STEPPING UP

Women leaders at work and in the community

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Stepping Up

Spotlight on Women steps up and continues to celebrate the success of all professional women. We take action at work and in the community by fostering powerful connections and inspiring professional women to meet their full potential as leaders.

We are encouraged by our efforts to clear a path and lead the way for women. Spotlight on Women will continue to step up and set the pace for success through connections, collaboration and continuous development.
Words from Heidi B. Goldstein, Firmwide Chair

Continuing to Encourage All Women to Climb

Spotlight on Women has continued to grow and reach new heights, both to further its internal mission to attract, promote and retain talented women and to continue to facilitate the development and success of all professional women in the communities we serve. We have overcome obstacles, capitalized on opportunities, set new standards and exceeded our goals.

In 2011, Thompson Hine launched a new Spotlight on Leaders program to provide our high-achieving female lawyers with access to firm leadership and development opportunities. A year later, the firm named Deborah Read as its first female managing partner. In 2013, four of the firm’s six newly elected partners were women. Several of the firm’s women partners were also promoted while working on a reduced schedule, illustrating that Thompson Hine values the exceptional service they provide to clients, regardless of the number of hours billed.

People outside Thompson Hine are taking notice of our commitment to advance and promote women. In 2013, Thompson Hine was selected, for the third time, as one of 50 Best Law Firms for Women by Working Mother and Flex-Time Lawyers. I am also proud to note that this year, Thompson Hine once again garnered distinction from Euromoney and was ranked as the best national firm for talent management in recognition of our Spotlight on Leaders program. In 2012, MultiCultural Law magazine named the firm among its Top 100 Law Firms for Women for a fourth year.

Throughout this report, you will see us partnering with clients, professional organizations and community groups to help women climb new ladders and conquer new goals. Our efforts have benefitted women and men at Thompson Hine as well as talented professionals across the entire business community.

I want to thank everyone who continues to pave the way for women. While it is rewarding to see our efforts pay off, I am reminded that there is a lot more work to be done. Together, we will continue to step up and promote the contributions of women in law and business.

Setting the Pace for Success

At Thompson Hine, we recognize and reinforce the value women bring to the boardroom, the courtroom and to every firm and company. Spotlight on Women will continue to serve as a pacesetter in the advancement of women within the firm, the legal profession and the business community.

The Spotlight on Women 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 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.
Stepping Up for Our Women Lawyers

The success of the firm hinges on the exceptional contributions of women in law and business. Thompson Hine offers a range of mentoring, professional development and networking opportunities to ensure the culture within the firm meaningfully supports the promotion and development of our women lawyers.

360° Mentoring

Our 360° Mentoring program offers mentoring circles that unite the four generations of lawyers working at Thompson Hine and create synergies amongst their individual efforts. First-year associates to senior partners meet regularly to discuss business development efforts, work-life balance issues and a variety of other challenges women face in the legal profession.

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. Since starting this program in 2008, nearly 97 percent of the firm’s new mothers have returned to work after parental leave.

Flexible Schedules and 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. Since implementing the program five years ago, the firm has achieved retention rates as high as 94 percent among lawyers participating in this program.

Professional Development and 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, grow their client base and deliver superior client service. Lessons in Leadership and Spotlight on Leaders are just two annual programs Thompson Hine offers to help our women lawyers excel.

Lessons in Leadership is a professional development luncheon series that offers women 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. Spotlight on Leaders provides development training to high-potential, non-partner women lawyers through a series of collaborative meetings, events and workshops hosted by the firm’s senior leadership as well as renowned subject matter experts and successful business executives. Program participants also attend monthly training sessions that focus on enhancing their networking, business and leadership skills.

Of the firm’s six 2013 elected partners, three participated in the Spotlight on Leaders inaugural class. Members of the inaugural class continue to receive one-on-one business development coaching and guidance as they move closer to achieving their career goals. The second Spotlight on Leaders class is scheduled to start in early 2014.

The Art of Negotiating

Nearly 45 women attended “Successful Negotiation Strategies for Women in Personal and Professional Life,” a program hosted by the Columbus office that addressed alternative dispute resolution and gender differences in negotiation strategies and techniques. The event included a presentation by leadership consultant M.J. Clark and a panel discussion featuring several high-ranking professionals in the legal industry. Clark is the author of the book Shut Up and Lead: A Communicator’s Guide to Quiet Leadership and has spoken to hundreds of groups and organizations nationally. Panelists included the Honorable C. Kathryn Preston, U.S. Bankruptcy Judge, Southern District of Ohio; Jennifer A. Nickell-Thomas, VP, Associate General Counsel, Nationwide Mutual Insurance Company; and Sarah Rudolph Cole, John W. Bricker Professor of Law, The Ohio State University Moritz College of Law.
Stepping Up for All Professional Women

Providing strong internal programs to assist our women lawyers achieve their career goals is commendable. But we are equally proud when our work within the firm inspires clients and other business professionals to take action in their own organizations.

Over the last few years, Spotlight on Women has been called to help several businesses create and launch initiatives designed to retain and attract female talent. Whether asked to identify best practices, assist with program planning or give advice on securing leadership support, we do what we can to help other organizations reap the rewards of developing a more inclusive workplace.

A Spotlight on Diversity

While working with the firm’s Diversity & Inclusion Initiative, Spotlight on Women explored the positive business impact of a diverse workforce in a recent program, “Translating Inclusion into Business Success,” held in Cleveland. Attendees witnessed firsthand the upbeat, candid and inspiring approach of nationally recognized diversity expert Vernā Myers. She provided guidance on building an inclusive workplace and discussed how a more inclusive environment plays into market growth and business success.

Ladies & Lilies

The Professional Women’s Series, sponsored by Atrium Medical Center and the West Chester-Liberty Chamber Alliance, kicked off with “Ladies & Lilies” at Bern’s Garden Center & Landscaping in Middletown, Ohio. Approximately 40 attendees gathered to hear career advice and words of encouragement from two of the region’s top women business leaders: Atrium Medical Center President/CEO Carol Turner and West Chester-Liberty Chamber Alliance Vice President, Special Events Kathy Rambo. Women participants also unleashed their creative sides by designing porch flower pots.

Attendees represented a range of companies and organizations including Fifth Third Bank, KeyBank, LexisNexis, Emery Federal Credit Union, Ethicon Endo-Surgery, Moto Photo, University Hospital, Montgomery County (Ohio) Prosecutor’s Office, MWR International LLC, Indiana Wesleyan University, Park Lane Jewelry, Wyoming Remodeling and Redesign, Butler County Educational Service Center, Exciting Windows! by Kim Lyon, College of Adult and Professional Studies, Wellness Connections LLC, ANC Marketing and Oak Tree Communications LLC.

Men Embracing Gender Diversity

Together with KeyBank, the Cleveland office hosted “Spotlighting the Role of Men in Women’s Initiatives,” an event that featured top male leaders from KeyBank and Thompson Hine in a panel discussion on how and why men should invest in their organizations’ initiatives to attract, retain, develop and promote women. This riveting event drew an audience of both men and women who gathered to hear panelists connect the dots on how women’s initiatives play a key role in helping organizations achieve companywide objectives of recruiting top talent.
A Look at American Culture through the Lens of a Woman

Women working across a range of industries joined Spotlight on Women in Columbus to celebrate American culture through the work of Annie Leibovitz, one of the country’s most talented portrait photographers. This private tour at the Wexner Center in Columbus featured three discrete components, including the Master Set, a collection of 156 images Leibovitz personally selected as the definitive edition of her work. The Wexner Center is the first and only institution to feature the Master Set, making this event truly memorable and historic for all who attended.

The Road to Success

More than 100 professional women gathered for “Spotlight on Leadership: How Women Lead,” an event that featured some of the most powerful and influential women in the United States. The Cleveland office sponsored this inspiring and collaborative panel discussion moderated by Cuyahoga Community College (Tri-C) Past President Jerry Sue Thornton, Ph.D. Panelists included Thompson Hine Managing Partner Deborah Read, Key Bank Chairman of the Board and CEO Beth Mooney and Federal Reserve Bank of Cleveland President and CEO Sandra Pianalto. Topics of discussion covered career progression, how to ask for opportunities, mentors and sponsorships, gender differences in leadership and career challenges women face in Northeast Ohio.

Each of the four leaders shared stirring stories of trials and triumphs. Read is among only 4 percent of female lawyers in the role of managing partner at Am Law 200 firms. Mooney was named one of the world’s 100 most powerful women by Forbes magazine. Pianalto’s position as a member of the Federal Open Market Committee, which sets the cost and availability of the nation’s money and credit, makes her one of Northeast Ohio’s most powerful figures. Until June 2013, Thornton led Cuyahoga Community College, Ohio’s oldest and largest public community college, ranking first in Ohio and 45th in the nation in offering associate degrees.

Connecting with Nature

Spotlight on Women partnered with KPMG, a global network of professional firms that provides audit, advisory and tax services, to host a networking event in the firm’s Columbus office presented by the local zoo. During an informal, education-al seminar, women learned about the unique characteristics that help animals survive in their natural habitats. Event participants not only connected with other local business professionals, but also interacted with some of the Columbus Zoo’s most fascinating furry residents.

Stepping Up for the Communities We Serve

Giving back to the community is the most rewarding work we do. Throughout the year, Thompson Hine lawyers and staff dedicate their time and professional skills to meeting the needs of others and developing a deeper appreciation and compassion for those in less fortunate circumstances. Whether Spotlight on Women is sponsoring clothing and food drives, collecting school supplies or walking for a cause, firm lawyers and staff step up to do whatever it takes to strengthen individuals, families and our communities as a whole.
Helping a Family in Need

Spotlight on Women partnered with the Jewish Family Service Association (JFSA) of Cleveland, a private nonprofit organization that provides professional services for families regardless of their religious affiliation or financial status, to help a local family in need. Spotlight on Women organized a fundraiser to gather household items and holiday presents for a mother and daughter moving into their own apartment after transitioning from an abusive home. Firm lawyers and staff stepped up and donated basic household items like silverware, pillows, blankets, dishes, towels and Hanukkah gifts to the family as they started a new chapter of their lives.

Leading with Style

Columbus lawyers participated in the “Launching Successful Young Adults” event hosted by the SCO Family of Services’ Independent Youth Action Fund. Our participation included donating 250 backpacks complete with school supplies to children and teens living in several New York urban communities including Brooklyn, Queens, Long Island and the Bronx. The SCO Family of Services has educated more than 1,000 youths in its schools, and 7,000 children and teens participate in the organization’s after-school and youth development programs.

Raising Awareness

The Columbus office held its annual Walk MS Spaghetti Lunch fundraiser to raise money for the National Multiple Sclerosis Society. Every year, firm lawyers and staff, along with friends and family, participate in the annual Walk MS fundraiser, which supports life-changing programs and research for the more than 7,000 people living with MS in the Columbus community. The team once again chose the name and theme “Waltz to End MS” in honor of colleague Joanna Waltz, who has been living with MS for 10 years.

Encouraging Youth

The New York office served as corporate partner for the event “Launching Successful Young Adults,” hosted by the SCO Family of Services’ Independent Youth Action Fund. Our participation included donating 250 backpacks complete with school supplies to children and teens living in several New York urban communities including Brooklyn, Queens, Long Island and the Bronx. The SCO Family of Services has educated more than 1,000 youths in its schools, and 7,000 children and teens participate in the organization’s after-school and youth development programs.

Embracing Children in Need

Together with the firm’s Diversity & Inclusion Initiative, Spotlight on Women participated in the New Jersey Corporate Counsel Association’s (NJCCA) annual Build-A-Backpack Campaign for the fifth year. Firm lawyers and staff gathered with clients, friends and family to fill more than 200 backpacks with school supplies for area preschool, kindergarten and elementary school students. We also participated in the NJCCA’s Holiday Outreach Program and spent a rewarding evening wrapping holiday gifts and books for children in need. NJCCA is a chapter of the Association of Corporate Counsel serving north and central New Jersey.

Dressing for Success

As a member of the Professional Women’s Networking Group, Spotlight on Women in Columbus teamed up with several major players in the financial services industry, including Citi, KPMG and Beacon Hill, to collect apparel for Dress for Success Columbus. This fun and interactive program featured the hottest fashion tips and spring trends from Columbus fashion consulting firm Wardrobe Therapy. This event was held at the suiting boutique of Life Care Alliance, a nonprofit home care services organization in Central Ohio.
Celebrating Each Step Forward

Thompson Hine earned several national recognitions for its efforts to advance and promote women at work and in the community. We are proud of our achievements and see each distinction as a stepping stone in our journey to inspire collaboration, build connections and develop the talents of professional women.

Selected as one of 2013's 50 Best Law Firms for Women by Working Mother and Flex-Time Lawyers

Thompson Hine earned recognition for maintaining family-friendly policies and business development initiatives designed to retain women and advance them in the leadership pipeline. Our firm has received this honor three years in a row.

Recognized in 2013 as Best National Firm for Talent Management by Euromoney Legal Media Group Americas Women in Business Law Awards

Thompson Hine once again earned national recognition for our leadership in advancing women within the legal profession. Euromoney Legal Media Group Americas Women in Business Law Awards honored Thompson Hine as the best national firm for talent management for our Spotlight on Leaders program. The firm was also shortlisted in six categories – best national firm for women in business law, best gender diversity initiative by a national firm, best mentoring program, best national firm for pro bono work, best firm for work-life balance and best firm in the U.S. Midwest.

In 2012, the inaugural Euromoney Legal Media Group Americas Women in Business Law Awards recognized Spotlight on Women as the best gender diversity initiative by a national firm. The firm was also shortlisted in two categories – best national firm for women in business law and best national firm for talent management for our Spotlight on Leaders program.

Awarded Gold Standard Certification in 2012 from the Women in Law Empowerment Forum (WILEF)

Our firm is one of only 42 U.S. law firms to qualify for the WILEF Gold Standard Certification. This designation distinguishes firms that demonstrate they value women as leaders in the workplace by promoting them to top leadership positions and acknowledging their contributions through compensation. Thompson Hine also appeared on the inaugural list in 2011.

Named a Top 100 Law Firm by MultiCultural Law Magazine in 2012

Thompson Hine was named to MultiCultural Law magazine’s 2012 list of the country’s Top 100 Law Firms for Women. Our firm has been on this list four times. The publication acknowledges pacesetters and celebrates the proactive achievements of law firms that continue to step up for women and promote a more diverse and inclusive culture.

Number Crunching Aside

Spotlight on Women in Cleveland partnered with Ernst & Young to host an intimate dinner at Chinato. This event featured an engaging discussion with some of Cleveland’s top financial executives about leadership and the challenges many successful professional women face.
Stepping Up and Leading by Example

The importance of gender diversity in the workplace is well documented. Thompson Hine focuses on not only attracting and retaining female talent, but also on making sure our efforts bring about tangible change in the workplace, business sector and communities we serve.

Thompson Hine has continued to be a pacesetter in providing leadership opportunities for our women. The firm’s women in leadership are committed to looking beyond their own aspirations to help others find success.

Our Women in Leadership

Karyn A. Booth
Transportation Practice Group Leader

Katherine D. (Kathie) Brandt
New York Office Partner-in-Charge

Susan J. (Sue) Brelus
Chief Marketing Officer

Faith L. Charles
Chair, Life Sciences Practice

Megan D. Dortenzo
Intellectual Property Practice Group Leader

Heidi B. Goldstein
Chair, Women’s Initiative, Spotlight on Women

Linn S. Harson
Executive Committee

Deborah Z. Read
Managing Partner

Laura A. Ryan
Employee Benefits & Executive Compensation Practice Group Leader

Robyn Minter Smyers
Chair, Diversity & Inclusion Initiative

Linda A. Striefsky
Secretary to the Partnership

Atlanta Chair
Z. Ileana Martinez
Partner, Business Litigation, Life Sciences and Product Liability Litigation

Cleveland Chair
Sarah C. Flannery
Partner, Labor & Employment

Dayton Chair
Jennifer L. Maffett
Partner, Business Restructuring, Creditors’ Rights & Bankruptcy and Commercial & Public Finance

Washington, D.C. Chair
Rachel G. Talay
Counsel, Corporate Transactions & Antitrust, Competition & Distribution

Cincinnati Chair
Deborah S. (Debbie) Brenneman
Partner, Labor & Employment and Business Litigation

Columbus Chair
Amie L. Vanover
Partner, Personal & Succession Planning and Tax

New York Chair
Faith L. Charles
Partner, Life Sciences, Corporate Transactions & Securities and International Trade & Customs

Our Spotlight Chairs

The success of our initiative requires passionate and dedicated leaders. Spotlight on Women is backed by female lawyers, across all firm offices, committed to influencing and developing the skills of others. They encourage, motivate, mentor and put their hearts into flawlessly executing programs designed to help women achieve their personal and professional goals.
Paving the Way

Women across all Thompson Hine offices stand up as leaders to help pave the way for other professional women. Our women lawyers and staff have been distinguished for excellence in law, business and community engagement. In addition to the recognitions shared below, many of our women lawyers are regularly ranked among the nation’s top lawyers by Chambers USA, Ohio Super Lawyers®, New York Super Lawyers® and The Best Lawyers in America®.

Leading the Way in Law

Emily S. Huggins Jones was highlighted by Crain’s Cleveland Business as one of 10 “Who to Watch in Law,” a recognition of up and coming lawyers making their mark on Northeast Ohio’s legal community.

Leslee W. Miraldi was selected as the third recipient of the firm’s Malvin E. Bank Award for Exemplary Client Service, an annual award presented to an outstanding lawyer who demonstrates a commitment to superior client service.

Jennifer Mingus Mountcastle graduated from Leadership Columbus, one of the top five ranked community leadership programs in the country.

Michele L. Noble was accepted into the 2012 Ohio State Bar Association Leadership Academy, an interactive leadership training program that prepares lawyers for future opportunities in the profession and community. The academy is invitation-only and classes are limited to 24 participants. She has also been appointed to the Central Ohio Regional Board for the Children’s Hunger Alliance, an organization dedicated to ensuring all children are fed regular and nutritious meals.

Making Strides in Business

Sue Brelus, the firm’s chief marketing officer, was recognized by ExecRank as a Top Private Company CMO for 2012. Only best-in-class marketing executives earn this distinction, which is based on performance in 24 key categories and insights from a committee of top business leaders.

Debbie Brenneman was named one of the 75 on 75 by Cincy Magazine, recognizing 75 top businesses, people and places along the I-75 corridor between Cincinnati and Dayton.

Jennifer Maffett was named a 40 Under 40 honoree by the Dayton Business Journal. The journal compiles an annual list that recognizes a unique group of local up-and-comers.

Deborah Read has received several accolades for her leadership and commitment to the advancement of women. She has been recognized by Crain’s Cleveland Business as a Woman of Note, distinguished by Kaleidoscope magazine as one if its 2012 Women Who Give Back, and named to the 2013 Inside Business Power 100 as one of the most powerful people in Northeast Ohio. Read was selected to receive the 2013 Ohio Glass Ceiling Award and highlighted by Profiles in Diversity Journal as one of its 2013 Women Worth Watching.

Linda Strifsky received the 2012 Greater Cleveland ATHENA Award, which is presented to individuals who demonstrate the highest level of professional excellence.

Kathie Brandt was inducted into the Case Western Reserve University School of Law Society of Benchers, an alumni honorary organization.

Elizabeth B. (Beth) Davis was selected as one of Georgia Trend’s 2012 Legal Elite, a listing compiled by votes from lawyers who are members of the State Bar of Georgia and who practice in the state.

Heidi Goldstein received DRI’s 2012 Albert H. Parnell Outstanding Program Chair Award for her work on “Sharing Success – A Seminar for Women Lawyers.” This award honors a program chair who demonstrates leadership, dedication and creativity in developing, leading and participating in a dynamic education program that enhances DRI’s image.

Christine M. Haaker was named to the annual BTI Client Service All-Star Team for 2013. Thompson Hine is one of just 65 law firms with more than one lawyer recognized.

Excellence
Lending a Helping Hand in the Community

Susan L. Belman was recognized at the United Way of Greater Cleveland Spotlight Awards for her outstanding work on behalf of the Domestic Violence & Child Advocacy Center.

Sandra L. (Sandy) Brown has been a Special Olympics Virginia basketball coach for 17 years. Special Olympics Virginia is a year-round sports training and competition program for adults and children with intellectual disabilities.

Christine Haaker was named a Community All-Star by the Dayton Dragons for her extensive community involvement, which includes chairing the annual gala for the Juvenile Diabetes Research Foundation of Greater Dayton three times. She also serves on the United Rehabilitation Services’ board of trustees and the Dayton Art Institute’s associate board.

Ileana Martinez was elected to the board of directors for Cristo Rey Atlanta, an educational model that serves underprivileged youth. She was also named board member and chair of the Hispanic Engagement Committee for the Girl Scouts of Greater Atlanta, Inc., which serves more than 44,500 girls and 19,000 adult members in 34 counties in the greater metropolitan Atlanta area, northwest Georgia and Polk County, Tennessee.

Michele Noble was honored alongside Ohio Supreme Court Justice Evelyn Stratton for her commitment to championing pro bono work.

Heather A. Stakich was selected as an honoree for the 2013 YWCA Women of Professional Excellence Award. She received recognition for her commitment to the community and support of women within the legal profession.

Karen D. Youngstrom has partnered with the Cleveland Foundation to co-founded nonprofit HR Collaborative, an organization providing benefits and employment resources to local nonprofits.

Stepping Up in Atlanta

Anna Mirshak Burns serves as a young professionals committee board member for the American Kidney Fund, an organization committed to fighting kidney disease by providing financial support, health education and prevention programs for patients in need.

Erin C. Hewitt is a member of the International Council of Shopping Centers, the premier global trade association of the shopping center industry with more than 58,000 members in 90-plus countries.

Stepping Up in Cincinnati

Debbie Brenneman is a member of the board of trustees for the West Chester-Liberty Chamber Alliance, the region’s fourth largest chamber, representing the interests of 700 member businesses from Dayton to Northern Kentucky.

Stepping Up in Dayton

Heather A. Austin is a member of the fundraising committee for Cleveland Works, a comprehensive training program designed to prepare individuals who receive public assistance for permanent employment. She also is chairperson of the Cleveland Great Strides Walkathon for the Cystic Fibrosis Foundation. In 2012, Great Strides raised $40 million nationally to help support life-saving research, care programs and education.

Andrea R. Bull is an associate board member for the Malachi House, a Cleveland nonprofit that serves the needs of persons who are terminally ill at no cost or regard to gender, race, religion or national origin.

Nancy M. Barnes volunteers at the Cleveland Foodbank, an organization that supplies food used in many Cleveland hot meal sites, shelters and food pantries. She was recently awarded Fellow of the Litigation Counsel of America, an invitation-only trial lawyer honorary society established to recognize deserving, experienced and highly qualified lawyers.

Sarah Flannery chairs the mentoring subcommittee for the Women’s Leadership Council of United Way of Summit County, a nonprofit fundraising and community service organization that works to advance the local community through education, income and health services. She also serves on the boards of the Ronald McDonald House of Akron and the Cleveland State University Alumni Association.

Emily Huggins Jones serves on the board of DANCE-Cleveland, the country’s oldest modern dance presentation organization. She is also a board member of the Rape Crisis Center of Cleveland, a nonprofit that annually serves thousands of local sexual violence survivors.

Stepping Up in Columbus

Diane M. Goderre joined the board of T.O.U.C.H., a nonprofit organization that helps formerly incarcerated individuals successfully re-enter society. She also was recently appointed to the board of trustees for the Women Lawyers of Franklin County, a bar association founded in 1942 to address the professional needs and concerns of women lawyers practicing in the Greater Columbus area.

Jennifer Mingus Mountcastle was named a 2012 Rising Star in the product liability practice area by legal publisher Law360. She was one of five product liability lawyers under the age of 40 recognized.

Ann B. Zallocco has been appointed to the board of trustees for the Ohio Women’s Bar Association (OWBA). OWBA was established in 1991 to help advance the position of women lawyers.

Stepping Up in Washington, D.C.

Karyn Booth serves on the board of directors for the Association for Transportation Law Professionals, an independent nonprofit organization of transportation professionals.

Tanya L. Goin has been appointed to the board of directors for Girls Inc. of the Washington, D.C. Metropolitan Area, an affiliate of the national nonprofit Girls Incorporated, which is committed to inspiring girls to be strong, smart and bold.

Fern P. O’Brien co-chairs Tahirih’s Public Policy Council. Tahirih is a nonprofit organization that works to protect immigrant women and girls from gender-based violence through legal services, advocacy and public education programs.
Remarks from Deborah Read: Moving Forward

Diversity programs and women’s initiatives have become common in law firms. As a result, today’s law firm culture offers a more diverse environment, experience and perspective. As a business community, we have made great progress, but we must not become complacent. We must keep pushing forward.

At Thompson Hine, we are committed to choosing the right person for the job, regardless of gender. We will continue to do our part to offer opportunities for both women and men of all backgrounds to put their best foot forward and help us meet the needs of our clients and communities. Creating an environment where all professionals and staff can succeed is not just the right thing to do, it is a good business decision that fosters delivery of our best work, drives market growth and positions us to recruit the best talent.

As we glance back, we see quite a few successes along our path. This past year was an exciting time for Spotlight on Women and our firm as a whole. We worked together to make Thompson Hine a stronger, more diverse firm, which positioned us to provide even more value for our clients.

The marketplace is ever-changing. We realize that yesterday’s accomplishments may not meet the demands of our clients and staff tomorrow. So Thompson Hine will continue to step up. We will break down barriers, initiate difficult conversations, create opportunities and focus on delivering the change we want to see in the workplace, in the business sector and in the communities we serve.

AlixoNobel
American Chemistry Council, Inc.
Avery Dennison Corporation
Buckeye Power, Inc.
CH Energy Group, Inc.
Chiquita Brands International, Inc.
Columbus Zoo and Aquarium/ZoomeZa Bay
Crown Equipment Corporation
The Davey Tree Expert Company
DDR Corp.
Duke Energy
Eaton Corporation
Energizer/Eveready
Fifth Third Bank
Ford Motor Company
Forest City Enterprises, Inc.
Formica Corporation
Goodrich Corporation, a UTC Aerospace Systems Company
The Goodyear Tire & Rubber Company
The Hartford
ITW Food Equipment Group LLC
Jo-Ann Stores, Inc.
KeyCorp/KeyBank
The Lubrizol Corporation
MeadWestvaco Corporation
Milacron LLC
Mission Essential Personnel LLC
Morgan Stanley
Nationwide Mutual Insurance Company
NetJets Inc.
Nordson Corporation
Parker Hannifin Corporation
PolyOne Corporation
PPG Industries
Pro Mach, Inc.
R+L Carriers, Inc.
Shell Oil Company
STERIS Corporation
The Toro Company
Verizon Wireless
Whirlpool Corporation

Established in 1911, Thompson Hine is a business law firm dedicated to providing superior client service. The firm has been recognized for more than ten consecutive years as one of the top law firms in the country for client service excellence in The BTI Client Service A-Team: Survey of Law Firm Client Service Performance, and for six years has ranked as one of the top 30 law firms in the United States for client service. Thompson Hine serves premier businesses worldwide, including:

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