



WBA

OHIO WOMEN'S BAR ASSOCIATION NETWORK NEWSLETTER

Volume XVII Issue No. 1 Winter 2009

Our purpose is to promote the leadership, advancement and interests of women attorneys through professional education, networking and the exchange of ideas between our members, local bar associations, business and the community.

Women lawyers still struggling to the top

By Heather Chapman (New York City), *The Glass Hammer*, Nov. 11, 2008

Although nearly half of all law school graduates in the United States are women, women only make up 15 percent of the partners at law firms nationwide. To rectify this imbalance, bar associations and professional groups across the country have, in recent years, been implementing initiatives to challenge law firms to reorganize employment goals to allow for the advancement of women.

In 2004, in response to the low percentage of women in leadership positions in Chicago law firms (lower than the national average of 17.06 percent, per the National Association for Law Placement), the Chicago Bar Association's Alliance for Women created the Call to Action project, challenging firms to get more women into leadership positions over a three-year period. Participating firms signed a pledge to meet the following goals by Dec. 31, 2007. Each of the 44 firms that signed the pledge agreed to:

- Increase the percentage of its women partners by three points from its 2004 levels;
- Have women represented on every firm committee in the same proportion as the number of women partners at the firm;
- Increase the number of women practice group leaders at the firm;
- Review its flexible hours policy and its use to ensure that alterna-

tive schedules are an equitable and viable option; and

- Materially improve any disparity in the rates in which men and women are retained, promoted and laterally recruited at the firm.

However, a recent article in the *ABA Journal* found that in 2008, almost a year after the Call to Action deadline, only 11 out of 44 firms in the Chicago area met the agreed-on goals. While that is a 25 percent increase in the

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The All Female Foursome Winners: Adrienne Stemen, Sharon Whitacre, Ann Hunt and Deviani Kuhar.

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Maria A. Kortan-Sampson (98-99)
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President's message

Results of OWBA's strategic planning



Michele A. Shuster

"Our purpose is to promote the leadership, advancement and interests of women attorneys through professional education, networking and the exchange of ideas between our members, local bar associations, business and the community." —OWBA mission statement

I am pleased to present the results of the OWBA's strategic planning process, which was led by Columbus-based BizCarta. This simple statement will be a guiding principal for our future activities and plans.

The process began on June 9, 2008, with a meeting of the OWBA board, and continued through last month. The results are important, but perhaps more important was the process of analyzing the OWBA's mission, vision and goals.

We could not have accomplished this without the considerable contributions of

strategic planning committee members Elizabeth Cargle, Judge Patricia Delaney, Mellissia Fuhrman, Lisa House, Valoria Hoover and Violet Imre.

Through this process the OWBA's vision was expressed as "To be the most respected association advancing and promoting women attorneys in Ohio" and our values conceptualized as "Our mission and vision will be achieved according to these values that speak to our responsibilities to our members and the community."

Conduct—integrity, honesty, fairness, work ethic and respect for all

Positive support and advocacy—for the organization and all members

Accountability—for successes and failures
Financial stewardship and sustainability

Strategic planning has been an extremely valuable process, which will provide continuing guidance for the OWBA board and executive committee.

Members in the news

Patricia A. Walker, co-founder of the Medina law firm of Walker & Jocke, has been named 2008 Ohio Super Lawyers in intellectual property, according to the national Super Lawyer's August 2008 publication of *Law & Politics of Minneapolis, Minnesota*. The selection process for Super Lawyers includes peer nominations and voting by Ohio lawyers, a blue ribbon panel review and independent research on candidates.

Shirley A. Cochran, a Columbus lawyer and mediator was installed as the president-elect of the Ohio Federation of Business and Professional Women, the state federation representing Ohio in the Business and Professional Women/USA organization. She will be installed as president in 2009 and will represent the state organization's 44 local chapters.

Ohio Women's Bar Association long-time member **Rosemary Taft-Milby** was recently elected to serve on the Finance, Credit and International Business North American Advisory Council. Taft-Milby, a member of the FCIB since 2007, will serve a three-year term, which commenced on November 18, 2008. She will serve on the FCIB North American Advisory Council along with six other members. Together they will provide leadership and support to the organization, serving the needs of the FCIB members.

Nominations for OWBA's 7th annual Family Friendly Award will be accepted until March 31, 2009

Family Friendly Award guidelines

It is the position of the Ohio Women's Bar Association that the advancement of work-life balance in our profession benefits both lawyers and legal employers. As the American Bar Association Commission on Women in the Profession has noted, what many lawyers want is not necessarily to be part time, but to have balanced lives combined with suitable career development. Thus, in an effort to promote and recognize Ohio firms and employers who promote work-life balance, the OWBA accepts nominations and awards the Family Friendly Award to a firm or employer each year.

The OWBA has established guidelines for nominations and selection for the Family Friendly Award. These are not mandatory requirements, but are factors that the OWBA feels are important in establishing, promoting and supporting work-life balance in the legal profession.

Efforts to recruit, hire and retain female lawyers.

Women at partnership and management levels.

Promotes and supports telecommuting. Appropriate work may be completed from home. The firm/employer provides technological support to facilitate telecommuting when appropriate.

Promotes and supports job flexibility by offering a variety of alternative and cre-

ative work arrangements that support work-life balance. Examples include part time, reduced schedules, flex-time, job sharing and telecommuting. Flex-time options may include allowing employees to work condensed or flexible schedules, such as four-day workweeks, a reduced lunch hour with a shortened work day, and the ability to start and leave early or start and leave later than standard hours.

Supports balanced hours. Examples include allowing attorneys to work individually tailored, reduced schedules that are designed to meet the firm or employer's business needs while maintaining the attorney's ability to have work-life balance.

Follows proportionality. Attorneys working flexible schedules should be paid in proportion to the work they are doing, should continue to be assigned meaningful, interesting and challenging work and should be promoted based on the same criteria as other attorneys.

Has written criteria for employee eligibility for flexible work arrangements and written criteria for the effect of a reduced or flexible schedule on advancement or partnership track.

Has a system for tracking data to show the impact, if any, flexibility has on clients or customers as well as employee productivity.

Respects the employee's schedule, off hours and family leave. For example, some effort is made to avoid scheduling mandatory meetings during these times.

Receptive to and/or has a system in place for working with employees before a leave to map out options for return, while recognizing that decisions are not often made until leave begins or ends.

Has a parental leave policy, which may include the following considerations: three months maternity leave; paternity leave; option for additional unpaid leave; a "phase back" return to work

Capital Law School WLA Mentoring Program professional mentor questionnaire

Capital University Law School Women's Law Association is seeking volunteers for its mentoring program. To participate in the program, you would be asked to meet with your mentee once in a professional setting, such as your office, to review her resume and offer suggestions and once in a social setting.

The objective of the program is to provide a networking opportunity for the WLA's active members. This is not designed for you to help your mentee obtain a job, and the mentees will not enter the program with that expectation. In addition, WLA encourages student members to participate in a peer mentoring program and serve as a mentor to a first-year student.

If you would like to volunteer for the mentoring program, please complete the following questionnaire and return it to WLA Vice President Laurin Wisnor at lwisnor@law.capital.edu.

Name: _____

Email: _____

Address: _____

Current employer: _____

What area of law do you primarily practice? _____

What other areas of law do you practice? _____

What type of pro bono work do you do (if any)? _____

When in law school, were you a day student or an evening student? _____

Please provide any additional information you would like us to know in pairing you with a mentee.

Please update your records!

Mellissia Fuhrmann, OWBA's Columbus area Trustee at Large, has recently joined the Columbus City Prosecutor's office. She can now be reached at mefuhrmann@columbus.gov or 614-645-6413. Good Luck in your new position!

Susan Jankite, OWBA's Legislative and Elected Officials/Judicial Selections (JCRC) Committee Chair, has updated her phone/fax to be the same number: 216-526-3192.

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OWBA's Golf Classic 2008

This year's OWBA Golf Outing had to be rescheduled, much to our chagrin, from Sept. 15th to Sept. 29th due to an unexpected storm that caused enough damage to the course that it was deemed unplayable. Our diehard golfers and OWBA supporters came out on the new date, which was truly a beautiful autumn day enjoyed by all at Shaker Heights Country Club. This was the first time OWBA has held an outing at this beautiful club nestled in the heart of Shaker Heights. Irene and Louis Rennillo made the outing possible at this golf course, and it was truly a first-class location for our avid golfers.

Many thanks to those companies who have sponsored this golf outing in support of the OWBA!

Eagle sponsors:

McDonald Hopkins LLC

Reminger

Rennillo Court Reporting, Records & Media

Reproductive Gynecology Inc.

Studiothink LLC



Above: Golfers take some practice shots before the scramble.

Top Right: Louis Rennillo on the course.

Bottom Right: Peggy Foley Jones and Christine Lobas.



Hole sponsors:

Morgan Stanley

Robert C. McClelland for Judge

ThomsonWest

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



We were pleased to have 24 foursomes participate, and numerous donors for the Chinese raffle, which raised additional funds for the OWBA. Prizes were awarded to the best male, female and mixed foursomes, as well as for skill games (winners listed below).

Prizes awarded

First-place women only foursome:

- Deviani Kuhar
- Sharon Whitacre
- Adrienne Stemen
- Ann Hunt

First-place mixed foursome:

- Jim Myers
- Amy Whitacre
- Vince Sack
- Suzanne Saganich

Longest drive in fairway:

- Ashlie Case and Jeff Shapiro

First-place men only foursome:

- Mark D'Agostino
- Brett Huckle
- John Humbach
- Chuck Provance

Closest to the pin prize winners:

- Lynn Giachetti and P.J. Myers

Longest putt made:

- John Blouch

4th annual OWBA law student scholarship

The Ohio Women's Bar Association will grant a \$1,000 scholarship to one law student for the 2008-09 school year. The deadline for submission is March 31, 2009, and the scholarship will be presented to the winner at OWBA's annual meeting on May 13, 2009, in Cleveland.

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

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

Application

Please send applications attention to:

Fourth Annual OWBA Law Student Scholarship
Ohio Women's Bar Association
PO Box 16562
Columbus, OH 43216-6562
Applications can also be e-mailed to admin@owba.org.

The deadline for submission is March 31, 2009.

Name: _____

Address: _____

Phone number: _____

E-mail address: _____

Law school attending and expected graduation date:

GPA: _____

Identify involvement in student organizations:

Identify involvement in community service/outreach:

Personal statement: Explain in 500 words or less how you have promoted or intend to promote the mission of the Ohio Women's Bar Association.

The accomplishments of OWBA Past President Susan E. Petersen gain local and national attention

Petersen & Ibold is proud to announce the recent accomplishments of one of its own, trial attorney Susan E. Petersen.

On Nov. 17, 2008, *Crain's Cleveland Business Magazine* named Petersen to its 2008 class of "Forty under 40." Each year, *Crain's* selects 40 of "Northeast Ohio's most influential people under the age of 40 and spotlights their contributions that make this region shine." Petersen was one of five lawyers to be featured in this select group of area business leaders and the only female attorney. For more details about this honor, including the feature on Petersen and her in-depth video interview, visit www.CrainsCleveland.com/forty.

Also in November, the accomplishments of Petersen gained national attention. She was selected as one of eight female lawyers from across the country to be a guest on the American Airlines Radio Network and Sky Radio Network's "Salute to Women in Leadership" show, which was spotlighted in the Nov. 10, 2008, edition of *Time Magazine*. Sky Radio describes her as "making her mark as one of Ohio's most talented and successful lawyers.

In the last year, this trial attorney and mother of three led the state women's bar association and successfully resolved more than \$5 million dollars in injury cases." Her audio interview will begin airing in January 2009 on all American Airlines flights and can be heard at www.SkyRadioNetwork.com.

A native of Youngstown, Petersen is of counsel to Petersen & Ibold law firm in Geauga County. She focuses her practice in the areas of personal injury, wrongful death, medical malpractice, automobile crashes, nursing home negligence, product liability and employment discrimination. Over the years, she has handled cases resulting in substantial compensation awards for injured clients all over Ohio, including Geauga County, the greater Cleveland area and her hometown of Youngstown.

In addition to vigorously representing her clients, Petersen remains active in a list of national and local legal organizations. She serves on the board of directors for the Cleveland Academy of Trial Lawyers; as a committee vice chair with the Ohio Association for Justice, and as immediate past president of the Ohio Women's Bar Associ-

ation. She is certified as a member of the Million Dollar Advocates Forum, which is recognized as the most prestigious group of trial lawyers in the United States.

Petersen is a 1993 *magna cum laude* graduate of Youngstown State University and a 1997 graduate of the Cleveland-Marshall College of Law, where she earned top honors in legal writing and trial and appellate advocacy. She additionally served for two years as both an editor of the *Cleveland State University Law Review* and as a member of the moot court board of governors. She was also one of six graduates named to the Order of the Barristers, a national honorary organization that recognizes individual excellence in brief writing and oral advocacy. She now serves as a member of the school's visiting committee.

Before and during law school, she worked as an on-air television reporter and anchor for WEWS Channel 5 in Cleveland, WKBN-TV27 in Youngstown and WTOV-News 9 in Steubenville/Wheeling, W. Va.

To learn more about Petersen, visit www.peteribold.com and www.sepesq.com.

(Nominations continued from page 3)

following parental leave (i.e., an employee has the option to return for half-days or part time for a designated period of time following leave); and equal benefits for adoptive parents.

Recognizing and supporting other leaves for family needs such as parental care, and having in place an elder care leave policy.

Is supportive of breast-pumping for new mothers, which may include providing a private location dedicated to needs of nursing mothers.

Is receptive to taking into account family situations when staffing employees on matters.

Offers financial assistance to employees with adoption expenses.

Can demonstrate a pattern of promoting women on part-time or flexible schedules to partner and/or other leadership positions.

Has family friendly social activities.

Has reasonable billable hour requirements.

Has written policies and procedures that address these work-life balance issues and applies them in a flexible and fair manner.

Management demonstrates support of these policies and procedures.

Has a designated representative responsible to act as a liaison with employees and ensure fair implementation of the firm or employer's policies.

Any employer nominated previously may be nominated again. Please send nominations to:

OWBA's 2009 Family Friendly Award
Ohio Women's Bar Association
PO Box 16562
Columbus, OH 43216-6562
Phone: (866) 932-OWBA (6922)
Email: admin@owba.org

Deadline: March 31, 2009

Forensic accounting: CSI or bean counting?

Forensic accounting is the use of financial and investigative skills involving actual or potential litigation. A lawyer needs the best advice when litigation involves an accounting issue. A forensic accountant looks beyond the numbers. Forensic accounting assignments vary and



not all assignments involve fraud. Forensic accountants are engaged to investigate fraud, reconstruct accounting records, review internal control policies or serve as an expert witness. The forensic accountant is often engaged during a shareholder dispute, bankruptcy proceeding, business interruption claim or as a rebuttal expert. In a domestic relations case, forensic accountants trace hidden assets, calculate separate property or determine true economic income. Do you need to calculate lost profits, lost wages or determine a damage calculation? Call on a forensic accountant.

Chrissie Powers can be reached at chrissie.powers@reacpa.com or (614) 722-7914.

Chrissie A. Powers, CPA, CFE, CFF, CVA

Senior Manager at Rea & Associates, Inc.

(*Women Lawyers* continued from page 1)

number of female partners, critics of the project are claiming that the inclusion of non-equity partners (a partner that does not have an ownership stake in the firm) is a flaw in the project. “[I]t’s easy for some firms to disguise the fact that women are not being elevated to [the] highest levels,” says Nicole Nehama Auerbach, a partner at Valorem Law Group and president of the Chicago Coalition of Women’s Initiatives in Law Firms, as reported on ChicagoTribune.com.

Some members of the Call to Action project think it should be thought of as more than just counting the number of female partners, pointing out that several other goals have been met, including

We thought this would be a great forum or road map for firms or organizations that better wanted to retain and attract women.

~ Brande Stellings, chair of the NYCBA’s Committee on Women in the Profession

the flexible hours policy goals and the addressing of the pay rate disparity. In an interview with the *Chicago Tribune*, Suzanne Shier, chair of Chapman and Cutler’s diversity committee, said that the project “has raised our consciousness,” pointing out that “[I]t got us to focus on specific targets and deadlines.” Chapman and Cutler had a 4.7 percent increase in the number of female partners in the last three years, making it one of 11 firms to have met the levels called for by the Call to Action project.

Other associations in major cities across the United States have started similar programs. At the Philadelphia Bar Association Board of Governors meeting a year ago, Maria Feeley, co-chair of the bar association’s Women in the Profession Committee, presented the committee’s proposed Call to Action and Best Practices for the Retention and Promotion of Women Attorneys plans, pointing out that firms can lose as much as \$500,000 when an associate leaves. She mentioned that the National Association of Law Placement’s 2006 survey found a 78 percent attrition of women associates by their sixth year of practice. In

addition to the fact it’s the right thing to do, there’s really a business case to be made,” Feeley said. “Attrition rates are terrible for firms. It does cost a lot of money when a firm loses an associate.”

In 2006, the New York City Bar Association (NYCBA) put out a 45-page document of best practices for the retention and promotion of women attorneys, which had similar themes as the policies issued by the Philadelphia Bar Association. Brande Stellings, chair of the NYCBA’s Committee on Women in the Profession, said that the committee’s proposal was inspired by the current discrepancy between women and men entering and staying in the legal profession. “We were aware of significant efforts that had been made in other professions such as the accounting profession, which has similar challenges. We thought this would be a great forum or road map

for firms or organizations that better wanted to retain and attract women.”

Also in 2006, the National Association of Women’s Lawyers (NAWL) issued a country-wide challenge called the Challenge to the Legal Profession. The challenge included the following goals: to double the percentage of women equity partners, women general counsel, and women law professors by the year 2015, and to see one-third of the leadership levels of major law firms, corporations and law schools be women lawyers by the year 2015.

As you can see, in the past few years legal associations around the country have recognized the need for more female partners, as well as the need to address the disparity in income levels between male and female partners. Although desired levels have yet to be reached, it is encouraging to see that progress is being made and that firms and cities are willing to meet these challenges.

This article was originally published on www.theglasshammer.com, an online community for women in finance, law and business.

Founders' Award Nominations

The next Past Presidents/Founders' Banquet is on **March 12, 2009**, at the Columbus offices of Reminger Co., LPA.

We are seeking nominations for the recipient of the Founders' Award to be presented at that event. The Founders' Award was initially established in 1998 and is OWBA's highest award for professional excellence. It is presented to an outstanding OWBA member who has contributed to the OWBA and the legal profession, rendered services to improve the administration of justice and helped pave the way to success for women in the legal profession. In addition, we acknowledge her willingness to give back to the legal community, as well as the general public, while demonstrating professional excellence. If you know someone who would be a worthy recipient, please submit your nomination to the OWBA (admin@owba.org) or call for questions at (866) 932-OWBA. Nominations are due Jan. 16, 2009.

Networking at Noon series continues

OWBA's Networking at Noon series continues, and we are thrilled with the events we have had recently. Former Ohio Attorney General Betty D. Montgomery has spoken at two events. She spoke about "lessons learned along the way" during her legal and public service career. Her insights were useful words of wisdom enjoyed by all. We had nearly 50 people at the first event, which was held at the Learning Center in Cincinnati on Sept. 24th. More than 60 people attended the Cleveland event held at Key Tower on Nov. 17th. Thanks to OWBA's Cincinnati trustee Barbara Bison Jacobson, Vorys, Sater, Seymour & Pease LLP, and Cleveland-area trustee Veena Khanna, Key Private Bank, for organizing these events. Look for more events being scheduled.

More than 250 female professionals attend OWBA's Leading with Style event

On Nov. 19, 2008, the Ohio Women's Bar Association held its second annual Leading with Style event at the Bar of Modern Art (BoMA) in downtown Columbus. The centerpiece of the evening was a fashion show sponsored by Saks Fifth Avenue, with local area law students serving as models. These lucky ladies met with the Saks staff in advance to be fitted with the latest fall and winter fashions. Charles Penzone Salon provided hair services, and makeup was done by Sisley Cosmetics. The Diamond Cellar provided jewelry for the models to wear on the catwalk.

In addition to the fashion show, a dozen vendors featured all types of products designed to make life easier for today's busy female professional. Vendors included several jewelry sellers and spa representatives who encouraged the 250-plus attendees to pamper themselves.

There were even pampering opportunities on-site at the Leading with Style event. A pampering room was located in the salon at BoMA, where one could receive a 15-minute chair massage, a mini-manicure or just relax in a quiet

atmosphere. All of this could be enjoyed while female attorneys and other professionals feasted on selections from the many waiter-passed hors d'oeuvre trays, or while enjoying the event's signature drink, the "Style-Tini."

The OWBA is pleased to report that due to the success of the event, the organization was able to raise more than \$10,000. Proceeds will be used to sustain the OWBA in the years to come and to continue to offer a yearly scholarship to a female law student in Ohio. Thank you to the OWBA members who attended and helped make this event a success.

A very special thank-you to the Leading with Style committee members. This event would not have been possible without their dedication and vision.

Michele A. Shuster, OWBA President
MacMurray, Cook, Petersen & Shuster LLP

Lisa R. House, OWBA President-Elect
Reminger Co., L.P.A.

Jacqueline DeGenova
Attorney at Law

Gail DeWolf
Attorney at Law

Mellissia Fuhrmann
Columbus City Prosecutor's office

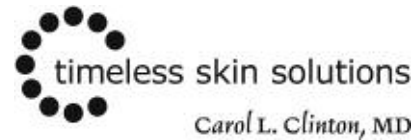
Valoria C. Hoover
Kohrman Jackson & Krantz P.L.L.

Sandra L. Lynskey
Auditor of State Mary Taylor, CPA

Jennifer Rhoads
Ohio Petroleum Marketers & C-Store Association



Law student volunteer models the latest fashions from Saks Fifth Avenue during the fashion show.



Our sincerest thanks to the Leading with Style sponsors and supporters.

Diamond:

- Saks Fifth Avenue
- Diamond Cellar
- Timeless Skin Solutions
- Key4Women/Key Bank
- Studiolink
- Columbus Business First

Emerald:

- Hahn Loeser & Parks LLP
- Kohrman Jackson & Krantz

Continuing supporters:

- BizCarta
- Rea & Associates

From Top: Stylish leaders discuss the latest fashion trends for 2009 during the VIP reception with Saks Fifth Avenue style expert, Lisa Ermine.

Guests mingle and bid on silent auction items before the Saks Fifth Avenue fashion show.

Guests enjoy hors d'oeuvres and the "Style-Tini" while visiting vendor displays and toting their gift bags filled with coupons and samples from many local area stores and merchants.

OWBA upcoming events

Event, Date & Time	Location & Information		
<p>Full board meeting</p> <p>Tuesday, Jan. 6, 2009 noon-1 p.m.</p>	<p>In-person location TBA and via teleconference</p> <p>Full board meeting attendees: All members of the executive committee, district and at-large trustees and committee chairs.</p>	<p>Attendance policy for board members: OWBA requires that board members attend at least four out of six board meetings during the fiscal year with no more than two unexcused absences. A board member will be considered excused if she provides written notice of her ab-</p>	<p>sence at least four hours prior to the meeting to the executive director. A board member will be considered unexcused if no such prior notice is received. A board member with more than two unexcused absences can be removed by a majority vote of the board.</p>
<p>Women's Impact Lecture Series— Impact through Innovation</p> <p>Wednesday, Jan. 21, 2009 11:30 a.m.-1 p.m.</p>	<p>Metropolitan Centre, Canton</p> <p>This series consists of three luncheon sessions, each focusing on a different aspect of being a successful agent of change and growth as a woman. Our distinguished speakers will share their own personal experience and insights on how women are uniquely able to positively impact their own lives, their workplaces and the community as a whole.</p>	<p>You will have the opportunity not only to converse with the speakers but also to network with other women in your community.</p> <p>Moderated by: Susan C. Rodgers, Vice President of Personnel & Assistance General Counsel, Buckingham, Doolittle & Burroughs LLP</p> <p>The first luncheon in this three-part series will focus on Impact through Innovation.</p>	<p>Speakers include the following:</p> <ul style="list-style-type: none"> • Sara Timken, Sarafina Inspired Designs • Merle Griff, PhD, Founder and CEO of SarahCare Adult Day Care Centers • Dr. Renee Powell, Former LPGA Tour Pro <p>Registration fees: \$25 per luncheon or \$70 for the entire series (three lunches)</p> <p>Reserved sponsor tables (8 people): \$200</p>
<p>Executive committee meeting</p> <p>Tuesday, Feb. 3, 2009 noon-1 p.m.</p>	<p>Via teleconference</p> <p>Executive committee meeting attendees: President, president-elect, vice president, immediate past president, secretary, treasurer, executive director.</p>	<p>Attendance policy for executive committee members: OWBA requires that executive officers attend at least five out of six executive committee meetings during the fiscal year with no more than one unexcused absence. An executive committee member will be considered excused if she provides written notice of her absence at</p>	<p>least four hours prior to the meeting to the executive director. An executive committee member will be considered unexcused if no such prior notice is received. An executive committee member with more than one unexcused absence can be removed by a majority vote of the executive committee.</p>
<p>Networking at Noon Series— Networking 101</p> <p>Tuesday, Feb. 17, 2009 11:30 a.m.-1 p.m.</p>	<p>Rennillo Court Reporting, Cleveland</p> <p>Additional details will be available at a later date. For more information please visit our Web site calendar of events at http://owba.org/events.</p>		
<p>Women's Impact Lecture Series— Impact through Leadership</p> <p>Wednesday, Feb. 18, 2009 11:30 a.m.-1 p.m.</p>	<p>Metropolitan Centre, Canton</p> <p>The second luncheon of this three-part series will focus on Impact through Leadership.</p> <p>Speakers will include the following:</p> <ul style="list-style-type: none"> • Chryssa Hartnett, Assistance Chief Criminal Division, Stark County Prosecutor 	<ul style="list-style-type: none"> • Michele Evans-Gardell, Superintendent Canton City Schools • Debra Miller, Senior Vice President of Communications & Community Affairs, the Timken Company <p>Moderated by: Kay Feagles, CFP, Raymond James Financial Services, Inc.</p>	<p>Registration fees: \$25 per luncheon or \$70 for the entire series (three lunches)</p> <p>Reserved sponsor tables (8 people): \$200</p>

Event, Date & Time	Location & Information
<p>Annual Women's Organizations Networking Wine Tasting Dinner</p> <p>Thursday, Feb. 19, 2009 time TBA</p>	<p>Columbus</p> <p>Additional details will be available at a later date. For more information please visit our Web site calendar of events at http://owba.org/events.</p>
<p>Full board meeting</p> <p>Tuesday, March 3, 2009 noon-1 p.m.</p>	<p>In-person location TBA and via teleconference</p> <p>Full board meeting attendees: All members of the executive committee, district and at-large trustees, and committee chairwomen.</p>
<p>Past Presidents/ Founders' Banquet</p> <p>March 12, 2009 time TBA</p>	<p>Reminger Co., LPA, Columbus</p> <p>The recipient of the Founders' Award will be presented at this banquet. Nominations are due Jan. 16, 2009. Please submit your nominations to OWBA via email at admin@owba.org.</p>
<p>Women's Impact Lecture Series— Impact through Service</p> <p>Wednesday, March 18, 2009 11:30 a.m.-1 p.m.</p>	<p>Metropolitan Centre, Canton</p> <p>The third luncheon of this three-part series will focus on Impact through Service.</p> <p>Speakers will include the following:</p> <ul style="list-style-type: none"> • Judge Sara Lioi, U.S. District Court for the Northern District of Ohio • Barbara Bennett, P.E., P.S., Secretary/Treasurer Hammontree & Associates • Sheila Markley Black, Esq., Day Ketterer <p>Moderated by: Donna Demerling, Vice President, Quality Advancement, the Timken Company</p> <p>Registration fees: \$25 per luncheon or \$70 for the entire series (three lunches)</p> <p>Reserved sponsor tables (8 people): \$200</p>
<p>Executive committee meeting</p> <p>Tuesday, April 7, 2009 noon-1 p.m.</p>	<p>Via teleconference</p> <p>Executive committee meeting attendees: President, president-elect, vice president, immediate past president, secretary, treasurer, executive director.</p>
<p>Full board meeting</p> <p>Tuesday, May 5, 2009 noon-1 p.m.</p>	<p>In-person location TBA and via teleconference</p> <p>Full board meeting attendees: All members of the executive committee, district and at-large trustees, and committee chairwomen.</p>
<p>Ohio Women's Bar Association annual meeting</p> <p>Wednesday, May 13, 2009 time TBA</p>	<p>Cleveland</p> <p>Additional details will be available at a later date. For more information please visit our Web site calendar of events at http://owba.org/events.</p>



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