

THOMPSON  
HINE  
spotlight on  
women®

**STRENGTH:**  
**Women**  
**Energizing**  
**Growth**



# STRENGTH: Women Energizing Growth



We are excited to share with you Spotlight on Women's latest report. In these pages, you'll learn how Thompson Hine's women lawyers are energizing growth – in their practices, the firm, the legal profession, the business world and our communities. In addition to featuring exceptional women at our firm, we highlight our efforts during the past year to generate opportunities and foster a dynamic, supportive environment in the greater business community.

We're proud of our efforts to illuminate women exercising their transformative power in the boardroom, courtroom and every company and organization. Please celebrate with us as we pause to reflect on our successes and recharge for the work that lies ahead.

Thompson Hine LLP, a full-service business law firm with approximately 400 lawyers in 7 offices, was ranked number 1 in the category "Most innovative North American law firms: New working models" by *The Financial Times*. For 5 straight years, Thompson Hine has distinguished itself in all areas of Service Delivery Innovation in the *BTI Brand Elite*, where it has been recognized as one of the top 4 firms for "Value for the Dollar" and "Commitment to Help" and among the top 5 firms "making changes to improve the client experience." The firm's commitment to innovation is embodied in Thompson Hine SmartPaTH® – a smarter way to work – predictable, efficient and aligned with client goals. For more information, please visit [ThompsonHine.com](http://ThompsonHine.com) and [ThompsonHine.com/SmartPaTH](http://ThompsonHine.com/SmartPaTH).



A Transformative Year:  
A Message from Sarah Flannery, Firmwide Chair of Spotlight on Women ..... 2

Vitalizing the Next Generation:  
A Message from Managing Partner Deborah Read ..... 3

Growing the Network ..... 4

Foundation Builders ..... 6

Powering the Profession ..... 8

Energizing Through Outreach ..... 10

Fueling Advancement..... 13

Catalysts for Success..... 15

Energy Sources..... 16

Staying Strong, Staying the Course..... 17



## A Transformative Year

A Message from Sarah Flannery, Firmwide Chair of Spotlight on Women

This past year has been an extraordinary and empowering one for women across the country, and it has seen continued progress for our women at Thompson Hine. I am delighted to note that six of our nine new partners are women.

I'm also happy to report that we recently welcomed the third class of our women's development program, Spotlight on Leaders. Spotlight on Leaders enhances the business development and leadership skills of high-potential, non-partner women lawyers through interactive meetings, workshops and one-on-one sessions led by outside experts and senior firm leaders. The program includes women in flex arrangements, demonstrating the firm's commitment to invest in and develop talent at all stages of their careers.

We look forward to continuing our upward trajectory this year as we pursue more ways to empower women and enhance the diversity that makes our firm and communities stronger.

I thank our clients, friends and community partners who joined with us over the past year to advance the Spotlight on Women mission. Your contributions were invaluable, and we look forward to continuing the collaborations that strengthen and energize our communities.



## Vitalizing the Next Generation

A Message from Managing Partner Deborah Read

*Deborah Read became Thompson Hine's firmwide managing partner in 2012. She is also a member of the firm's Executive Committee. In addition to her role as managing partner, Debbie continues to practice in the tax exempt, nonprofit corporate and health care areas.*

Innovation is no longer an option in the legal profession; it's a necessity.

The pace at which our clients operate is faster and more complex than ever before, and they rightfully expect their legal counsel to match them in finding ways to become more efficient and effective. Thompson Hine has devoted significant effort to innovating its service delivery to embrace efficiency, productivity and transparency, and innovation remains our strategic focus.

Innovation does not allow for complacency, nor does it thrive in the status quo. Similarly, we can never decide we're creative enough, diverse enough or inclusive enough. We must always recruit, develop and support bright legal minds that will offer the diversity of ideas to enable us to keep growing and delivering the excellence and innovation our clients deserve.

Spotlight on Women is a meaningful program through which we advance and celebrate our commitment to diversity. It offers leadership training, mentoring and networking opportunities that energize professional growth and further enhance client relationships.

We are pleased to present this review of Spotlight on Women activities and accomplishments over the past year. We thank you for supporting our endeavors.

# Growing the Network

Women attorneys at Thompson Hine are leaders in legal and professional organizations related to their areas of practice, not just locally, but nationally. The firm is proud of their accomplishments, their activism in their fields and the recognition they've received from their peers.



**Heidi Friedman** served as 2015-2017 chair of DRI's Women in the Law Committee. DRI is the leading organization of defense attorneys and in-house counsel. She also was named a Fellow of the American College of Environmental Lawyers, an invitation-only professional association of distinguished lawyers who practice in the field of environmental law.



**Heather Hawkins** was named a Fellow of the Construction Lawyers Society of America in 2017. The CLSA is an invitation-only construction lawyer honorary society with membership limited to 1,200 practicing Fellows from the United States and internationally.



**Barbara Lum** is the immediate past president of the Asian American Bar Association of Ohio and a member of the National Asian Pacific American Bar Association's board of governors. She has been the co-chair of the NAPABA Young Lawyers Network since 2015.



**Karen Rubin** was a member of Law360's 2017 Legal Ethics editorial advisory board, which obtains feedback on Law360's coverage and seeks expert insight on how best to shape future coverage.



**JoAnn Strasser** is a director and board secretary for Women for Economic and Leadership Development, a national organization that develops and advances women's leadership to strengthen communities' economies.



**Sara Todd** has held a variety of leadership positions, including president, with the Maryland Suburban and Columbus, Ohio chapters of CREW (Commercial Real Estate Women) Network, the leading professional organization for women in the commercial real estate industry.



**Only 9%**

of law firms have women top executives. Thompson Hine is among that 9%. (Based on 2015 Am Law 200 – Women in Leadership, American Lawyer Media)

**67%**

of our new partners are women

**Over 40%**

of our non-partner lawyers are women, ensuring substantial female representation in our partnership for years to come.

**57%**

of our Lawyer Personnel Committee members are women.

# Foundation Builders

*If your actions create a legacy that inspires others to dream more, learn more, do more and become more, then, you are an excellent leader. – Dolly Parton*

The many gifted women at Thompson Hine stand on the strong shoulders of those who came before them. Read on to learn more about two of the women whose accomplishments energize us to push forward and create our own legacies for those yet to come.

**Leslee Miraldi, Retired Partner, Commercial & Public Finance – January 2018**

**In what (unique) ways did Thompson Hine support you as a female lawyer?**

Since I walked in the door 17 years ago, I have felt that Thompson Hine is light-years ahead of other firms in terms of leadership opportunities for women. Women here have every opportunity for success.

**What was the best career advice you received from a mentor/sponsor?**

I was fortunate to have a female mentor and a male mentor, who was also my sponsor. They were wicked smart and demanded excellence. They were hard workers and had the gift of both being open to change and thinking outside of the box, characteristics they encouraged.

**What career advice would you give to younger women lawyers?**

First, be the best lawyer you can be. Know the law as well as – or better than – others. Read the law – don't just hear others' conclusions; read the words and think about it.

Know that nothing is forever – you can do it all, in terms of having children and a successful career. However, you have to be flexible on both fronts and consider success to be measured by decades, not just a few years' span. Your life is a quilt of family, work and friendship. It all comes together and intertwines, with different patterns and stitches at different times, and the entire creation is what we call a "life."

Always play to your strengths – performance, diplomacy and professionalism. You will also get more opportunities the more "can-do" you become.

**As you enter retirement, of what career accomplishment are you most proud?**

I am most proud of the team I have developed at Thompson Hine. They are intelligent, they know the law substantively and they live the client service pledge that Thompson Hine developed a few years back. The entire team, from our outstanding secretaries on up, are service-driven and treat EVERYONE well.

**What's next for you?**

I am working on several projects that have eluded me for the last couple of decades. I am also reading books that I acquired years ago, exercising more and spending time with family and friends. Amused by my many projects, my son asked me, "Alexander (the Great), what will you do when there are no more lands to conquer?" My answer: "We shall see..."



**Karen Youngstrom, Retired Partner, Employee Benefits & Executive Compensation – January 2018**

**Describe the legal environment when you were a young associate.**

The office was smaller and very collegial. The firm was full of distinguished practitioners; they were welcoming and appeared interested in my success. I am sure I was somewhat of a curiosity, but circumstances provided me with the opportunity to work on at least some small project with almost everyone in the office and exposed me to virtually all areas of practice.

**What has changed for women in the legal profession during your career?**

Change is constant, and over 40 years I have seen too many developments to detail here. A big change affecting me personally was the rapid increase in the number of women lawyers added to the firm – more in every class. Another major change has been the extent to which women in the firm have risen to a broad range of leadership positions. This is true in other peer firms as well, but Thompson Hine was always ahead of the curve.

**In what (unique) ways did Thompson Hine support you as a female lawyer?**

Early on, there was no women's initiative or similar program. There was, however, ongoing guidance on meeting expectations for practice standards and client service. I found Thompson Hine to be merit-based, and the firm helped me develop my talents. The partners provided objective feedback that set me on the right path. I will note that after I became a mother of three and continued my practice on a full-time basis, the firm demonstrated flexibility with regard to how I managed my time.

**What was the best career advice you received from a mentor/sponsor?**

Always make each client feel like they are your only client.

**What kept you energized during your career?**

I always enjoyed the subject matter of my practice and the relatively constant intellectual challenge involved with solving new problems. I was fortunate to work with wonderful clients in a broad range of industries.

**What's next for you?**

I have relocated to a home my husband and I built in Cody, Wyoming. We are surrounded by mountain scenery, open space, sunshine and wildlife. There is a substantial arts community here, and I hope to continue painting. I also am training several horses we keep, including two Spanish mustangs. Not sure this has a big future, but it involves intense learning of some totally new skills.

# Powering the Profession



The women of Thompson Hine are routinely recognized for their excellence in law and business, as well as for their philanthropic contributions. Their efforts make for a stronger organization, a stronger profession and stronger communities. We salute the following women for their involvement and accomplishments:

**Kathie Brandt** serves as chair and a member of the United States Law Firm Group® Women's Committee.

**Stephanie Chmiel** was elected president of the Ohio Women's Bar Foundation following her service as vice president in 2016-2017.

**Susan Cornett** serves on the board of trustees of The National Conference for Community and Justice of Greater Dayton.

**Heather Hawkins** was named to *Benchmark Litigation's* "Under 40 Hot List" for the second year in a row.

**Susan Kim** is a board member and currently serves as member liaison for the Asian Pacific American Bar Association of Central Ohio, following her role as treasurer in 2017.

**Emily Little** is a member of the Ohio Women's Bar Foundation Leadership Institute Class of 2017-2018.

**Jennifer Myers** is a volunteer attorney for the Legal Aid Society of Columbus Seniors Referral Project.

**JoAnn Strasser** was named one of the leading corporate/M&A practitioners in the world in *Women in Business Law* 2017.

**Amie Vanover** is co-chair of The Columbus Foundation Professional Council and an at-large trustee for Charitable Gift Planners of Central Ohio.

## Development & Training

Spotlight on Women has developed a variety of networking, team building, leadership professional development and training programs to help female lawyers provide exceptional legal counsel and superior client service. Our firm also encourages women to participate in notable local leadership programs such as Leadership Cleveland, Cleveland Bridge Builders and YWCA Boot Camp, Quest and Momentum (Cleveland); YWCA Academy of Women Achievers (Atlanta); and C-Change (Cincinnati).

## Flexible Schedule & Reduced Hours Policy

Our Flexible Schedule program allows lawyers to balance work and life with a range of flexible schedule options, including reduced hours and telecommuting. We have lawyers at all levels of their careers, including partners, on flexible schedules – a testament that use of this type of program will not stall a career at Thompson Hine. Also, we have a flex schedule liaison (a partner) to ensure that the arrangements are effective.

## Mother-to-Be Mentoring

The Mother-to-Be Mentoring program provides support for lawyers transitioning into motherhood. New mothers and mothers-to-be are paired with mentors who provide advice and guidance on medical leave, flexible schedules and work-life balance issues.

## Inspiring Future Leaders

Lessons in Leadership, a professional development luncheon series that offers women (both lawyers and staff) an informal, small-group setting where they can speak openly with prominent women lawyers and business professionals in the community about their personal and professional journeys toward success. It is an opportunity for successful, established women leaders to provide the inside scoop to emerging leaders on the path to success and the lessons learned along the way. It is a safe space to ask questions and share personal stories.

# Energizing Through Outreach

For as much as time as they devote to their clients and jobs, Thompson Hine's women attorneys still find time to volunteer with community initiatives. They are the embodiment of our commitment to improving the communities in which we work and live. The firm is proud that so many of its members give of themselves to help others and their communities.



## WELDing the Way

The Cleveland and Columbus offices each sponsored an event for Women for Economic and Leadership Development (WELD) honoring local women who have done the most to further WELD's mission of advancing women's leadership to strengthen communities' economic prosperity. At the Cleveland event, the local chapter unveiled its 2018 Women WELDing the Way® calendar, which features a different local honoree each month, among them our own **Kathie Brandt**.

## Promoting breast health

The Washington, D.C. office last October observed National Breast Cancer Awareness Month with a series of events. The culmination was a contest that pitted the east and west sides of the office against each other in a door-decorating contest. Under the direction of Spotlight on Women chair **Sandy Brown**, the office also raised money for the Mammovan, a mobile mammography service that provides screening services to underserved women across metropolitan Washington, D.C.



## Rallying for March of Dimes

Shortly after becoming a board member of the Dayton March of Dimes chapter, **Angela Daniele** organized a month's worth of fundraising events in the office. They were so successful that the Dayton office earned a Rookie of the Year award from March of Dimes for its generosity.



## Negotiating a career

Teaching executive women how to better negotiate their pay and benefits was the subject of the "Coming to Terms: Negotiating Compensation & Benefits" program at Cleveland's Union Club. The discussion was led by **Julia Ann Love** and Emily Shacklett, a partner with Fairport Asset Management.

## Art for the masses

As board president of the nonprofit ArtWorks, **Emma Off** is helping beautify and improve Greater Cincinnati through public murals, art therapy and programs that hire youth apprentices to assist in community art projects.

## Rappelling for children

**Rebecca Raines** rappelled down 27-story KeyBank Tower in downtown Dayton at the 7th annual Over the Edge, a fundraiser for Big Brothers Big Sisters of the Greater Miami Valley. The event raised nearly \$100,000 for the charity. Rebecca was recruited for the fundraiser by **Jessica Salisbury-Copper**, who is on the associate board of the organization.

## Sharing Secret Smiles

**Ashley Weyenberg** and **Rebecca Raines** worked with a client to help a family displaced by Hurricane Harvey flooding in Houston. The two met Molly Treese of Teradata at the spring Spotlight on Women event hosted by the Dayton and Cincinnati offices. Molly is active with Secret Smiles, a charity that delivers beds and bedding to displaced families.

## An executive presence

The Spotlight on Women committee in the Cincinnati office held an "Executive Presence: Impact & Influence" program. The E.W. Scripps Co. Chief Financial Officer Lisa Knutson and ImprovEdge consultant Brooke Cartus taught attendees how to communicate more clearly, influence others and project an executive presence.

## Helping homeless women and their children rebuild their lives

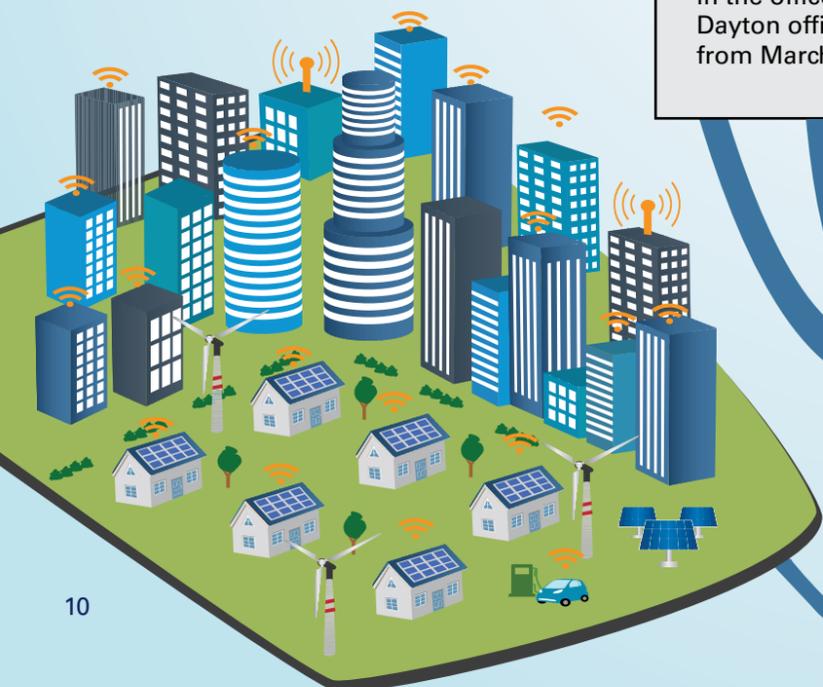
Spotlight on Women in New York coordinated the office's annual participation in a Secret Santa program that collects holiday gifts for children served by Win, the largest provider of shelter for homeless families in New York City.

## Women on the Rise

Spotlight on Women in Cleveland partnered with the Women's Leadership Council of United Way of Summit County and FedEx Custom Critical to host a panel discussion for female executives. "Women on the Rise" panelists Christine Amer Mayer, GAR Foundation; Grace Wakulchik, Akron Children's Hospital; Robin Shabazz, formerly of Signet Jewelers; and Virginia Addicott, FedEx Custom Critical, reflected on what they learned while navigating their careers.

## Women in Design

Attendees at the "Women in Design" program learned how women designers are shaping the ways we live and work. The program was held at the Cleveland Institute of Art.



Individual  
Community  
Involvement



**Kathie Brandt** was named one of 15 Influential Women in Finance by *Crain's Cleveland Business*.



**Sarah Chambers** currently serves on the board of directors for Girls on the Run of Central Ohio and served on the 2017 board of directors for the March of Dimes Central Ohio Division.



**Staci Jenkins** serves as vice president and an executive board member for the Health-care Businesswomen's Association Cincinnati Chapter.



**Ileana Martinez** was inducted into the YWCA of Greater Atlanta Academy of Women Achievers.



**Tracey Nichols** received the 2017 Robert W. Davenport Community Development Leadership Award.



**Emma Off** serves as a member and president of the ArtWorks board in Cincinnati



**Debbie Read** was ranked in the top 25 on the *Cleveland Magazine* 2017 Northeast Ohio Power 100 list.



**Jen Roach** is president of the board of directors of PetFix of Northeast Ohio.



**Jessica Salisbury-Copper** is a member and vice chair of the Big Brothers Big Sisters of the Greater Miami Valley associate board.



**Laura Watson Schultz** serves as board chair for Girl Scouts of North East Ohio. She also received a Woman of Professional Excellence Award from the Greater Cleveland YWCA.



**Adreanne Stephenson Stuckey** received the Cincinnati Queen City Young Professional Accolades Culture Driver Award.

## Fueling Advancement

Spotlight on Leaders, our professional development and leadership training program for select high-potential non-partner women lawyers, features a series of collaborative meetings, events and workshops with the firm's senior leadership and external subject matter experts. Participants also receive individualized training to enhance their networking, business development and leadership skills. Recognizing that some need the flexibility to step off the partnership track temporarily, women on non-traditional partnership tracks are also invited to participate so they can continue developing their skills before returning to the pursuit of partnership.

Some newly elected partners who are Spotlight on Leaders graduates share their thoughts:

**What does making partner mean to you? How did the Spotlight on Leaders program help you achieve this goal?**

**Erin Luke**

Making partner is like setting out on a new journey. Years of little victories and planning have led me to this one big moment, like I'm at a crest of a hike, looking back at the great view behind me, then turning to see even bigger and better mountains ahead to climb and conquer, excited for what's to come.

Participating in Spotlight on Leaders right after I joined the firm was a huge benefit to me. In addition to business development training, the program gave me access to the firm's power players and rainmakers, providing a ready-made network of likeminded women I can count on. It helped me achieve my goal of making partner and has given me the foundation for my practice going forward.

**Yesenia Batista**

Making partner is a huge milestone for me, and I am especially excited to reach this milestone at Thompson Hine, where I summered while still in law school and where I have spent my whole legal career. Being accepted as a partner here demonstrates the firm's recognition of my dedication and its commitment to my continued growth and success.

Spotlight on Leaders undoubtedly contributed to this achievement. The workshops and meetings reinforced the importance of networking and nurturing and developing client relationships. These skills will serve me throughout my career, even after I've forgotten the thrill of updating my signature block from "associate" to "partner."



**Emily Mathieu**

I wanted to grow in my career and was ready to take a big step forward. I aspired to partnership and needed the knowledge and confidence to chart a course and take meaningful steps toward that goal.

Spotlight on Leaders was an essential element of my professional development and promotion to partner. The program connected me to an enduring network of support across the firm, in every office and department. It not only demonstrated that the firm wanted me to succeed, it showed me how the firm’s resources could help me achieve my goal.



**Jessica Salisbury-Copper**

Being elected to the partnership is a goal I’ve been working toward for years. It allows me to show my kids that with hard work and dedication, you can do anything you put your mind to. I am ecstatic to be a partner at a firm as well regarded as Thompson Hine and proud to work at a firm that supports its women lawyers – so much so that I was elected to the partnership while on maternity leave with my second child.

Spotlight on Leaders helped me grow and foster relationships with lawyers throughout all the firm’s offices and gave me access to leadership and business development coaches who provided the tools necessary to cultivate meaningful relationships and enhance my practice.



## Catalysts for Success

Women are an integral part of Thompson Hine’s leadership – internally, with clients and in the greater community. The women listed here are among those at our firm using their knowledge, skills, initiative and compassion to drive growth and pioneer a better future.



**Nancy Barnes**

Partner; Liaison, Flex Time & Reduced Schedules



**Karyn Booth**

Partner; Practice Group Leader, Transportation



**Kathie Brandt**

Partner; Client Service Team Leader



**Christine Haaker**

Partner; Dayton Vice Chair of Business Litigation and Client Service Team Leader



**Barbara Lum**

Associate; Cleveland Co-Chair, Diversity & Inclusion Initiative; Standing Partnering Committee



**Laura Ryan**

Partner; Practice Group Leader, Employee Benefits & Executive Compensation



**Robyn Minter Smyers**

Partner; Office Managing Partner, Cleveland and Client Service Team Leader

# Energy Sources

The chairs located in each of our offices serve as vital connections helping women at our firm and in the larger community carry out the Spotlight on Women mission. Each of our offices contributed to our efforts as we continued to celebrate the growing presence of women decision-makers in law and business and to create and facilitate networking opportunities for professional women in our communities. At the same time, we worked to create a supportive environment to promote the skills and experience of our own women lawyers and to showcase our exceptional women leaders.

- Atlanta Chair**  
**Ileana Martinez**  
Partner, Product Liability Litigation, Business Litigation, Life Sciences
- Cincinnati Chair**  
**Staci Jenkins**  
Partner, Labor & Employment, Immigration
- Cleveland Chair**  
**Sarah Flannery**  
Partner, Labor & Employment, Immigration
- Columbus Chair**  
**Diane Goderre**  
Counsel, Business Litigation, Product Liability Litigation
- Dayton Chair**  
**Jennifer Maffett-Nickelman**  
Partner, Corporate Transactions & Securities, Business Restructuring, Creditors' Rights & Bankruptcy
- Dayton Vice Chair**  
**Susan Cornett**  
Partner, Real Estate
- New York Chair**  
**Karen Kozlowski**  
Partner, Real Estate
- New York Vice Chair**  
**Corby Baumann**  
Partner, Corporate Transactions & Securities
- Washington, D.C. Chair**  
**Sandy Brown**  
Partner, Transportation



## Staying Strong, Staying the Course

Our mission is to ensure that Thompson Hine continues to serve as a pacesetter in the advancement and promotion of women within our firm, the legal profession and the broader business community.

To accomplish this mission, we are committed to:

- celebrating the growing presence of women decision makers in law and business
- attracting, retaining and advancing talented women at our firm by offering a supportive culture that fosters professional growth and leadership
- creating and facilitating development and networking opportunities for women, both within and outside of our firm
- showcasing the skills, experience and accomplishments of our women lawyers and leaders
- establishing and sharing best practices for the advancement, promotion and retention of women in the workplace
- partnering with local, regional and national organizations with similar missions





THOMPSON  
HINE  
spotlight on

w o m e n<sup>®</sup>