

# EASTMAN & SMITH LTD.

ATTORNEYS AT LAW

Established 1844

## The WES Initiative

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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.



I think that one's art  
is a growth inside one.  
I do not think one can explain growth.  
It is silent and subtle.  
One does not keep digging up a plant  
to see how it grows.

— Emily Carr

We are pleased to present our first Annual Report highlighting the successful year of the members of the Women of Eastman & Smith Ltd. (WES), the Firm's women's initiative. The initiative began in 2008 and since that time has successfully promoted the women in the practice of law at Eastman & Smith, one of Toledo's oldest and most prestigious law firms. In fact, out of the 17 attorneys elected to the Firm's membership since WES' founding, 59% have been women.

Eastman & Smith Ltd. welcomed two new women lawyers to the Firm in 2012. **Louise A. Jackson** joined the Firm as a Member in the Firm's Business Law and Estate Planning practice groups. Louise is a former President of the Toledo Bar Association. **Breanne M. Democko** graduated from the University of Toledo College of Law in May, 2012 and in August joined the Firm's Business Law practice group as an Associate.

In 2012, WES continued its efforts to assist the advancement of women in the Firm and to successfully navigate the waters of business development. In March, 2012, WES hosted its first winetasting in the Firm's lobby, welcoming nearly 50 women professionals from the Toledo area. This was followed up in November, 2012 with over 75 women professionals joining WES for an evening of networking and refreshments.

As part of our activities in 2012, WES members read and discussed the impact of the book *Mindset* by Carol Dweck. This book discusses the two types of mindsets, fixed and growth, and how personal successes may be achieved through use of the growth mindset. WES members are committed to applying the growth mindset in our pursuit of outstanding results, both personally and professionally.

We hope that you enjoy perusing the pages of our Annual Report. Should you wish to join the WES mailing list for announcements of upcoming events, please email me at [sepawlicki@eastmansmith.com](mailto:sepawlicki@eastmansmith.com).



Sarah E. Pawlicki

*Member*

*Chair, Women of Eastman & Smith Ltd.*



Amy J. Borman  
*Member*



Breanne M. Democko  
*Associate*



Colleen L. Diedrich  
*Associate*

Your own words  
are the bricks and mortar  
of the dreams  
you want to realize.  
Your words  
are the greatest power you have.  
The words you choose  
and their use  
establish the life you experience.

— Sonia Choquette



Melissa Gerber Ebel  
*Associate*



Heidi N. Hartman  
*Member*



Louise A. Jackson  
*Member*



Kimberly S. Kondalski  
*Member*



Lynn Vuketich Luther  
*Member*



Ann M. McCauley  
*Associate*



René L. Rimelspach  
*Member*



Carrie L. Sponseller  
*Member*



Peggy Mattimoe Sturgeon  
*Member*



Connie S. Swemba  
*Associate*

Eastman & Smith's attorneys handle a variety of civil legal matters. These involve court cases, contracts, administrative hearings, governance documents, employment matters, regulatory issues and more. Below are just a few examples of the outstanding work performed by WES members on behalf of our clients in 2012:

In conjunction with several other Eastman & Smith attorneys, **René L. Rimelspach** successfully argued briefs filed on behalf of a consortium of 14 solid waste management districts, counties, and townships in the Ohio Supreme Court.

**Colleen L. Diedrich**, along with James F. Nooney, successfully defended a workers' compensation claim in common pleas court.

Eastman & Smith attorneys Stu Goldberg and **Connie S. Swemba** won judgment on the pleadings in a wrongful death action brought against a corporate client.

**Heidi N. Hartman** obtained a summary judgment in federal court in a Family and Medical Leave Act (FMLA) matter.

**Sarah E. Pawlicki** assisted with authoring an amendment to Ohio's Workers' Compensation Law in Ohio Revised Code 4123.01.

Business Law attorney **Ann M. McCauley** assisted a client with successfully obtaining certification as a Women's Business Enterprise from the Women's Business Enterprise Council – Great Lakes.

## 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*, *Toledo Business Journal* and *20 Under 40 Toledo*.

Allow the way  
to your great work  
to be guided  
by your service  
to others.

— Mollie Martedit  
psychologist, lawyer,  
and adjunct professor of psychology  
at the University of Iowa

*Ohio Super Lawyers Magazine* recognized **Rene L. Rimelspach** as a Rising Star in Environmental Law and **Lynn V. Luther, Carrie L. Sponseller and Sarah E. Pawlicki** as Rising Stars in Employment and Labor Law in 2012. Only 2.5% of a state's attorneys receive this award.

Toledo area attorneys and clients selected **Heidi N. Hartman and Sarah E. Pawlicki** as two of the *Toledo Business Journal's* 2012 "Who's Who in Toledo Area Law."

Toledo's 20 Under 40 program honored both **Carrie L. Sponseller and Sarah E. Pawlicki** with a 20 Under 40 award in 2012.

**Carrie L. Sponseller** was a recipient of Ohio State Bar Foundation 2012 Community Service Award for Attorneys 40 and Under.



Super Lawyers



Life is not easy for any of us. But what of that?

We must have perseverance and above all have confidence in ourselves.

We must believe that we are gifted for something

and that this thing must be attained. — Marie Curie



COMMUNITY INVOLVEMENT

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:

**Heidi N. Hartman** is assistant chair of the Firm's Personnel Committee. She also serves on the Board of the Findlay Area Human Resources Association.

A board member of Expanding Visions Foundation, **Amy J. Borman** also is an officer with the Village Connections.

Leadership Toledo's 2012 class includes **Ann M. McCauley**.

The Black Swamp Conservancy re-elected **Louise A. Jackson** as a member of its board. Ms. Jackson also serves on the Ohio State Bar Association Judicial Candidates Commission.

**René L. Rimelspach** served on the Ohio State Bar Foundation's Grants Committee and was elected as secretary of the Organization of Solid Waste Districts of Ohio.

On behalf of her alma mater The Ohio State University, **Melissa Gerber Ebel** was featured in a video encouraging law students to seek employment in Ohio.

*Pictured above, participants in the Firm's efforts to raise funds for the Komen for the Cure.*

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

**Amy J. Borman** spoke at and conducted a number of seminars in 2012. These include engagements at the Corporate Counsel Institute in Columbus regarding non-profits, a retreat for school board members covering private education issues and a school law workshop in Dublin.

A regular contributor to the Greater Southeast Michigan SHRM chapter's newsletter, **Lynn V. Luther** also presented "PPACA: Strategies for Compliance" at a seminar for the group.


**Breanne M. Democko** co-authored "Enforcement of Non-Compete Agreements Following a Merger: Supreme Court of Ohio Overrules Earlier Decision."

"Ten Best Practices to Consider When Implementing Seclusion in Schools" was co-authored by **Amy J. Borman and Melissa Gerber Ebel**.

**Kimberly S. Kondalski** spoke on workers' compensation issues at the Firm's annual Workers' Compensation seminar held in Findlay, Ohio.

**Heidi N. Hartman** contributed articles published in The Employers Association *Bulletin* newsletter.

**Peggy Mattimoe Sturgeon** and **Carrie L. Sponseller** spoke on Employee Handbook Audits at the Firm's October, 2012, Employment Law Update.



I am where I am  
because of the bridges  
that I crossed.

— Oprah Winfrey



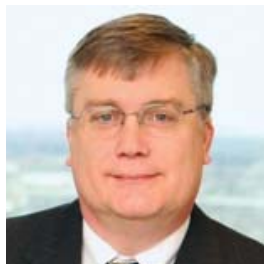
On behalf of Eastman & Smith Ltd., I hope that you have enjoyed learning about just a few of the successes of the Firm's women lawyers in 2012. Eastman & Smith Ltd. is proud of its efforts to enhance diversity within the legal profession. The Women of Eastman & Smith Ltd. represents the Firm's commitment to the advancement of women and has become a significant part of our efforts to recruit and retain talented female attorneys. However, it is the attorneys themselves who have made this initiative so successful through their vision, hard work and passion.

In particular I would like to thank Amy Borman, a Member in our Columbus office, for her dedication to the Women of Eastman & Smith Ltd. Amy's immensely successful Education Law practice is a model for all of our women attorneys and Amy's mentorship of all of the members of WES has been invaluable. Despite a busy practice, Amy takes the time to assist our women attorneys through the development of their practices and the firm is very grateful for her efforts.

I am also proud that the Firm significantly increased the number of women elected to the Firm's membership in the past few years. If recent history is repeated, the Firm is well-positioned to surpass the national average of the percentage of women actively involved in Firm practice and governance.

The Firm is also proud of its support of community and non-profit groups that aid women and families. Just some of those groups are Adelante, Inc., Big Brothers Big Sisters, Junior League, Komen for the Cure, United Way and the Victory Center.

Thank you for taking this opportunity to learn more about WES and Eastman & Smith Ltd. More information about the Firm and all of its talented attorneys may be found at [www.eastmansmith.com](http://www.eastmansmith.com).



David W. Nunn

*Chair*

*Executive Committee, Eastman & Smith Ltd.*

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ATTORNEYS AT LAW

*Established 1844*

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Established in 1844, Eastman & Smith is among the oldest firms in the State of Ohio. The Firm is headquartered in Toledo with additional offices located in Findlay, Columbus and Novi, Michigan. The Firm has more than 75 practicing attorneys serving individual and corporate clients including publicly-held corporations; privately-held commercial, industrial, manufacturing and service businesses of all sizes; public employers; professional practices; hospitals and related health care institutions; financial institutions; construction companies; and insurance carriers. While the majority of the Firm's practice is based in Ohio, many of its attorneys are admitted to practice in other states, including Michigan, Indiana, Illinois and Florida. We are committed to continued growth consistent with the training necessary to maintain professional standards. Our growth has been generated both internally and through merger, resulting in an expansion of capabilities which responds to our clients' needs. Eastman & Smith is proud to support efforts to attract and retain talented employees through initiatives such as WES.

ABOUT EASTMAN & SMITH

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