

# The Ohio Women's Bar Association Founders' Award to go to Deborah Platt Majoras



Deborah Platt Majoras

The Ohio Women's Bar Association will honor Deborah Platt Majoras with the prestigious Founders' Award, honoring her achievements and professional excellence in the legal profession.

Majoras is the chief legal officer and secretary for the Procter & Gamble Company, which she joined in 2008. In that position, she oversees a legal department that includes more than 500 lawyers and other legal professionals around the globe and is responsible for the broad scope of legal functions for all of P&G.

Majoras also serves on the Board of Directors of Valero Energy Corporation, where she is a member of the Nominating/Governance and Public Policy Committee.

From 2004-2008, she served as chairman of the Federal Trade Commission, where she focused on ensuring data security and protection from emerging digital frauds; served as co-chair of the President's Identity Theft Task Force; and worked to implement sound antitrust policy regard-

ing intellectual property, the merger review process, and cooperation among antitrust agencies globally. Prior to the FTC, she was the principal deputy assistant attorney general at the Department of Justice Antitrust Division, where she served from 2001-2003. After clerking in federal court in D.C., in 1991, she joined international law firm Jones Day, where she ultimately became a partner in the firm's antitrust practice.

In 2011, the Directors Roundtable honored Majoras as distinguished general counsel, and she received the Aiming High Award from Legal Momentum. She was the recipient of the International Association of Privacy Professionals' 2007 Privacy Leadership Award and RSA's 2007 Award for Excellence in the Field of Public Policy. In 2006, SC Magazine named her one of the Top Five Influential IT Security Thinkers, and Washingtonian Magazine listed her among the "100 Most Powerful Women in Washington." Today, she serves as co-chair of the U.S. Chamber of Commerce International Competition Policy Working Group and as an advisor to the International Competition Network. She serves as secretary/treasurer for the Association of General Counsel and on the Board of Directors of the Leadership Council on Legal Diversity. She also serves on the boards of the Cincinnati Legal Aid Society, Cincinnati USA Regional Chamber, and Westminster College, from which she has a B.A. (summa cum laude). She earned her J.D. (Order of the Coif) from the University of Virginia in 1989.

The Founders' Award is OWBA's highest recognition for professional excellence.

Established in 1998, the first recipient of the award was one of the OWBA founders, Justice Alice Robie Resnick. The Founders' Award is presented to an outstanding woman attorney who has achieved excellence in the legal profession, has rendered services to improve the administration of justice, and has helped pave the way for women in the legal profession. In addition, the award acknowledges the recipient's willingness to give back to the legal community, as well as the general public.

The Founders' Gala is March 7, 2013, at the 21c Museum and Hotel, in Cincinnati. For more information, visit [www.OWBA.org](http://www.OWBA.org). ■

*Majoras is a supporter of the OWBA, volunteering her time as a speaker. She was a featured speaker at the OWBF Leadership Institute "Effective Leadership" session. She was also a speaker at the "Secrets of Rainmaking for Women Attorneys: Tips on Making it to the Corner Office."*

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## President's Message



Michelle Proia Roe

Recently, Ohio admitted new attorneys into our profession. Almost 18 years ago, I remember being in the same seat, very uncertain about my future prospects. I sat for two bar exams in an attempt to increase my job chances.

While most of my classmates at Pitt Law School finished up with Day 2 (and the final day) of their Pennsylvania Bar Exam, I headed with two classmates to New Jersey to sit for a third day for the New Jersey Bar Exam.

I worked two jobs after graduating from law school while I was waiting for my bar exam results. During the day, I handled wire transfers at Mellon Bank in Pittsburgh. I would transfer huge sums of money internationally for lucrative bank customers. My 8-5 job would end, and then I would race by foot across town to work my evening job starting at 5:30 p.m. I worked at Macy's at night and collected on past due accounts. My shift would end at 9 p.m. and again I would rush to take the bus back to my apartment for an hour long, stop-and-go ride home. I could not afford my own car yet. Macy's was also my weekend job, as I worked seven days a week.

I remember sitting in my apartment often worried about how I was going to pay next month's rent. I was debating about whether I should move back to my hometown in upstate New York, and I know my parents were probably growing quite anxious with my situation. I always tried to hide my fear when I spoke with them. No one was really interested in interviewing you for a real legal job unless and until you passed the bar. When I ripped open that envelope from the Pennsylvania Supreme Court in late November, I was so happy to get the good news.

Unfortunately, many firms were not hiring over the holiday season, but interviews picked up a bit in January. Attorney Fred Mercer gave me a chance and hired me as a plaintiff's personal injury lawyer in his small office, and I was proud even though I made far less as a new attorney than our office secretary. I worked until at least 8 p.m. every week night and showed up to the office every Saturday so Fred and I could review case updates from the week. I was still relying on the city bus system, and I just dreaded snowstorms since that meant I could be waiting at least two hours for a bus to appear. That job gave me client contact and put me in court almost every day of the week, which I now know was priceless.

I was offered an opportunity to go in-house only a few years out of school after I decided to speak with a recruiter. Being a business lawyer was my dream. The position was in Wheeling, West Virginia, which meant a 90-minute commute each way on a good traffic day from my Pittsburgh apartment. Luckily, I was able to afford a used car by then. I took the job, even though they would only initially hire me as a temporary attorney on a three-month probationary period. I would not have benefits, and I would not be guaranteed a permanent position. I trusted my gut, accepted the challenge and transformed into a corporate lawyer.

My struggles did not end then, nor do I expect them to completely dissipate during the remainder of my career. I am where I am today not in spite of what I went through, but because of what I went through. I worked hard and always did more than what was expected of me. I believed in myself and, when I started to doubt, I relied on the love of my family to get me through. The same stands true today. ■

*Michelle Proia Roe is General Counsel—Americas and Secretary of Mettler-Toledo, LLC, a company which has most graciously allowed her to serve as OWBA President this 2012/2013 fiscal year.*

# OWBA's Coffee & Conversations Meet & Greet for Central Ohio's New Women Attorneys



Ohio's newest women attorneys with Michelle Proia Roe (far right); Sherri Lazear and Desiree Blankenship.

By Jane Brener

Central Ohio's new women attorneys started their day off right at the Ohio Women's Bar Association's "Coffee & Conversations Meet & Greet" on Dec. 4, 2012. With coffee and pastries, new women attorneys mingled and got to know each other as well as local practitioners while engaging in an informal discussion about job hunting tips, interview advice, and networking. Panelists Michelle Proia Roe, general counsel—Americas and secretary of Mettler-Toledo, LLC and OWBA president; Desiree Blankenship, chief legal counsel of the Ohio Department of Commerce; and Sherri Lazear, partner at Baker Hostetler LLP instilled the new attorneys with advice and wisdom on the importance of networking, do's and don'ts of resume and cover-letter writing, thank you letters, professional references, LinkedIn, what will make or break an interview, and the importance of keeping an open mind during the job hunt. The new attorneys asked many great questions such as how to explain employment gaps in a resume and what not to ask during an interview, which were also answered by local practitioners Nita Hanson, associate at Dinsmore & Shohl LLP, and Valoria Hoover, partner at Kohrman Jackson & Krantz PLL. Thanks to the panelists and local practitioners, the new attorneys walked away with not only great new contacts, but also the tips and tools necessary to take the job market by storm.

Look in the next issue of OWBA's Network News about the new attorney reception in Cincinnati. ■

*Jane Brener is an attorney in Columbus and was recently admitted to the Ohio bar. She graduated from The Ohio State University Moritz College of Law and is currently working as a contract attorney at Carpenter, Lipps, and Leland LLP.*



## Presentation Matters.

For more information on how Affinity Consulting can help improve your presentations, contact Josh Hoeppner:

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You can also visit:

[www.affinityconsulting.com](http://www.affinityconsulting.com)

# Ohio Women's Bar Foundation Leadership Institute – Day Two



by Dina Tantra

Day Two of the 2012 Ohio Women's Bar Foundation Leadership Institute proved to be an insightful journey into the inner workings of a leader, with a focus

on emotional intelligence, business skills development, career planning and personal branding. The jam-packed day began with an exploration of the components of a leader's emotional quotient, which is comprised of the emotional, personal, social and survival dimensions of intelligence. Jeff King and Beth Flynn from The Ohio State University Leadership Center walked the group through the leader profile and then distributed personalized assessments tailored for each participant based on peer and managerial feedback. After a period of self-reflection and introspection, lunch afforded the opportunity to engage in small group discussions with a mix of amazing women from both the law firm and corporate sectors who would then serve as panelists for the afternoon sessions.

Contrary to a typical post-lunch presentation, the first panel was a highly charged and enthusiastic foray into the "business of law." With the assistance of Dina Tantra (general counsel of Beacon Hill Fund Services, Inc.), Elizabeth Kessler (partner-in-charge of the Columbus Office of Jones Day) and Mary Garceau (general counsel of Thirty-One Gifts LLC) shared anecdotes about how they each rose to the top of their game by developing such skills as partnering with business executives, providing critical feedback to direct reports and being willing to take risks with your career. Pam Ray (regional growth manager for Thompson Hine LLP) provided insight and guidance as to the step-by-step process one can take to hone invaluable business skills through the use of a business devel-

opment plan. The second panel, led by Laura Sanom (Partner of Faruki, Ireland & Cox) shifted gears by outlining how to design a customized career road map through an interactive discussion with Monica Sansalone (Partner of Gallagher Sharp) and Mary Lynn Readey (associate vice president of facilities operations and development at The Ohio State University). During this panel, these women recounted tales of their personal career journeys and the difficult decisions they made along the way. Through deeper discussion, the group learned more about defining what each person brings to the table and how to position oneself for success.

To cap off a stellar day, Kim Proxmire (senior strategist of Greenfield/Belser) demonstrated how to develop a personal brand and how to effectively execute one's brand both personally and professionally. The take-away from the day is that each of us is the CEO of our own career and the possibilities are endless, but we need to tap into our emotional quotient, business skills and ultimately pave our own way to success. ■

*Dina Tantra is currently managing director and general counsel for Beacon Hill Fund Services, a provider of compliance, finance and regulatory outsourcing services to the financial services industry.*

*Tantra is also the president and serves on the board of Advisers Investment Trust, a registered investment company with more than \$250 million in assets under management. Prior to joining Beacon Hill, Tantra spent several years at Nationwide Insurance, where she held various senior leadership positions in the legal, compliance and governance areas.*



Facilitators Beth Flynn and Jeff King of the Ohio State University Leadership Center review the results of the EQ Assessments.



L-R: Lynn Readey, Laura Sanom and Monica Sansalone discussed with the class members ways to position yourself for success.



Class members listen to speakers from the Effective Coaching, Branding and Career Strategies session.



# OWBA Golf Classic a swinging success

by Patricia Gajda

The OWBA Annual Golf Classic was held on Sept. 24, at Acacia Country Club. Sixty-one golfers teed off at 10:30 a.m. for an 18 hole scramble. The weather was beautiful for golf, the golfing was good and the company was wonderful. We were pleased with the turn-out for this fun event, and hope to build on it in the coming years. Golfers of all genders, ages and skill levels participated to make this one great day. The golf was followed by a cocktail hour that included networking, raffles and prizes. All were welcome and we had some non-golfers who joined in on the late afternoon festivities. The reception was great and the participants had the opportunity to meet and talk to fellow

golfers, OWBA members and event sponsors. The event was co-chaired by Pat Gajda and Suzana Koch of Brouse McDowell, with the assistance of a golf committee consisting of Michelle Proia Roe, Karen Fout, Laura Hauser, Debra Horn, Mary Lovett, Susan Petersen, Jan Rieth, Chris Santoni and Sharon Whitacre. The committee would like to thank Elizabeth Krile, executive director of the OWBA, without her hard work this event would not have been so successful.

The competition for the golf prizes was friendly, and we even had a prize for the most honest team. The raffle was lively and a lot of fun with great packages. The spirits table raffle was a huge success. We thank all of the golfers for coming out

that day, for all of you who purchased raffle tickets, and we are very grateful to all of our sponsors for their donations. This wonderful fundraising event would not have been such a success without our Eagle sponsors of Brouse McDowell and Ulmer Berne; our Hole sponsors of Calfee Halter & Griswold, Rennillo Court Reporting, Schneider, Smeltz, Rannney & LaFond P.L.L., Special Counsel, and Squire Sanders; and our Birdie sponsor Inglewood Associates, LLC. If you are interested in helping for next year's event, please contact the OWBA office at [admin@owba.org](mailto:admin@owba.org). For those of you who participated this year, the committee is looking for feedback so please drop us a line with comments. We look forward to seeing you on the course next year. ■



Clockwise from top left:  
 Brouse McDowell Team (L-R): Mike O'Donnell , Mary Swann , Patricia Gajda and Joe Dattilo  
 Reminger Team: Judge Brendan Sheehan, Chris Santoni and Judge David Matia  
 Golfers (L-R): Michelle Proia Roe, Suzana Koch, Sherri Dahl and Bridget Franklin





**Magistrate Sharon Dennis** honored. OWBA District 9 Trustee and OWBF Leadership Institute graduate Magistrate Sharon Dennis has been named the community service recipient of the Achieving Dreams Celebration.

Project GRAD Akron hosted its Sixth Achieving Dreams Celebration on Nov. 1, 2012. The event was held at St. George's Fellowship Center in Akron. At the event, the organization awarded selected alumni of Buchtel High School with the following awards: Young Alumni, Community Service, Distinguished Service to Humanity, Lifetime Achievement, and Buchtel Memorial Award. The purpose of the awards is to recognize graduates of Buchtel High School, whose achievements, strength of character, and citizenship serve as a model to inspire and challenge today's youth.



**Dina Tantra** is Managing Director and General Counsel for Beacon Hill Fund Services, a provider of compliance, finance and regulatory outsourcing services

to the financial services industry over the past five years. Beacon Hill is wholly-owned by Diamond Hill Investment Group (DHIL), a publicly traded asset management company based in Columbus, Ohio. In 2011, Dina led an initiative at Beacon Hill to create Advisers Investment Trust, a proprietary mutual fund complex which would enable Beacon Hill's investment adviser clients a platform to offer their advisory services to the U.S. market. After recent management changes at Beacon Hill in 2012, Dina was elected as President and appointed to the Board of Trustees of Advisers Investment Trust, which has grown to nearly \$250M in assets under her man-

agement within the past year. "We are excited about the rapid growth of Advisers Investment Trust as Beacon Hill believes this will be its flagship offering over the next five years. We are targeting investment advisers around the globe who provide advisory services to institutions and high net worth investors and are now seeking to expand their target market to the U.S." explained Dina. Dina will wear multiple hats going forward. As General Counsel, she remains responsible for all legal and governance functions of Beacon Hill. With her new responsibilities, she steps into an executive role driving strategic direction and day-to-day business decisions of Advisers Investment Trust. Dina is an active OWBA member. She recently planned a session of the OWBF Leadership Institute.

Are you a woman in the news or do you know a woman lawyer who deserves recognition? If so, email us at [admin@owba.org](mailto:admin@owba.org). ■

## Women in History (January, February and March)



**January 3, 1949**  
Margaret Chase Smith (R-Maine) starts her tenure in the Senate, where she stays in office until 1973. She is the first woman to serve in both the House and the Senate as she previously served in the House from 1940-1949.



**January 5, 1925**  
Nellie Tayloe Ross is inaugurated as the first woman governor in U.S. history (governor of Wyoming).

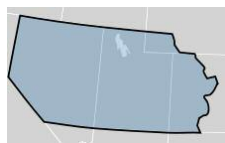
**January 11, 1935**  
Amelia Earhart makes the first solo flight from Hawaii to North America.

**January 12, 1932**

Hattie Wyatt Caraway (D-Arkansas) is the first woman elected to the U.S. Senate.



**January 29, 1926**  
Violette Neatly Anderson is the first black woman to practice law before the U.S. Supreme Court.



**February 12, 1869**

The Utah territory passes a law allowing women to vote.

**February 27, 1922**

The U.S. Supreme Court upholds the 19th Amendment to the Constitution, which guarantees women the right to vote.

**March 4, 1917**

Jeannette Rankin (R-Montana) took her seat as the first female member of Congress.



**March 11, 1993**

Janet Reno is confirmed as the first woman U.S. Attorney General.



**March 22, 1972**

Congress passed the Equal Rights Amendment and sent it to the states for ratification. The amendment died in 1982 when it failed to achieve ratification by a minimum of 38 states. ■

# OWBA Akron Wine Tasting: “Grape” Fun

By Magistrate Sharon Dennis

The OWBA had another successful event on Oct. 17, 2012, in Akron. Members and friends gathered together at Grape and Granary Winery in Akron. Guests were treated to a tour of the winery and enjoyed a sampling of a several wines. A favorite amongst the guests was a jalapeno wine unique to Grape and Granary.

The event provided attorneys an opportunity to socialize and network with each other as well as OWBA President Michelle Proia Roe and trustee members Magistrate Sharon Dennis and Attorney Jennifer Jacquemain. We were especially thankful to have Summit County Common Pleas Domestic Relations Judge Carol Dezso and Magistrates Rebecca Heimbaugh and Crystal Burnett join us and share insight about their role on the bench.

The reception was a great opportunity to mingle with several lawyers from diverse backgrounds within the Akron area. Several lawyers from a variety of occupations attended, including the legal division of First Energy Corporation, the City of Akron Legal Department and area law firms.

Magistrate Sharon Dennis and Attorney Jennifer Jacquemain chaired the event.

Thank you to our generous sponsor Oldham and Kramer Law firm. ■

*Sharon Dennis is a magistrate at Summit County Domestic Relations Court. She presides over and determines various issues pertaining to family law, which include, but are not limited to divorce, property settlement, division of assets and debts, custody, child support, alimony and paternity. Magistrate Dennis is the OWBA District 9 Trustee and a graduate of the OWBF Leadership Institute.*



Clockwise from top left: The OWBA hosts a wine tasting event at Grape and Granary; Attendees sample delicious meatballs to go with their wine selections; Women at the Grape and Granary sample a fall collection of wines; Attending the evening event: (L-R): Jennifer Jacquemain, Michelle Proia Roe, Magistrate Crystal Burnett, Cara Galeano, and Magistrate Sharon Dennis

Learn more about the  
Ohio Women's Bar  
Association



[www.owba.org](http://www.owba.org)

# Thank You Sustaining Members!

(as of December 11, 2012)

Deborah Akers-Parry, Wolf and Akers LPA

Randal Sue Bloch, Wagner & Bloch

Hon. Stephanie Bowman, U.S. District Court, Southern District of Ohio

Angela Courtwright, Ice Miller LLP

Hon. Mary DeGenaro, 7th District Court of Appeals

Hon. Nancy Fuerst, Cuyahoga County Common Pleas Court

Amanda Gatti, Reminger Co., LPA

Melissa Graham-Hurd, Melissa A. Graham-Hurd, Attorney at Law

Laura Hauser, Thompson Hine LLP

Valoria Hoover, Kohrman Jackson & Krantz PLL

Jennifer Jacquemain, Oldham Kramer

Maria Kortan-Sampson, Goodrich Corporation

Martha Krebs, Martha H Krebs Attorney at Law

Cynthia Lammert, Reminger Co., LPA

Helen MacMurray, Mac Murray Petersen & Shuster

Catherine Martineau, MacMillan Sobanski & Todd, LLC

Amanda Martinsek, Thacker Martinsek LPA

Jean McQuillan, Case Western Reserve University School of Law

Susannah Muskovitz, Muskovitz & Lemmerbrock, LLC

Suzanne Nigro, Suzanne M. Nigro, Attorney at Law

Edele Passalacqua, Edele Passalacqua, Attorney at Law, LLC

Susan Petersen, Petersen & Petersen, Inc.

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Michelle Proia Roe, Mettler-Toledo, LLC

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Kathleen Ransier, Vorys, Sater, Seymour and Pease LLP

Mary "Lynn" Readey, Ohio State University

Jennifer Rhoads, Ohio Petroleum Marketers & C-Store Assn

Alice Rickel, Alice Rickel & Assoc.

Carol Rolf, Rolf Goffman Martin Lang Co., LPA

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Rosemary Taft-Milby, Weltman Weinberg & Reis Co., LPA

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Linde Webb, Lydy & Moan, Ltd.

Margaret Wong, Margaret W. Wong & Assoc. Co., LPA ■

## Calendar of Events

### **OWBA Full Board Meeting**

February 5  
Conference Call

### **OWBF Leadership Institute: Public Speaking Session**

February 8  
Columbus

### **OWBF Board Meeting**

February 14  
Conference Call

### **OWBA Founders' Gala**

March 7  
Cincinnati

### **OWBF Board Meeting**

March 14  
Conference Call

### **OWBF Leadership Institute: Effective Leadership Session**

March 15  
Columbus, Ohio

### **OWBA Board Meeting**

April 2  
Columbus

### **Toledo Networking Event**

April 11  
Toledo

### **OWBA Annual Meeting**

May 2  
Columbus ■



# Welcome New Members!

(as of December 11, 2012)

Kelly Albin, Kropf Wagner Law Firm, LLP

Erin Alderson

Erica Baran

Abby Benston

Amanda Bleiler

Alycia Broz, Vorys, Sater, Seymour and Pease LLP

Julia Cade

Caitlin Case

Ashley Clever

Kylie Conley

Meghan Connolly, The Dickson Firm, LLC

Aimee Craft, NKU Chase College of Law

Lindsey D'Andrea, Baker & Hostetler LLP

Jennifer Dollard

Katherine Finan

Lauren Foster, Ohio Department of Job and Family Services

Emily Gallagher

Katja Garvey, Agee, Clymer, Mitchell & Laret

Jan Hensel, Dinsmore & Shohl LLP

Rachel Hensley

Meghan Hill, Squire Sanders (US) LLP

Juan Holloman

Rebecca House

Amy Ruth Ita, Barnes & Thornburg LLP

Katherine Kettlehake

Simar Khera

Tenechia Lockhart

Kelly McBride

Sarah McLaughlin

Charles Medley

Holly Nagle, Capital University Law School

Amanda Narog

Felicia Otisi Ornoji

Rachel Pappenfus

Julianne Payne

Catherine Peters, Gallagher Sharp

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Lisa Splawinski

Alicia Stefanski, Dinsmore & Shohl, LLP

Sasha Swoveland, Cleveland-Marshall

Rebecca Taylor

Elizabeth Thoman

Perry Thompson

Erin Welch

Danyel Wiley

Nicole Zell, John P. Lavelle & Associates ■

## Save the Date

*The Ohio Women's Bar Association will honor*

### **Deborah Platt Majoras**

*with the Founders' Award, honoring her achievements and professional excellence in the legal profession*

*The Founders' Gala*

*March 7, 2013*

*6:00-8:00 PM*

*21C Museum Hotel*

*609 Walnut Street*

*Cincinnati, Ohio*

*Ohio Women's Bar Association, PO Box 16562, Columbus, Ohio 43216  
Phone: (866) 932-6922 • Website: OWBA.org*

## The OWBA would like to recognize the Founders' Award Past Recipients

**Justice Alice Robie Resnick** (1998)

**Pamela N. Hultin** (1999)

**Magistrate Judge Patricia A. Hemann** (2000)

**Barbara J. Smith** (2001)

**Louise P. Dempsey** (2002)

**Magistrate Judge Vernelis K. Armstrong** (2003)

**Sandra J. Anderson** (2004)

**Mickey Rabin** (2005)

**Joyce D. Edelman** (2006)

**Holly Taft Sydlow & Kerin Lyn Kaminski** (2007)

**Judge Mary Jane Trapp** (2009)

**Chief Justice Maren O'Connor** (2011)

# OWBA In-House Attorney inaugural event at Limited Brands



Evelyn Smith and Mary Beth Schmidt listen to Mary Mitchell's remarks about leadership



Attendees enjoy the "mocktails" at the reception (L-R): Rebecca Brown, Christina Shaw Grasseschi, Shakeba DeBose, and Melissa Centers

By Jennifer Fuller

One of Central Ohio's top companies served as the venue for the inaugural event of the In-House Counsel Subcommittee. Limited Brands, Inc., graciously hosted nearly 30 corporate counsel from around the region at its headquarters in New Albany on the evening of Nov. 15, 2012. Upon entering the building, the big-screen televisions, showcasing the Victoria's Secret fashion show, and the sleek white and wood interior immediately set an exciting tone for the evening.

Women from organizations across the Central Ohio region attended, including in-house counsel from Express, Nationwide Insurance, Scotts Miracle-Gro, Mettler-Toledo, Ohio State University Medical Center, State Auto Insurance, AEP, Nationwide Children's Hospital, NetJets, Bob Evans, Alliance Data, Beacon Hill Financial Services, Cardinal

Health, Exel, Inc. and the Supreme Court of Ohio.

OWBA President Michelle Proia Roe, who has led the creation of the In-House Counsel Subcommittee, welcomed all of the attendees to the event, and shared her vision for the group to become a networking and support system for all in-house counsel. Miranda Stephani, corporate counsel at Limited Brands, Inc., introduced the keynote speaker, Mary Mitchell, who serves as chief administrative officer for Limited Brands, Inc. international division. Mitchell spoke briefly about her mother's life-long quest for learning, despite numerous challenges, which has inspired her throughout her career and motivates her to develop those on her team.

The attendees were then given a tour of the building that included the newly renovated international area as well as exam-

ples of store build outs prepared for the holiday season. Miranda Stephani served as tour guide and offered interesting insight on the various Limited brands.

Appetizers, desserts and mocktails were served, and every attendee received a swag bag filled with products from Bath & Body Works and Victoria's Secret.

Limited Brands, Inc. and the Gnoesis Group sponsored this event. The subcommittee is planning additional events. If you are an in-house attorney, whether in the corporate or public sector, please let the OWBA know so that you may be included in future events. ■

*Jennifer Fuller is in-house at The Scotts Miracle-Gro Company and she spearheads the In-House Council Subcommittee in the Columbus area. She is a recent graduate of the OWBF Leadership Institute.*

# Call for Nominations: Nominations for OWBA's Eleventh Annual 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 ABA 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/employer each year.

The OWBA has established guidelines for nominations and selection for the "Family Friendly" Award. These guidelines are set forth below and appear in no particular order. 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 creative 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 a reduced or flexible schedule has 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 leaves. 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 often not made until once 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 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); 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/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 such policies and procedure are applied 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.

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# OWBF Law Student Scholarship: Call for Applications

The Ohio Women’s Bar Foundation (OWBF) will be granting a scholarship in the amount of \$1,000 to one law student for the 2012-13 school year. The deadline for submission is March 1, 2013, and the scholarship will be presented to the winner at Ohio Women’s Bar Association Annual Meeting, May 2, 2013, in Columbus.

The OWBF is the OWBA’s charitable arm. Formed in 2008, the Ohio Women’s Bar Foundation mission is to accelerate the advancement of women lawyers as leaders in the profession and to facilitate their service to the community. It seeks to achieve its mission by collaborating with the OWBA and strategically securing the resources necessary to provide and fund extraordinary educational opportunities that enable Ohio’s women lawyers to ad-

vance in the profession and serve their communities. The OWBF is a 501(c)(3).

The OWBA was formed in 1991 to build a community of lawyers who are interested in the issues that uniquely affect women. The OWBA is celebrating its 20th year. The mission of the OWBA 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. This includes:

- Fostering communications and networking among women attorneys.
- Promoting and advancing professional opportunities for women attorneys.
- Promoting the appointment and selec-

tion of women to various federal, state and local positions of influence.

- Promoting women as leaders.
- Promoting and providing continuing legal education targeting areas of particular interest to women attorneys.
- Monitoring and supporting government legislation, policies, and practices affecting women.
- Serving as a statewide resource representing perspectives of women in the legal profession.

For an application, contact the OWBA office at (866) 932-6922, [admin@owba.org](mailto:admin@owba.org), or go online to [www.owba.org/lawstudentapplication](http://www.owba.org/lawstudentapplication). ■

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## Past Family Friendly Award Recipients

Reminger & Reminger Co., L.P.A. (2003)

Bricker & Eckler LLP (2004)

Cuyahoga County Prosecutor William D. Mason and Geauga County Prosecutor David P. Joyce (2005)

Ohio Auditor of State Betty D. Montgomery and Eastman & Smith, Ltd. (2006)

Squire, Sanders & Dempsey L.L.P. (2007)

Cooper & Walinski, LLP (2008)

Calfee, Halter & Griswold LLP and Javitch, Block & Rathbone LLP (2009)

McGinty, Hilow & Spellacy Co., LPA and Ohio Attorney General Richard Cordray’s Office (2010)

Perez & Morris LLC (2011)

Benesch Friedlander Coplan & Aronoff LLP (2012)

Any employer nominated previously may

be nominated again. Please send written nominations including a two- to three-page statement on how the nominated firm meets the guidelines to:

OWBA’s Family Friendly Award  
Ohio Women’s Bar Association

PO Box 16562  
Columbus, OH 43216-6562  
Phone: (866) 932-OWBA (6922)  
Email: [admin@owba.org](mailto:admin@owba.org)

Deadline: February 15, 2013 ■

### SAVE THE DATE

Thursday, May 2, 2013  
Mark your calendar

Sheraton Columbus Hotel  
at Capitol Square  
Columbus, Ohio



### OWBA Annual Meeting



- Morning CLE
- Luncheon Program
- Afternoon CLE
- Networking Reception

Are you looking for unique programming designed for women attorneys? Are you seeking career support?

Join the Ohio Women’s Bar Association for an exciting day of programming, networking and inspiration. Discussion topics will include career development (in-house, law firm, government), work-life balance issues, and more! Support women in the profession and attend the OWBA Annual Meeting.

# Leading with Style: A Fashionable Evening

The Ohio Women's Bar Association held its fourth Leading with Style event in Columbus on Oct. 25, 2012, at Dock 580 (Smith Bros. Warehouse, 580 N. Fourth St. Columbus) from 5:30-8 p.m. This year's event treated 125 of attendees to a glamorous night of food, fashion and networking.

The evening kicked off as attendees walked the red carpet and posed for paparazzi-style photos. During cocktail hour, attendees networked over champagne and butler passed hors d'oeuvres. Chanel was also on hand pampering attendees with complimentary makeup touchups. While under the big white outdoor tent, attendees could take their turn in the photo booth.

But, the real highlight of the event was the "Dress for Your Shape" fashion show, which was collaboration with Elisashley and CAbi. The show featured a number of professional looks with models of varying shapes and sizes and was hosted

*(Continued on page 14)*



Leading with Style guests: Diana Hawkins; Delilah Nunez (Chair); Branden Givand (Emcee) and Meredith Wright



Guests enjoyed a fashion show presented by Elisashley and CAbi.

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by founder of S.W.A.G.G. Revolution Apparel and regular on Fox 28's Man Panel, Branden Givand.

This year's LWS also provided attendees with several opportunities to give back. Committee volunteers collected gently used professional clothing for the Dress for Success charity. Attendees could also purchase a key for a chance to unlock a glass box containing a piece of jewelry valued at \$250, which benefited the Ohio Women's Bar Foundation (OWBF). Lastly, a silent auction was held with proceeds going back to the OWBA.

This year's sponsors included Thompson Hine LLP, Mac Murray Petersen & Shuster, Andy Califf Bail Bonds, Brenda Williams, Brenda Kerns, Robert Bracco & Associates, and Benesch Friedlander Coplan & Aronoff LLP. In-kind donations were provided by Caroti Jewelers, the Diamond Cellar, Due Amici, the Cake Chick, Hair Artists, CAbi, Elisashley, Le Choccolique, and Sleep Salon.

A huge thank you to the Leading with Style committee, which included Delilah Nuñez, Elizabeth Krile, Elizabeth Orr, Lauren Foster, Britani Galloway, Claudia Herrington, Kitty Ivan, Mary Nienaber, Megan Piccione, Amanda Wilhelm and Georgia Verlaney. ■



Guest enjoyed delicious food.



Guests were able to participate in a silent auction that benefited the Ohio Women's Bar Foundation.



Chanel gave free makeovers.