

EASTMAN & SMITH LTD.

ATTORNEYS AT LAW

Established 1844



The WES Initiative

A professional development initiative,
the mission of the
Women of Eastman & Smith Ltd. (WES)
is to further attract and retain
talented women attorneys, foster successful
client relationships, and promote leadership
within the Firm and community.

Through work sessions on client
development, presentations on internal
policies and expectations, mentorship and
community involvement, WES members
work collaboratively to identify and address
issues of importance to women lawyers.



Around here we don't look backwards
for very long –
we keep moving forward
opening up new doors
because we're curious –
and curiosity keeps leading us
down new paths.

— Walt Disney

MOVING AHEAD

Thank you for taking the time to review our second Annual Report highlighting the successful year of the attorneys of the Women of Eastman & Smith Ltd. (WES), the Firm's women's initiative. Since its founding in 2008, WES has made significant strides toward its primary goal, the advancement of women in the practice of law at Eastman & Smith.

Eastman & Smith's main office, located in Toledo, Ohio, is the hub of the initiative. WES members from all offices participate in our regular meetings through the use of the Firm's video conferencing services enabling us to easily communicate with the Firm's offices located in Findlay and Columbus, Ohio and Novi, Michigan.

Our initiative is active in all of our locations. Eastman & Smith proudly sponsors the Findlay Women's Leadership Forum. Presented by the Findlay Hancock County Alliance, the focus of the Forum is to engage, educate and develop women in leadership positions in the workplace and the community. The Firm was also pleased to welcome **Melissa L. Kidder** as an associate attorney in our Findlay office. A Northwest Ohio native, Ms. Kidder concentrates her practice in estate planning, probate and trust administration matters.

Melissa A. Ebel and **René L. Rimelspach** of the Firm's Columbus office hosted a special event at an Ohio State University basketball game especially for women professionals. The event provided the opportunity to network with other professional women while watching basketball and enjoying the amenities of a suite at OSU's Schottenstein Center.

We hope that you enjoy our Annual Report and should you wish to join WES' mailing list for announcements of upcoming events please email me at sepawlicki@eastmansmith.com.





Breanne M. Democko
Associate



Colleen L. Diedrich
Associate



Melissa A. Ebel
Associate

If everyone is
moving forward together,
then success takes care of itself.

– Henry Ford



Heidi N. Hartman
Member



Louise A. Jackson
Member



Melissa L. Kidder
Associate



Kimberly S. Kondalski
Member



Lynn Vuketich Luther
Member



Ann M. McCauley
Member



René L. Rimelspach
Member



Carrie L. Sponseller
Member



Peggy Mattimoe Sturgeon
Member



Eastman & Smith Ltd. attorneys handle a variety of civil legal matters. Below are just a few examples of the outstanding work performed by WES members on behalf of our clients in 2013:

Heidi N. Hartman successfully defended two employment arbitrations for an automaker and obtained summary judgment in a federal lawsuit alleging retaliation under Title VII for a Fortune 500 Company.

Lynn V. Luther obtained summary judgment in federal court for a large employer in a claim by a former employee alleging a violation of the Age Discrimination in Employment Act following a reduction in force.

René L. Rimelspach assisted a consortium of 14 Ohio communities, including 11 townships, two villages, and one city with developing a joint collaborative bid to obtain solid waste and recycling collection services for approximately 20,000 households for a five year period, worth approximately \$4.5 million.

Peggy Mattimoe Sturgeon assisted multiple clients in securing permanent residency in the United States through the immigration process.

Colleen L. Diedrich successfully defended a trial court victory in the Sixth District Court of Appeals.

Kimberly S. Kondalski served as an impartial hearing officer in K-12 special education matters throughout Ohio.

I'm not telling you
it's going to be easy,

I'm telling you
it's going to be worth it!

– Unknown

RECOGNITION

Our attorneys have been recognized for their accomplishments and contributions to the legal profession and communities through a variety of organizations including *Ohio Super Lawyers* and *Toledo Business Journal*.

Ohio Super Lawyers Magazine Rising Stars:

Heidi N. Hartman
Sarah E. Pawlicki
Carrie L. Sponseller
René L. Rimelspach

Toledo area attorneys and clients selected **Heidi N. Hartman** and **Sarah E. Pawlicki** as two of the *Toledo Business Journal's* 2013 "Who's Who in Toledo Area Law."



Super Lawyers

Eastman & Smith Ltd. is an active member in the community and encourages its attorneys to participate in professional and community organizations.

Our attorneys hold leadership positions in nearly 20 community organizations.

Some examples of recent involvement include the following:



I think
the key
is for women
not to set
any limits.

– Martina Navratilova

Breanne M. Democko served as mentor for the University of Toledo College of Law's Mentoring Program for 1L law students.

Melissa A. Ebel served as secretary of Partners in Education of Toledo and secretary of the Pro Bono Advisory Board of the Toledo Bar Association.

Louise A. Jackson became Trustee and Treasurer of Lott Industries, Inc., and was elected District 4 representative to the Board of Governors of the Ohio State Bar Association. She was also re-elected as Secretary and a director of Crime Stopper of Toledo, Inc.

Lynn V. Luther was appointed Chair of the Employment Law Committee of the Ohio Association of Civil Trial Attorneys and served as Legislative chair for the Greater Southeast Michigan Society of Human Resources Management.

Ann M. McCauley graduated as a member of the 2013 Class of Leadership Toledo.

René L. Rimelspach was inaugural chairperson of the governing board of the Women's Business Center of Ohio.

Eastman & Smith Ltd. encourages its attorneys to share their legal knowledge with clients and the community by speaking at seminars, webinars and community events, as well as authoring articles published by the Firm or other organizations.

Breanne M. Democko co-authored: "Sweeping Changes to Rules on Patient Privacy and Security of Health Information, New Patient Notification Requirements Upon Physician Termination," and "Lessons From the IRS Colleges and Universities Compliance Project."

Melissa L. Kidder presented at the University of Findlay Senior Forum.

Colleen L. Diedrich, Heidi N. Hartman, Lynn Vuketich Luther, Carrie L. Sponseller, and Peggy Mattimoe Sturgeon authored articles published in the Ohio Association of Civil Trial Attorneys' Quarterly Review.

Sarah E. Pawlicki presented "Trends in Labor Relations" at the Ohio Society for Human Resource Management Annual Conference and "Developing Effective Standards for Your Business" at the Ohio Council of Smaller Enterprises 2013 Small Business Convention.

Among **Carrie L. Sponseller's** many speaking engagements were a webinar for the Employers' Association on Ohio's Texting Ban; a presentation at American Payroll Association annual meeting on What's Hot in Employment Law & What's Hot in Payroll; and authored "Distracted Driving: Employers Cautioned to Pay Attention."

Peggy M. Sturgeon co-presented with **Melissa A. Ebel** at the Ohio Association of Public Charter Schools on Crisis Management.



You can't connect the dots looking forward; you can only connect them looking backwards. So you have to trust that the dots will somehow connect in your future. You have to trust in something - your gut, destiny, life, karma, whatever. This approach has never let me down, and it has made all the difference in my life.

— Steve Jobs



Eastman & Smith Ltd. is proud of the continued growth and advancement of our women lawyers. In 2013 we had the privilege of welcoming **Ann M. McCauley** to the membership. Ann focuses her practice in estate planning, probate and trust administration. Ann also serves on the Firm's Personnel Committee. We look forward to Ann's continued success with the Firm.

We are also pleased with the well-deserved public recognition that our women lawyers received in 2013. **Heidi N. Hartman, René L. Rimelspach, Sarah E. Pawlicki,** and **Carrie L. Sponseller** were selected as Rising Stars by *Ohio Super Lawyer Magazine*. Rising Stars are limited to just 2.5% of attorneys in the state. This is just one of the many examples of the honors our women lawyers received in 2013.

The Firm's commitment to the retention and promotion of women in the Firm is supported by the inclusion of our women lawyers in key leadership roles. In 2014, we are excited to have increased participation in firm management by women lawyers including **Heidi N. Hartman** as section head of our Labor & Employment Practice Group and **Sarah E. Pawlicki** as Assistant Chair of the Personnel Committee.

We hope that you have enjoyed learning about just a few of the accomplishments of our talented women lawyers at Eastman & Smith Ltd., and we hope you recognize, as we do, the exceptional client service we are able to deliver because of their contributions. More information about the firm and all of its attorneys may be found at www.eastmansmith.com.



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ATTORNEYS AT LAW

Established 1844



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Eastman & Smith Ltd. is proud to support efforts to attract and retain talented employees through initiatives such as WES. With a significant and growing number of powerful women clients, our firm is uniquely poised to foster successful client relationships and to meet the needs of all of our clients – from individuals to Fortune 500 Companies.

Since 1844 Eastman & Smith has grown from a one person law firm to a firm with over 70 attorneys. Our attorneys have the professional standards and knowledge that our clients have come to expect and the growth has resulted in an expansion of capabilities which adapt and respond to our clients' needs.

A full-service business-oriented law firm, Eastman & Smith Ltd. is headquartered in Toledo with a regional footprint and a global reach.

ABOUT EASTMAN & SMITH

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Do not focus on moving very fast
but move forward very well.

– Unknown

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