increase membership. This event recognized Southwest Ohio’s newest attorneys, and gathered close to 50 attorneys throughout Ohio to celebrate them. At this event Kendra Scott provided staff to sell gorgeous jewelry, and generously donated 20 percent of the evening’s profits to support OWBF.

This event was made possible by the immense support of our sponsors Faruki, Ireland & Cox (Platinum Sponsor), Beiser Greer and Taft Stettinius & Hollister LLP (Gold Sponsors), Black Letter Discovery, Bricker & Eckler, Freund, Freeze & Arnold, KMK Law, Lexis Nexis and Sherobox (Silver Sponsors). We also recognize the support of Erin Rhinehart (OWBA Distrust 2 Trustee), Amy Ahn-Roll (OWBF Leadership Institute Trustee), Grace Royalty (OWBA Immediate Past President), Amy Schooley (OWBA District 1 Trustee), Melissa Schuett (District 12 Trustee), Vanessa Nichols (OWBA/OWBF Board Liaison) and Pramila Kamath (OWBA Member).

Probate & Trust Litigation and Estate Planning Services Now Available through Reminger’s Columbus Office

Attorney Adriann S. McGee Relocates to 200 Civic Center Drive Office

Reminger Co., LPA is proud to announce that attorney Adriann S. McGee has relocated her practice to our Columbus office. Adriann focuses her legal practice in the areas of:
- Trusts and Will Contests
- Fiduciary Litigation
- Financial Exploitation, Fraud and Undue Influence
- Beneficiary Designation Challenges
- Guardianship Proceedings
- Power of Attorney Abuse
- Probate Administration
- Estate Planning
- Elder Law

Adriann is a member of various professional bar associations, the Ohio Guardianship Association, and is also a member of the Chief Justice Thomas J. Moyer Inn, American Inns of Court. Adriann regularly conducts presentations and speaks on issues involving litigation regarding wills, trusts and other testamentary documents, ethical considerations in estate planning and guardianships. She also draws on her experience as a former board member of the Consortium Against Adult Abuse, which facilitates the identification, prevention and treatment of abuse, neglect and exploitation of older adults through active collaboration and education.

“We are pleased to have someone of Adriann’s caliber on our legal team in Columbus,” remarked Columbus Office Managing Partner Ronald A. Fresco. “To be able to offer our clients the added value of someone skilled in these disciplines provides a genuine convenience and benefit, as this area of law is growing and in higher demand than ever before.”

To reach Adriann call (614) 232-2442, or email amcgee@reminger.com.
Sustaining Members

Deborah Akers-Parry
Wolf and Akers LPA

Randal Bloch
Randal S. Bloch, Esq.

Magistrate Judge Stephanie Bowman
U. S. District Court
Southern District of Ohio

Janet Burnside
Cuyahoga County Common Pleas Court

Angela Courtwright
Ice Miller LLP

Sherri Dahl, Esq.
Dahl Law LLC

Judge Patricia Delaney
5th District Court of Appeals

Jennifer Elleman
Lexis Nexis

Amanda Gatti
Reminger Co., LPA

Valerie Gerlach
Gerlach & Gerlach

Melissa Graham-Hurd
Melissa Graham-Hurd & Associates, LLC

Nita Hanson
Dinsmore & Shohl LLP

Kathleen Havener
The Havener Law Firm LLC

Claudia Herrington
JobsOhio

Valoria Hoover
Valoria Hoover Law Offices, LLC

Jennifer J. Jacquemain
Oldham Company, LLC

Lisa Kathumbi
Littler Mendelson

Aneca Lasley
Squire Patton Boggs

Magistrate Judge Karen L. Litkovitz
U.S. District Court, Southern District of Ohio

Helen Mac Murray
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Catherine Martineau
MacMillan Sobanski & Todd, LLC

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Marilyn McClure-Demers
Nationwide Insurance

Jean McQuillan
Case Western Reserve University School of Law

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Agee Clyer Mitchell & Portman

Susannah Muskovitz
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University of Dayton School of Law

Julie Rabin
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Grace Royalty
U. S. District Court
Southern District of Ohio

Nancy Sabol
The Ohio Northern University Pettit College of Law

Laura Sanom
Faruki Ireland & Cox P.L.L.

Michele Shuster
Mac Murray Petersen & Shuster

Carrie Starts
Reminger Co., LPA

Patricia Walker
Walker & Jocke

Linde Webb
Lydy & Moan, LTD

Kate Wexler
Brouse McDowell, LPA

New OWBA Members (as of January 1, 2017)

Ed-Petra Adarquah-Yiadom
Law Student at University of Cincinnati College of Law

Amona Al-Refaei
Law Student at University of Cincinnati College of Law

Chelsea Arnold
The Abuse and Rape Crisis Shelter of Warren County

Nicole Dollwet
Law Student at Kent State University

Nilu Ekanayake
Mount Carmel College of Nursing

Amanda George
Ohio Legislative Service Commission

Jane Gleaves
Kegler Brown Hill & Ritter

Heather Hatfield
V3 Transportation

David Hopper
Law Student at Ohio Northern University College of Law

Julie Kappelman
Law Student at University of Cincinnati College of Law

Shipra Kumar
Matasar Jacobs LLC

Marisa Lind
Law Student at University of Cincinnati College of Law

Jackie Mallett
Bricker & Eckler

Allison Mazzei
Law Student at American University Washington College of Law

Kathryn McBride
Clermont County Public Defender

Kristi Murphy
Law Student at University of Cincinnati College of Law

Kate Murwin
Law Student at The Ohio State University Moritz College of Law

Nicole Root
Law Student at Capital University Law School

Lindsay Shanahan
Ice Miller LLP

Evelyn Smith
Perez & Morris

Michaela Smith
Law Student at The Ohio State University Moritz College of Law

Adair Smith
Reminger Co., LPA

Patrycja Sobon
Law Student at Cleveland Marshall College of Law

Liliana Vela
Law Student at University of Cincinnati College of Law

Molly Werhan
Kegler Brown Hill & Ritter
Follow us on Social Media

The OWBA and OWBF 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
Facebook: http://www.facebook.com/ohioWBF
Twitter: http://www.twitter.com/OWBA
Twitter: http://www.twitter.com/OhioWBF
LinkedIn: http://www.linkedin.com/Group/OhioWomen'sBarAssociation