

YEAR IN REVIEW 2016





A Message From Our Managing Partner

2016 marked another strong year for Reminger, with new office spaces, new faces, and a lot of accolades.

A large number of our attorneys received personal honors and recognitions for their individual professional achievements. Within the last year, 56 of our attorneys were honored by *Super Lawyers Magazine* throughout Ohio, Kentucky and Indiana as either Rising Stars or Super Lawyers. Best Lawyers in America® recognized 25 Reminger attorneys for 2017.

A number of Reminger's practice groups were ranked at the metropolitan level by *U.S. News & World Report* and Best Lawyers, while Transportation Law and Insurance Law were once again ranked nationally.

Not only did we have the unique honor of being named as one of the "Top Workplaces in Northeast Ohio" for the sixth consecutive year by Workplace Dynamics and The *Cleveland Plain Dealer*, but also we were ranked as the #1 Top Workplace in Northeast Ohio Among Midsized Companies for the second year in a row.

We were named to Vault's "Top 150 Under 150" list, which highlights the "best-known and most sought after law firms with fewer than 150 attorneys" for the second year. Vault also ranked us again in the "Top 10 Best Midsize Law Firms to Work For" list.

We moved into new office spaces to accommodate our growth: specifically, in Columbus, Indianapolis, and Northwest Indiana. We have 17 new attorneys.

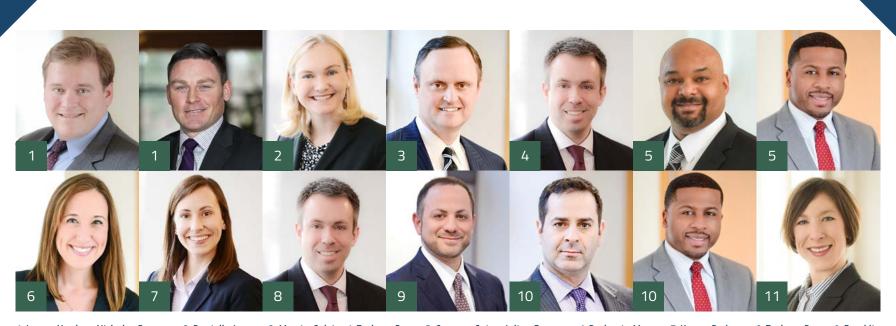
But most importantly, we continued to earn your trust as your legal counsel. Thank you each and every one of you. We look forward to continuing to serve your legal needs in 2017, and anticipate a bright future ahead.



- 1 Logan C. Hughes and Nicholas G. Brunette Selected as 2016 "Rising Stars" by Indiana Super Lawyers Magazine 2.12.16. Their names were announced in the 2016 editions of Indiana Super Lawyers Magazine and Indianapolis Monthly Magazine.
- 2 Danielle Lorenz Selected for Cincinnati Academy of Leadership for Lawyers 4.4.16. Danielle was selected for the Cincinnati Academy of Leadership for Lawyers, an innovative program that focuses on practical, professional and ethical issues facing local attorneys.
- 3 Martin T. Galvin Honored with AMCNO Presidential Citation Award for 2016 4.1816. Marty was honored by the Academy of Medicine of Cleveland & Northern Ohio (AMCNO) for his leadership over the past year in assisting the organization with updates and input on appellate cases that could impact the tort reform laws in Ohio.
- 4 Zachary B. Pyers Named Capital University Law School "2016 Young Alumnus of the Year" 4.22.16. Zach was honored during the 11th Annual Alumni Recognition Luncheon.
- 5 Gregory G. Guice and Julian T. Emerson Named to 2016 List of "Who's Who in Black Cleveland" 4.28.16. Gregory and

- Julian were honored by Who's Who in Black Cleveland, a publication that celebrates and recognizes the extraordinary and significant accomplishments of African Americans in the community.
- 6 Bethanie R. Murray Honored as a 2016 YWCA of Greater Cleveland "Woman of Professional Excellence" 5.2.16. Bethanie was recognized at a luncheon hosted by the YWCA featuring the 2016 Women of Achievement Awards, which celebrates the extraordinary accomplishments of women in Northeast Ohio.
- 7 Keona R. Padgett Named to Board of Directors for Ashland University Alumni Association 5.23.16. Keona was named to the Board of Directors for the Ashland University Alumni Association, and is serving a three-year term.
- 8 Zachary B. Pyers Named to Board of Directors for Capital University Law School Alumni Association 6.24.16. Zachary Pyers was named to the Board of Directors for the Capital University Law School Alumni Association, and is serving a three-year term.
- 9 Franklin C. Malemud Appointed as Chair of the Estate Planning, Probate and Trust Law Section of the Cleveland Metropolitan Bar Association 7.6.16. Franklin was appointed to a one-year term as Chair of

- the Estate Planning, Probate and Trust Law Section of the Cleveland Metropolitan Bar Association.
- 10 Adam M. Fried and Julian T. Emerson Named Officers of the William K. Thomas American Inn of Court 7.7.16. Adam was named President and Julian was named Assistant Secretary of the William K. Thomas American Inn of Court, whose mission is to advance the rule of law by achieving the highest level of professionalism through example, education and mentoring.
- 11 Allison M. McMeechan Named to Breckenridge Village Board of Directors 7.11.16. Allison was named to the Board of Directors for this not-for-profit continuing care retirement community.
- 12 Reminger Earns Top Ten Ranking of Vault's "Best Midsize Law Firms to Work For" List and the "Top 150 Under 150" List 7.27.16. We are pleased to announce that we were ranked in the "Top 10 Best Midsize Law Firms to Work For" list for the second consecutive year by Vault, a career information website that provides rankings and reviews based on feedback from employer surveys. We were also named again to Vault's second annual "Top 150 Under 150" list, which highlights the "best-known and most sought after law firms with fewer than 150 attorneys."



1-Logan Hughes, Nicholas Brunette; 2-Danielle Lorenz; 3-Martin Galvin; 4-Zachary Pyers; 5-Gregory Guice, Julian Emerson; 6-Bethanie Murray; 7-Keona Padgett; 8-Zachary Pyers; 9-Franklin Malemud; 10-Adam Fried, Julian Emerson; 11-Allison McMeechan



13 Laurie J. Avery Named Chair of the Toledo Bar Association's **Certified Grievance Committee** 8.1.16. Laurie was named Chair of the Toledo Bar Association's Certified Grievance Committee, serving a two-year term. For the prior two years, Laurie served as Secretary for the Certified Grievance Committee.

- 14 Twenty-Five Reminger Co., LPA Attorneys Recognized by Best Lawyers in America© 2017 8.15.16. Twenty-six Reminger attorneys were included on the 2017 Best Lawyers in America© list, including 18 from our Cleveland office, 5 from our Columbus office, 1 from our Cincinnati office, and 2 from our Sandusky office.
- 15 John Dunn Installed as President of Salmon P. Chase College of Law Alumni Association Board of Governors 9.15.16. John was named President of the Salmon P. Chase College of Law Alumni Association Board of Governors, serving a three-year term.
- 16 Gregory G. Guice Featured in 2016 Group of "Who to Watch in **Law" in Crain's Cleveland Business** 9.26.16. Gregory was featured in the 2016 group of "Who to Watch in Law" in Crain's Cleveland Business.





13-Laurie Avery, 14-Hugh Bode, Joe Cavasinni, Mario Ciano, Andrew Dorman, Adam Fried, Daniel Haude, Roy Hulme, Barbara Bellin Janovitz, Frank Leonetti, Clifford Masch, William Meadows, Russell Meraglio Jr., John Patrick, Christine Santoni, James Turek, Stephen Walters, Leon Weiss, Gregory Brunton, Ron Fresco, Paulette Ivan, Patrick Kasson, Kevin Sanislo, Mark MacDonald, Donald Moracz, Jeanne Mullin; 15-John Dunn; 16-Gregory Guice

17 Laurie J. Avery and David R. Hudson Selected as "Who's Who in Area Law" by *Toledo Business Journal* 10.4.16. Laurie and David were selected as "Who's Who in Area Law" by the *Toledo Business Journal*, which honors the Top 100 Attorneys in Northwest Ohio.

18 Reminger Co., LPA Ranked by U.S. News & World Report and Best Lawyers in 2017 "Best Law Firms" List 11.1.16. Reminger's practice groups were ranked in the 2017 "Best Law Firms" list by U.S. News & World Report and Best Lawyers®. Two practice areas were ranked nationally, including Transportation Law and Insurance Law. Many practice areas were also ranked at the metropolitan level.

19 Allison M. McMeechan Selected to "Forty Under 40" Class of *Crain's Cleveland Business* 11.9.16. Allison was named to the "Forty Under 40" list published by *Crain's Cleveland Business*. The 25th Anniversary event honored Allison and 39 others who were selected based upon their professional success and civic contributions.

20 Six Reminger Attorneys Honored as 2017 Kentucky Super Lawyers and Rising Stars 11.18.16. Six of our attorneys were honored as 2017 Kentucky Super Lawyers and Rising Stars. The names were announced in the 2017 edition of *Ohio and Kentucky Super Lawyers Magazine* and *Kentucky Monthly Magazine*.

21 Forty-Eight Reminger Attorneys Honored as 2017 Ohio Super Lawyers and Rising Stars 12.2.16. Forty-nine of our attorneys were honored as 2017 Ohio Super Lawyers and Rising Stars. The names were announced in the 2017 edition of *Ohio and Kentucky Super Lawyers Magazine*, along with the January 2017 issues of *Cleveland Magazine*, *Cincinnati Magazine*, and *Columbus Monthly*.





17-Laurie Avery, David Hudson; 19-Allison McMeechan; 20-Timothy Spille, Shea Conley, Lauren Lunsford, Christine Gilliam, Danielle Lewis, Robert Ott; 21-Stephan Kremer, Mark MacDonald, Hugh Bode, Joe Cavasinni, Adam Fried, Martin Galvin, Marc Groedel, Gregory Guice, Tom Kilbane, Franklin Malemud, Clifford Masch, Rafael McLaughlin, William Meadows, Russell Meraglio Jr., Richard Rymond, Christine Santoni, Michelle Sheehan, John Stalzer, Brian Sullivan, James Turek, Stephen Walters, Leon Weiss, Gregory Brunton, Warren Enders, Ron Fresco, Paulette Ivan, Matthew Schrader, Donald Moracz, Jeanne Mullin, Laurie Avery, Tom Prislipsky, Michael Mahon, Carrie Masters Starts, Jade Stewart (continued on next page)



21 (continued)-Anthony Catanzarite, Adam Davis, Brian Gannon, Jonathan Krol, Allison McMeechan, Bethanie Murray, Brian Nally, Melvin Davis, Jackie Jewell, Zachary Pyers, Kevin Sanislo, David Hudson, Taylor Knight

Allison M. McMeechan was named to the "Forty Under 40" list published by Crain's Cleveland Business. Allison serves as the Co-Chair of Reminger's Elder Law & Special Needs practice group and is an Accredited Attorney with the U.S. Department of Veterans Affairs. She is a member of a number of professional bar associations. Allison is also a member of the Board of the Consortium Against Adult Abuse (C3A), the chair of the C3A's Education Committee, Hospice of the Western Reserve's Advisory Committee, the Board of Directors of the Cleveland-Akron Chapter of the Society of Financial Service Professionals, the Board of Directors of Breckenridge Village, and the Board of Directors of Milestones Autism Resources.





Top Workplace in Northeast Ohio Among Midsized Companies in 2015 & 2016 Reminger Co., LPA is proud to announce that we were selected as one of the Plain Dealer Top Workplaces for the sixth year in a row. In addition, Reminger was named the #1 top workplace in Northeast Ohio among midsized companies for the second year in a row.

Winners were chosen through an employee survey that was administered by The Plain Dealer in cooperation with the research firm WorkplaceDynamics, LLC. Employees from the Cleveland, Akron and Sandusky offices participated in the region-wide survey.

"We are truly honored to be named the #1 top workplace among midsized companies in Northeast Ohio," said Managing Partner Stephen Walters. "This recognition is a true testament to the people who work at Reminger. We are proud of the culture that we have fostered, and strive to provide an atmosphere in which our employees know that they are valued."



創 / Firm News

1 Matthew L. Schrader Named Co-Chair of Reminger Co., LPA's General Casualty/ Excess and Surplus Lines Practice Group 4.22.16. Matthew joins Co-Chair Robert Hojnoski in a management role where he will continue to promote the strategic direction and core competencies of the practice group.

2 Reminger Co., LPA Relocates Columbus Office to 200 Civic Center Drive 5.9.16. We moved our Columbus office to a larger space where we now occupy 25,000 square feet on the 8th and 9th floors in this state-of-the-art building located on the new Scioto Mile.

3 Andrew J. Dorman and James O'Connor Named Co-Chairs of Reminger Co., LPA's Legal Professional Liability Practice Group 6.1.16. Andy and Jim were named Co-Chairs for this leading practice group.

4 Reminger Co., LPA's Northwest Indiana Office Relocates to Larger

Space 7.15.16. Due to our extensive growth in the Indiana market, we moved to a larger suite in the One Professional Center Building to accommodate additional attorneys and staff in Crown Point.

5 Reminger Co., LPA's Indianapolis
Office Relocates to Accommodate
Growth 9.26.16. We relocated our
Indianapolis office to accommodate additional
attorneys and staff to a new space inside
College Park Plaza.

6 Probate & Trust Litigation and Estate
Planning Services Now Available through
Reminger's Columbus Office 12.1.16.
Attorney Adriann S. McGee relocated her
practice to our Columbus office. She focuses
on Trusts and Will Contests; Fiduciary
Litigation; Financial Exploitation, Fraud and
Undue Influence; Beneficiary Designation
Challenges; Guardianship Proceedings; Power
of Attorney Abuse; Probate Administration;
Estate Planning; and, Elder Law.

7 Reminger Co., LPA Announces Seven New Firm Shareholders 12.31.16. Reminger elected seven attorneys as new firm shareholders during our annual shareholder meeting.







1-Matthew Schrader; 2-Andrew Dorman, James O'Connor; 6-Allison McGee; 7-Julian Emerson, Christine Gilliam, Jonathan Krol, Michael Mahon, Allison McMeechan, Joseph Palcko, Jade Stewart

/ In the News

Click on the hyperlinks to be redirected to the articles online

Allison M. McMeechan interviewed in Crain's Cleveland Business Article on Elder Law 3.28.16. Allison was interviewed in the article "Keep an Eye on Upcoming Legislative Changes," which addressed a number of laws impacting the elderly and those individuals with special needs.

Joseph Borchelt Featured in The University of Akron School of Law's "Alumni Spotlight" 4.29.16. Joe was featured in the The University of Akron School of Law's "Alumni Spotlight."

Shelby McMillan Profiled in OWBA Newsletter 5.9.16. Shelby is a graduate of the Ohio Women's Leadership Institute, Class of 2014. She was profiled in the Spring 2016 issue of the Ohio Women's Bar Association Network Newsletter.

Reminger Quoted in *Part B News* May 2016 Newsletter 5.16.16. Workers' compensation attorneys Mark Bush and Ronald Fresco were quoted in the article "You probably don't have to take workers' comp cases — unless they sneak in." Jack Neville Quoted in Legal Affairs Issue of Cleveland Jewish News 8.10.16. Jack was interviewed for the article entitled <u>"Finding liability: How do you know whom to blame?"</u>

Adam Fried Quoted in Cleveland Jewish News Article "How to Choose an Attorney for Business" 8.10.16. Adam was quoted in the article "How to choose an attorney for business."

Stephanie Ross Featured in September/
October Issue of Bench & Bar "Attorneys
Doing Good" Column 9.28.16. Stephanie
was featured in the Bench & Bar in a spotlight
entitled "Attorneys Doing Good." Stephanie
volunteers with an organization called
"Orienteering Cincinnati," which provides
instruction to school groups, scout troops
and others interested in using a compass and
map to explore.

Probate Administration, Trust Administration and Guardianships Co-Chair Adam M. Fried Featured on the Cover of Attorney at Law Magazine-Cleveland 9.30.16. Adam serves as the Co-Chair of Reminger's Probate Administration, Trust Administration and Guardianships Practice Group. Learn more about his unique experiences and insights as they pertain to the elder law and probate litigation arena by reading Attorney at Law Magazine-Cleveland.

Nicholas Brunette and Julian Emerson Interviewed by AMBestTV at DRI Conference 10.31.16.Nick and Julian were interviewed by AMBestTV at a recent DRI Conference in Boston, Massachusetts. To see Nick's interview, click here. To see Julian's interview, click here.

Marc Groedel Quoted in Cleveland Jewish
News article for Young Lawyers
11.29.16. Marc commented in the article
"Young lawyers given advice on how to
succeed."

Andrew J. Dorman Featured in November/
December 2016 Issue of the Cleveland
Metropolitan Bar Journal's "The Scoop"
12.1.16. Andy was highlighted in this special
feature in the Bar Journal.

Capital Law School's course entitled "Depositions" takes practical learning to a new level. Attorneys Kevin Foley and Zachary Pyers developed the class, which was introduced originally in 2015. Since then, it has received notice from the press.

This course teaches law students the basics of interviewing and conducting depositions - skills that make up a large part of many law practices. The unique twist of the course is that it pairs Capital J.D. students with medical students at Grant Hospital, who are learning how to testify in depositions and trials.

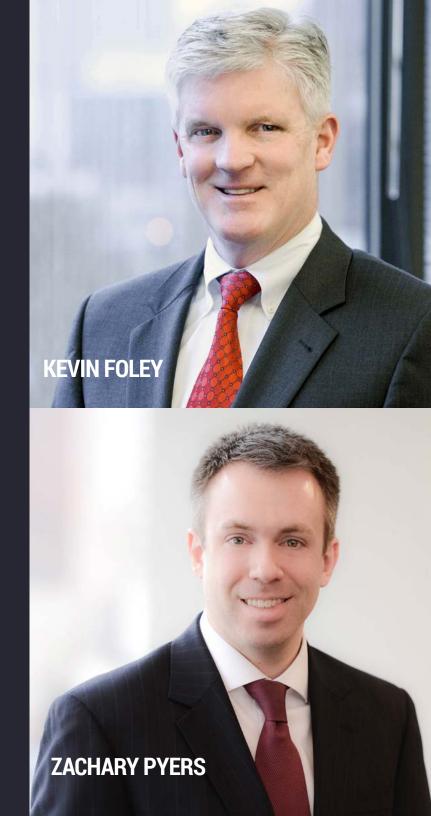
The course combines classroom instruction with practical exercises to teach necessary depositions skills, including preparing deposition strategies and outlines; preparing witnesses for depositions; and conducting and defending lay and expert witnesses.

The course serves the needs of both law students developing advanced skills in taking depositions and medical students, who are likely to give depositions during their career.

<u>Click here</u> to read an article in the Columbus Dispatch about the course.

<u>Click here</u> to read about the course in the Capital University Magazine.

<u>Click here</u> to see a story about the course originally aired on Columbus affiliate NBC4.





Matthew Allen Fort Mitchell Office



Bailey Box Indianapolis Office



Christina Essex Indianapolis Office



Kenneth Finley Lexington Office



Scott Friedman Northwest Indiana



Trenton Gill Indianapolis



Jackie Jewell Columbus Office



Justin Koterba Columbus Office



Danielle Lewis Louisville Office



Mark MacDonald Columbus Office



Nathan Mealy Toledo Office



Codie RossFort Wayne Office



James Scheidler Indianapolis Office



Adair Smith Cincinnati Office



Timothy SpilleCincinnati Office



Jade Stewart
Cincinnati Office



David WaltersCleveland Office

/ Diversity



Diverse and Inclusive

At Reminger, we value the differences each individual brings to our firm and we appreciate the multitude of ideas that are generated as a result. We understand the importance of diversity and are committed to promoting and maintaining a diverse and inclusive work environment and community. We firmly believe that having a diverse work force enhances not only our ability to anticipate and meet the needs of our clients, but also our profession and our community.

In our efforts to fulfill our commitment to diversity, we have established a committee dedicated to implementing initiatives to recruit attorneys from all backgrounds. Our commitment does not stop at the hiring process; we are committed to helping all of our attorneys succeed as professionals.

For more information regarding our diversity committee or our efforts to promote diversity in the community, please contact **Gregory G. Guice** at **gguice@reminger.com**.

Minority Judicial Clerkship Program

Reminger is a proud sponsor of the Minority Judicial Clerkship Program, which offers minority students who have completed the second year of law school to clerk with a judge during the summer months. The Minority Judicial Clerkship Program is designed to:

- Allow judges, law students, and former law clerks to develop close personal working relationships,
- Improve students' analytical, legal research and writing skills,
- Enhance a new lawyer's career opportunities, and
- Permit a new lawyer to participate in the process of shaping the law.



Promoting the Success of our Firm by Promoting the Success of our Women Lawyers

We established the Reminger Women's Initiative in 2008 to strengthen and further our dedication to attracting and retaining talented women lawyers. Reminger recognizes and values the unique strengths and abilities of our women lawyers and that those qualities serve to benefit the firm as well as our local and legal communities.

Internally, we strive to provide a supportive environment for our female lawyers; externally, we focus on community involvement and marketing efforts to help develop new clients and expand existing relationships. Together, these measures help not only our women lawyers but also the entire firm to thrive and provide an unparalleled level of service to our clients.

Mentoring

Our efforts at helping women attorneys flourish at Reminger begin at day one, when our new associates and law clerks are partnered with a mentor. The mentor serves as a role model and provides the associate with the opportunity to learn from the women who have succeeded in their own careers. Various meetings and events are held to further promote the relationship of our female lawyers.

Flexibility

Reminger supports flexible and non-traditional work arrangements for our female attorneys. Through the years, our attorneys have been able to create individualized programs that mee' their professional and personal needs includir g parttime, flex-time and job sharing arrangements. In fact, Reminger is a past recipient of the Ohio Women Bar Association's "Family Friendly Award" as a result of these efforts.

Opportunity for Advancement

The ability to grow and develop a successful legal career at Reminger is evidenced by the fact that over sixty percent of our women attorneys are partners in the firm. Opportunities to be involved in leadership positions at Reminger are plentiful. Women attorneys are also active in our Management Group and serve as Practice Leaders.

Community Involvement

Reminger also supports community involvement and marketing efforts to help our women lawyers develop new clientele and expand existing relationships. Our female lawyers are leaders in the community and involved in various organizations throughout the state. Our women are actively involved in planning, attending, and supporting community events designed specifically for women professionals.

For more information regarding our Women's Initiative, feel free to contact Co-Chairs **Bethanie Murray** at **bmurray@reminger.com** or **Carrie Masters Starts** at **cstarts@reminger.com.**



Mentor/Mentee Mondays

Reminger's Women's Initiative continued our initiative called Mentor/ Mentee Mondays. As part of this effort, our women attorneys are working together internally toward developing their own careers, but to also to help other women find fulfilling work opportunities.

As a volunteer for El Barrio, Reminger attorney Michelle Sheehan, along with Women's Initiative Co-Chair Bethanie Murray organized Mentor/ Mentee Mondays. It involves our Women's Initiative members in Cleveland helping El Barrio's clients succeed in the job interview process by conducting mock job interviews and reviewing resumes with them once a month. The majority of their clients are women either on welfare or trying to improve their current life situation.



From left, Cuyahoga County Common Pleas Court Judge Eileen Gallagher, Reminger Shareholder Michelle Sheehan and attorney Ronnie Garotoli conduct a mock interview with Ahlem M. Zaaeed.



more than \$65,000 in charitable donations

The mission of our Reminger Foundation is to support important causes in the communities where Reminger employees and clients live and work. Funding for the foundation comes primarily from the firm, our attorneys and staff, and dedicated Reminger initiatives including "Dress Down Day" donations. Each month our committee meets to review and approve grant requests. Below is a listing of recipients from 2016:

- A Way with Words Foundation, Inc.
- Adventures in Missions
- American Liver Association
- Autism Speaks
- Beatitude House
- Bellefaire JCB Jewish Big Brother Big Sister
- Blarney for Angelman Syndrome Foundation
- Children's Dyslexia Centers of Cincinnati
- Cleveland Festival of Art & Technology
- College Now Greater Cleveland
- Consortium Against Adult Abuse
- Crohn's & Colitis Foundation of America
- Dave Thomas Foundation for Adoption
- Drink Local Drink Tap
- Epilepsy Association
- Family Connections of Northeast Ohio
- Fieldstone Farm Therapeutic Riding Center
- G.R.I.N. Golden Retrievers in Need
- · GiGi's Playhouse
- Heath Sertoma Youth Athletic Assoc.
- · Helping Haitians in Need
- Hunger Network of Greater Cleveland
- In Motion
- Jewish Family Service Assoc. of Cleveland

- Jordan's Family Foundation
- Junior Achievement of Northern Indiana
- Justice for All Campaign
- Juvenile Diabetes Research Foundation
- Kit Faragher Foundation
- Law and Leadership Institute LLC
- Leukemia & Lymphoma Society
- LifeAct
- Live Your Dream Foundation
- Make-A-Wish
- Maltz Museum of Jewish Heritage
- March of Dimes
- MedWish International
- Montefiore Foundation
- Near West Theatre
- Nicole's Phriends PHA Association
- North Olmsted Bank and Orchestra Boosters
- North Union Farmers Market
- OACTA Foundation
- Ohio State Bar Foundation
- Old Brooklyn Community Development Corp
- Parma Hockey Assoc.
- Refugee Response

- Ronald McDonald House of Cleveland
- Shane Center for Therapeutic Horsemanship
- Shanerock Run
- She Has a Name
- St. Baldrick's Foundation
- St. Brendan School
- St. Ignatius High School
- St. Martin de Porres High School
- St. Raphael Home & School
- Stephen Watters Memorial Fund (Johnson Charitable Gift Fund)
- Sunrise Sanctuary, Inc.
- Sweet Dream House Rescue
- The Children's AIDS Foundation of Tampa Bay
- The Diversity Center of Northeast Ohio
- The Legal Aid Society
- Toys for Tots
- United Way of Greater Cleveland
- Vermillion Family YMCA
- Viaquest
- West Side Catholic Center
- West Side Community House
- YWCA of Greater Cleveland

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