Chambers
AND PARTNERS

CHAMBERS USA 2023

The Leading Lawyers and Law Firms in the USA

Ohio

Contents:

Antitrust p.2623
Banking & Finance p.2624
Bankruptcy/Restructuring p.2628
Construction p.2633
Corporate/M&A p.2635
Employee Benefits & Executive Compensation p.2639
Energy & Natural Resources p.2641
Environment p.2642
Healthcare p.2645
Immigration p.2647
Insurance p.2648
Intellectual Property p.2650
Labor & Employment p.2653
Litigation p.2657
Litigation White-Collar Crime & Government Investigations p.2661
Real Estate p.2662
Tax p.2666
Leading Individuals p.2667

Antitrust

Antitrust

Leading Firms

Band 1

Jones Day

Band 2

Calfee, Halter & Griswold LLP
Taft Stettinius & Hollister LLP
Thompson Hine LLP
Vorys, Sater, Seymour and Pease LLP

Senior Statespeople

Senior Statespeople: distinguished older partners

Collin Thomas J *Thompson Hine LLP* *
Demitrack Thomas *Jones Day*

Leading Individuals

Band 1

Cors Jeanne *Taft Stettinius & Hollister LLP*
Fischer Michelle K *Jones Day*
Hughes Maura L. *Calfee, Halter & Griswold LLP* *
Wilson James *Vorys, Sater, Seymour and Pease LLP*

Band 2

Grube Brian K *Jones Day*
Karon Daniel *Karon LLC (ORL)* ◊
Rubin Ken *Vorys, Sater, Seymour and Pease LLP*
Warncke Daniel R *Taft Stettinius & Hollister LLP*
Zych Thomas F *Thompson Hine LLP* *

* *Indicates individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Band 1

Jones Day

What the team is known for Jones Day is a leading litigation firm in the state with an excellent reputation for its work on complex antitrust disputes and investigations. The firm advises clients from a broad range of industries on such issues as monopolization, price fixing and consumer protection, with deep experience in both criminal and civil matters. It provides multinational companies with the benefit of its well-resourced network of offices around the country.

Strengths

"They have excellent depth in patent law, litigation and antitrust matters."

"The team adopt a proactive approach and they're very responsive."

"Jones Day is viewed as a go-to firm."

Work highlights Jones Day defended Indivior in a multi-district class action brought by purchasers of Suboxone.

Notable practitioners

Thomas Demitrack is well known for his work as an antitrust litigator and is experienced in handling claims relating to consumer protection and monopolization. **Strengths:** *"Tom is exceptional. He understands our business and the issues, and he dives in to help answer questions in a practical way."* **Michelle Fischer** has a very strong reputation in the Ohio market for her work defending clients against claims of monopolization, price fixing and other anticompetitive behaviour. **Strengths:** *"She's an outstanding and trusted attorney."* **Brian Grube** handles matters for clients in the healthcare, automotive and financial services sectors, among others. **Strengths:** *"Brian distills very complex antitrust matters."*

Band 2

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold represents companies in the manufacturing, healthcare, and food and beverage industries in complex antitrust litigation. The firm manages allegations of price fixing, monopolistic conduct and anticompetitive tying, as well as handling cartel cases. It also acts for clients in HSR filings and other proceedings before the competition agencies.

Notable practitioners

Maura Hughes (see p.2676) regularly advises clients on compliance with state and federal antitrust laws and has notable experience handling investigations into alleged price fixing and other anticompetitive behavior. **Strengths:** *"Maura is very understanding of the issues and breaks down complex matters into easy to digest chunks."*

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister handles government investigations and follow-on litigation as well as class and competitor actions on behalf of large clients. The firm also offers expertise in merger clearance and operational antitrust compliance.

Work highlights Taft Stettinius & Hollister advised Home City Ice on antitrust matters and distribution agreements.

Notable practitioners

Jeanne Cors has an expansive practice with notable expertise in criminal antitrust proceedings. She has complementary experience in white-collar crime work. **Daniel Warncke** is best known as a trial lawyer recommended for his handling of antitrust class actions. He also provides antitrust counseling and has experience in HSR filings.

Thompson Hine LLP

What the team is known for Thompson Hine demonstrates expertise covering antitrust counsel for corporate transactions and representation in administrative proceedings. The firm is also capable of handling allegations of anticompetitive conduct in class and individual actions.

Strengths

"The firm has very good lawyers and they're easy to deal with."

Notable practitioners

Thomas Collin (see p.2671) has deep experience in handling an array of antitrust and unfair competition disputes, with particular expertise in relation to franchising matters. **Strengths:** *"He's talented and a very smart attorney."* **Thomas Zych** (see p.2695) is a seasoned litigator who undertakes an assortment of matters which include criminal investigations, civil litigation, counseling and FTC compliance advice.

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease has a growing antitrust practice that represents a wide range of clients including corporates, national associations and individuals. The law firm is regularly sought out for its expertise in litigation.

Notable practitioners

James Wilson has a huge amount of experience in disputes concerning alleged price fixing, monopolization and anticompetitive behaviour, among other matters. **Strengths:** *"He's been an excellent partner and a great addition to our outside counsel team."* **Ken Rubin** is head of the firm's antitrust group. He regularly handles complex antitrust and commercial litigation.

Other Ranked Lawyers

Daniel Karon of Karon is an experienced antitrust litigator who is well known for his deft handling of high-profile class action litigation. He is a thought leader in the class action space.

Banking & Finance

Banking & Finance
Leading Firms

Band 1
Jones Day
Band 2
Benesch
Calfee, Halter & Griswold LLP
Squire Patton Boggs
Thompson Hine LLP
Vorys, Sater, Seymour and Pease LLP
Band 3
BakerHostetler LLP
McDonald Hopkins LLC
Porter Wright Morris & Arthur LLP
Taft Stettinius & Hollister LLP
Band 4
Bricker Graydon LLP
Frost Brown Todd LLP
Keating Muething & Klekamp PLL

* *Indicates individual with profile.*
Alphabetical order within each band. Band 1 is highest.

Banking & Finance
Eminent Practitioners

Eminent Practitioners
Stief James *McDonald Hopkins LLC*

Leading Individuals

Band 1
Grady Timothy *Porter Wright Morris & Arthur LLP*
Kallas Hani R *Vorys, Sater, Seymour and Pease LLP*
Kirchick Ross *Benesch*
Rawson Rachel L *Jones Day*
Band 2
Beus Karl *Calfee, Halter & Griswold LLP* *
Brandstetter Tracy Kelley *Keating Muething & Klekamp*
Hult Laura *Benesch*
Kim Eduardo *Thompson Hine LLP* *
Nazette Adam R *BakerHostetler LLP* *
Samuels Kevin M *Jones Day*
Workman Nancy Nicole *Vorys, Sater, Seymour*
Band 3
Bojko Andrew *Benesch*
Brandt Katherine D *Thompson Hine LLP* *
Butchko Thomas *Thompson Hine LLP* *
Callesen Phillip M *BakerHostetler LLP* *
Gates Martin S *Vorys, Sater, Seymour and Pease LLP*
Hoelle Megan *Vorys, Sater, Seymour and Pease LLP*
Kucharson M Casey *Benesch*
McMahon Brian *Calfee, Halter & Griswold LLP* *
O'Grady Michael *Frost Brown Todd LLP*
Schloemer Jeffrey S *Taft Stettinius & Hollister LLP*
Schulte Lynn M *Taft Stettinius & Hollister LLP*
Seger Ann *Calfee, Halter & Griswold LLP* *
Smith Jason *McDonald Hopkins LLC*
Tenerowicz Matthew *BakerHostetler LLP* *
Wahl Travis J *Vorys, Sater, Seymour and Pease LLP*
Ware Nathan *BakerHostetler LLP* *
Up-and-coming individuals
Lawson Shannon *Keating Muething & Klekamp PLL*
Skupski George *BakerHostetler LLP* *
Weinberg Jake *McDonald Hopkins LLC*
Associates to watch
Samblanet Jason *Jones Day*

Band 1

Jones Day

What the team is known for Jones Day has a market-leading practice acting on behalf of major regional and multinational lenders and borrowers on high-value corporate finance and securities matters, including significant experience in leveraged finance mandates, derivatives work and related regulatory issues. Clients benefit from a deep bench of expert banking and financing practitioners, leveraging the firm's extensive global footprint to advise on cross-border matters.

Strengths

"The team has a thorough understanding of the space."

"Jones Day has an extremely knowledgeable group and they are always responsive."

"The group has strong expertise and a deep bench of talent. Their attention to detail is also excellent."

Work highlights Jones Day advised Bally's Corporation on the $2.7 billion acquisition and financing of Gamesys. The financing consisted of a $2.565 billion credit facility composed of revolving and term loan facilities.

Notable practitioners

Rachel Rawson's strong reputation in the banking and finance sector is borne out by her impressive track record in advising major businesses and financial institutions in high-value corporate financing transactions and wider debt matters. She also acts for private equity funds and other investors on leveraged buyout financings. **Strengths:** *"We refer sophisticated work to her; she is a really excellent lawyer." "She's a really good and well-respected practitioner."* **Kevin Samuels** is experienced across a variety of commercial financing matters, having advised clients on areas including cross-border and multicurrency finance, leveraged finance deals and securitizations. He acts for a range of borrower companies, sponsors and lenders. **Strengths:** *"Kevin is excellent, he does all-around great work."* **Jason Samblanet** is a talented associate recognized for his varied corporate financial practice. He is experienced in representing both lenders and borrowers across a range of issues, including asset-based and acquisition-based financings. **Strengths:** *"Jason is excellent, he has great experience and really knows the market."*

Band 2

Benesch

What the team is known for Benesch has a distinguished banking and finance practice with particular expertise in acting for lender-side clients, including major regional financial institutions and alternative lenders. Offers expertise in areas such as structured finance, asset-based lending and private equity and investment financing, alongside additional experience in handling bankruptcy and restructuring issues.

Strengths

"The group contains experienced attorneys who know the market."

"Benesch are able to project-manage and keep complex processes on track with a high degree of accuracy."

Work highlights Benesch advised a national bank on a syndicated credit facility to a portfolio of 18 senior living and specialized care facilities.

Notable practitioners

Ross Kirchick acts for clients ranging from major financial institutions and corporate borrowers, to nonprofits and private equity firms on significant commercial lending matters. **Strengths:** *"He's a great lawyer."* **Laura Hult** offers strengths in handling the financing aspects of complex transactional work, including public M&A and private equity deals. **Strengths:** *"Laura has a great practice."* **Andrew Bojko** is a partner in the Columbus office who has broad experience in real estate and construction financing work, alongside deep expertise in LBO financing and wider commercial lending matters. His breadth of practice extends to his representation of both lenders and borrowers. **Casey Kucharson** has a broad banking

and finance practice which sees him advising both borrowers and lenders on issues including asset-based lending, bond financings and leveraged buyout financings. He has additional experience in acting on public financings and venture capital transactions. **Strengths:** *"Casey is great to work with – he is knowledgeable, thorough and timely in his work product."*

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold LLP is esteemed for its experience in advising major financial institutions and corporate borrowers across a host of banking and finance-related issues, with particular expertise in the manufacturing and industrial sectors. Areas of significant strength include financing corporate transactions, capital markets work, bankruptcy and workout matters and counseling on regulatory compliance.

Strengths

"The Calfee team is extremely well versed in complicated financings and has an extensive view across the market."

"Calfee has a strong bench of banking and finance attorneys; they are extremely responsive and meet tight deadlines."

"The team uses extensive resources across the firm to help in many complex areas."

Work highlights Calfee, Halter & Griswold acted for Applied Industrial Technologies in a $1.4 billion senior unsecured revolving credit facility led by KeyBank as the administrative agent.

Notable practitioners

Karl Beus (see p.2669) advises both borrowers and lenders on commercial financing matters, with notable experience in project finance. **Strengths:** *"Karl is great to work with. He is extremely responsive, thoughtful in providing advice and understanding how to help drive critical decisions." "He's an excellent attorney."* **Brian McMahon** (see p.2683) is a Cleveland-based partner who gains recognition for his technical knowledge and his prolific practice, advising on matters such as mezzanine loans. **Strengths:** *"Brian is a very good and experienced lawyer." "He is very responsive and knowledgeable."* **Ann Seger** (see p.2688) is experienced across a range of financings, in particular those connected with M&A. **Strengths:** *"She's a great lawyer with a range of experience." "Ann is fantastic – she's easy to work with, smart and diligent."*

Squire Patton Boggs

What the team is known for Squire Patton Boggs houses a highly regarded team with notable experience of advising on complex and high-value banking and finance mandates, particularly those involving significant cross-border elements involving Europe. Acting for a wide-ranging client base composed of corporate borrowers and major financial institutions, alongside expertise acting for alternative debt capital sources such as investment funds, private equity firms and sovereign wealth funds. Offers significant sectoral expertise in areas including aviation, industrials, energy, healthcare and transportation.

Strengths

"The team members are very effective on extremely complex and very nuanced transactions."

"The firm is well respected and does extremely high-quality work. The team is also very responsive."

Work highlights Squire Patton Boggs assisted Advanced Drainage Systems with the restructuring of its existing credit facility to increase the revolving credit facility from $350 million to $600 million, and to amend certain provisions of the existing term loan.

Notable practitioners

Global practice group leader of financial services, James Barresi is a key contact for the firm.

Thompson Hine LLP

What the team is known for Thompson Hine LLP houses an acclaimed team of experienced attorneys with a strong practice representing lenders. Recognized for its strength in complex syndicated transactions and asset-based lending, among other matters. Noted sector-specific experience pertaining to a variety of industries, including real estate.

Strengths

"Thompson Hine's group is very responsive."

"The team is very skilled and knowledgeable."

Work highlights Thompson Hine advised the Davey Tree Expert Company, as borrowers, in connection with its $325 million unsecured revolving credit facility.

Notable practitioners

Eduardo Kim (see p.2679) garners recognition for his strong technical skills from market commentators, who note his strengths in advising lender clients in commercial financing transactions. He also offers expertise on loan workouts and restructuring matters. **Strengths:** *"Eduardo is an excellent lawyer who aims to resolve complex issues swiftly." "He is really strong, responsive and easy to work with."* **Katherine Brandt** (see p.2670) focuses her practice on commercial financing, acting for borrowers on debt facilities. **Strengths:** *"Katherine is great, she's very experienced on the borrower side."* **Thomas Butchko** (see p.2670) represents notable lenders across a range of commercial finance matters. He has considerable experience of assisting clients with refinancing their existing agreements. **Strengths:** *"Thomas understands the client's needs very well. He is also knowledgeable and enjoyable to work with."*

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease LLP represents borrowers and lenders in a range of financing transactions, with strength in asset-based lending, structured financing, acquisition finance and derivatives work, among other areas. Also advises financial institutions on matters such as regulatory compliance, banking M&A and securities law compliance.

Strengths

"The team consistently provides high levels of service and expertise in both simple and complex transactions."

"I have confidence that Vorys has solutions for all complexities that we may encounter in financing."

"Vorys has knowledgeable and strategic partners."

Work highlights Vorys advised Greif on the amendment and restatement of its credit facility that includes a Term A-1, Term A-2 and US and global revolving credit commitments.

Notable practitioners

Hani Kallas has attracted a stellar reputation for his abilities in the banking and finance sector. He chairs the firm's finance, energy and real estate groups and acts for an array of lenders on complex financing transactions. **Strengths:** *"Hani always does a great job." "He is really good to work with and very knowledgeable."* **Nancy Nicole Workman** combines her knowledge of financing transactions with capabilities in debt capital markets. **Strengths:** *"Nancy is a phenomenal lawyer who knows the market."* **Martin Gates** is a highly experienced banking and finance attorney who excels in complex multijurisdictional financing matters. He is also skilled in advising on loan workouts, acquisition finance and syndicated lending, alongside broader abilities in the real estate financing field. **Strengths:** *"Martin is a really strong lawyer."* **Megan Hoelle** maintains a burgeoning finance practice out of the firm's Cincinnati office, and she is increasingly sought out by well-known financial institutions. **Strengths:** *"Megan is experienced and knowledgeable."* **Travis Wahl** is noted for his detailed knowledge of derivatives transactions, alongside his broader expertise in commercial finance matters. He acts for a wide spectrum of financial institutions and public and private corporate borrowers. **Strengths:** *"Travis is an excellent lawyer." "He's well known and respected in the market."*

Band 3

BakerHostetler LLP

What the team is known for BakerHostetler LLP is noted in particular for its strong representation of borrower-side clients, including those active in the manufacturing and real estate sectors, alongside growing recognition for its work for financial institutions. Offers considerable experience in handling large-scale construction and project finance work and in advising public sector bodies and nonprofits on public finance issues.

Strengths

"BakerHostetler has experts across many industries so that any legal matter can be tackled in a thoughtful and professional manner."

"The team is always responsive and professional. There has never been a situation when they were not on top of matters and driving the ball forward."

"The Baker team has demonstrated that they have knowledgeable personnel at multiple levels that are willing and able to assist with deal workflow and any issues."

Work highlights BakerHostetler represented Littelfuse in a $1 billion amendment and extension on its syndicated credit facility refinancing, with Bank of America as the administrative agent.

Notable practitioners

Adam Nazette (see p.2684) acts on a broad spectrum of financing mandates, excelling in areas such as acquisition, project and real estate finance transactions. His clients include both borrowers and lenders. **Strengths:** *"Adam is a great partner."* **Phillip Callesen** (see p.2670) offers clients considerable experience in han-

dling financing aspects of significant projects, alongside additional expertise in private equity financing. **Strengths:** *"Phil has great subject matter expertise and is highly responsive." "He is a great resource with a depth of knowledge on many topics."* **Matthew Tenerowicz** (see p.2691) is notable for his in-depth knowledge of the borrower's perspective on financing transactions. His broad-based practice covers acquisition financings in addition to debt refinancings. **Nathan Ware** (see p.2693) co-leads the tax credit finance team out of the firm's Cleveland office. He is known for his representation of public companies and financial institutions in project financings. **Strengths:** *"Nathan is incredibly knowledgeable." "He provides excellent levels of service and he gets deals to completion in an efficient and timely manner."* **George Skupski** (see p.2689) is considered a rising star in the banking and finance sector, particularly in real estate financing work. He is notable for his further experience in public finance. **Strengths:** *"George is incredibly thorough." "He is very knowledgeable, helpful and very responsive."*

McDonald Hopkins LLC

What the team is known for McDonald Hopkins LLC is a midmarket firm recognized for its representation of some of the state's best-known financial institutions. Boasts a notably strong offering in the areas of acquisition financing and asset-based lending.

Strengths

"The service levels and responsiveness of the lawyers are always excellent. They respond quickly, are time-efficient and always helpful."

"It's a great firm, its team is quality and it has knowledgeable professionals."

"The McDonald Hopkins team has incredible depth and provides instant responses."

Notable practitioners

James Stief's experience in this field is bolstered by his prior experience as a certified public accountant. He chairs the firm's business law practice and counsels lenders and borrowers on financing matters, regulatory compliance and wider commercial law issues. **Strengths:** *"A great lawyer who's well respected."* **Jason Smith** is a respected banking and finance practitioner who is recommended for his work with lenders. **Strengths:** *"He's a really good all-rounder, he can do it all."* **Jake Weinberg** is recognized for his notable experience of advising clients on asset-based finance transactions. He is routinely called upon by high-profile banks. **Strengths:** *"Jake is a pleasure to work with." "He's a really good and talented lawyer."*

Porter Wright Morris & Arthur LLP

What the team is known for Porter Wright Morris & Arthur LLP has an expert banking and finance group with a strong pedigree in lender-side mandates, often counseling clients ranging from local and regional institutions to finance companies and wider alternative capital providers, alongside a growing reputation for its borrower-side work. Active on the full scope of financing matters, demonstrating expertise in areas such as syndicated loans and financings, with particular strengths in midmarket transactional work.

Strengths

"They are very responsive and provide great service."

Work highlights Porter Wright Morris & Arthur continued to represent Rocky Brands in negotiating and closing amendments to increase its asset-based lending revolving syndicated credit facility to $175 million, and a separate $130 million secured syndicated term loan facility.

Notable practitioners

Timothy Grady is esteemed by sources for his longstanding experience in advising lenders and borrowers on significant financing transactions. **Strengths:** *"Tim is an outstanding attorney, he practices at a very high level." "He is a fantastic lawyer."*

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister LLP acts for clients ranging from commercial and investment banks, private equity funds, insurance companies and wider alternative capital providers on complex financing transactions, alongside roles acting for corporate borrowers. Areas of expertise include real estate, project and public financing matters, asset-based lending and acquisition finance, among others.

Strengths

"The attorneys have a wide range of resources and expertise."

"The team is great at understanding complex financing structures and developing solutions."

"The firm's resources are, without fail, timely, thorough and thoughtful in their response to client requests."

Work highlights Taft Stettinius & Hollister LLP advised the Federal Home Loan Bank of Cincinnati with its member financing structures.

Notable practitioners

Jeffrey Schloemer's wide-ranging practice sees him offering his expertise in financing transactions and workouts to borrowers and lenders, as well as advising businesses on M&A and corporate restructurings. **Strengths:** *"Jeffrey is great. He's very experienced and he provides clients with great service."* **Lynn Schulte** counsels both lenders and borrowers on areas including real estate and construction finance, acquisition finance and equipment financing. **Strengths:** *"Lynn is incredibly professional and timely. She also has a wealth of knowledge regarding finance law."*

Band 4

Bricker Graydon LLP

What the team is known for Bricker Graydon LLP demonstrates a solid pedigree in lender-side commercial finance work, advising banks and wider financial institutions on matters such as acquisition finance, asset-based lending and project finance. Houses considerable expertise in real estate financing work, alongside noted capability in public finance mandates on behalf of lenders and public entities.

Strengths

"Bricker Graydon has an established and well-respected practice. The team is responsive and offers exceptional service."

Work highlights The firm served as bond counsel to the Ohio Attorney General, in the issuance of a fixed-rate general receipt bond to the amount of $600 million.

Notable practitioners

Gregory Lestini is a key contact.

Frost Brown Todd LLP

What the team is known for Frost Brown Todd LLP has a solid practice noted for its representation of borrowers and lenders throughout the state and nationally. Recognized for its expertise in real estate finance and offers additional strength in public finance matters. Also holds notable expertise in financings involving tax-exempt and taxable bond offerings.

Strengths

"The team is great to work with and the client service they provide is very good."

Work highlights Frost Brown Todd represented the Toledo-Lucas County Port Authority in the sale of tax-exempt bonds.

Notable practitioners

Michael O'Grady is recognized for his expertise in financings in the real estate space.

Keating Muething & Klekamp PLL

What the team is known for Keating Muething & Klekamp has a dynamic practice which assists both traditional financial institutions and alternative lenders in commercial finance matters, with particular expertise in the real estate sector. Noted for its capabilities in development and construction financing work, alongside broader capabilities in acting for borrowers in areas such as equipment financing, acquisition finance and securitizations.

Strengths

"The team does a fantastic job on transactions; they balance business and legal interests extremely well."

"Keating Muething's specialty legal expertise, combined with business-oriented approaches to transactions, is indispensable."

"The level of service provided is extremely high."

Work highlights Keating Muething & Klekamp represented Chemed Corporation in the refinancing of a $450 million revolving loan commitment and a $100 million term loan commitment with a syndicated lending group.

Notable practitioners

Kelley Brandstetter Tracy is a respected practitioner with abilities in a broad spectrum of commercial finance and restructuring matters on both the lender and borrower sides. **Strengths:** *"Kelley provides excellent service and is extremely knowledgeable." "She's excellent – she really knows the market and is a hard worker."* **Shannon Lawson** frequently advises both borrowers and lenders on acquisition financings.

OHIO: An Introduction to Ohio

Contributed by Hahn Loeser & Parks LLP

In 2022, as Ohio prepared for one judge in the Northern District to take senior status and a new judge to be selected, bankruptcy filings in Ohio fell more than 12%, paralleling a national trend that coincided with the start of the COVID-19 pandemic.

The Northern District of Ohio (Akron, Canton, Cleveland, Toledo and Youngstown) had 10,277 bankruptcy filings in 2022, down 11% from 2021. The Southern District of Ohio (Cincinnati, Columbus and Dayton, Ohio) had 8,051 filings, nearly a 14% drop from the previous year.

Declines in the two districts came in both Chapter 7 filings (primarily individuals) and Chapter 11 filings (commonly filed by businesses). A different trend emerged with Chapter 13 filings, which give debtors more time to pay creditors – typically three to five years – while also retaining non-exempt assets. Year-over-year Chapter 13 filings in 2022 rose 19% in Ohio's Northern District and 17% in its Southern District. Subchapter V filings from 1 January 2020 to 1 January 2023 remained few, with 55 in the Northern District and 28 in the Southern District during the period.

For restaurants, staffing challenges put pressure on an industry already struggling with inflation and lost sales due to the pandemic. Concerns were heightened by restaurant dining room and buffet line closures to prevent the spread of the virus, leading consumers to dine more in their homes. Restaurants filed Chapter 7 as the federal guidelines negatively impacted the ailing industry.

One of the largest US franchisees of Burger KingTM chose Ohio's Northern District with its 2 January 2023 Chapter 11 filing. Toms King, which operates 90 Burger KingTM restaurants in Ohio, Illinois, Pennsylvania, and Virginia, said in its filing that it would be restructuring something over USD50 million in obligations. Toms King cited slower foot traffic, inflation, and rising costs, and said all 90 of its restaurants are for sale.

On the flip side, in September 2022, Burger King's parent company, Restaurant Brands International, announced a USD400 million investment plan to revitalise the overall Burger KingTM brand. Almost 100% of Burger King TM restaurants are owned and operated by independent franchisees, many of them family-owned operations that have been in business for decades.

Significant economic developments boost prospects for Ohio

A manufacturing renaissance and significant economic investments in Ohio may be contributing to the tapering of bankruptcies and hold promise for an even more robust economic future for the state.

Intel, the multinational corporation and technology company headquartered in Santa Clara, California, announced that it will open a new chip manufacturing plant in central Ohio. This immense project is the largest single private-sector company investment in the state's history. Intel projects the creation of 3,000 new jobs at the plant with an average salary of USD135,000. The multiplier effect of this investment is expected to spur additional growth as suppliers look to locate in the vicinity.

Other significant development projects include Smucker's plans for a new research and development facility in Orville in Wayne County; Abbott's choice of Bowling Green in Wood County for the site of its new powder formula facility; and Medpace's decision to expand its healthcare research work in Cincinnati in Hamilton County. Ford chose Avon Lake in Lorain County for the assembly of its all-new commercial electric vehicle, and General Motors selected Toledo in Lucas County for its first electric vehicle propulsion plant in the United States. Honda, which maintains a 40-year partnership in Ohio, is building its new EV battery plant in Fayette County.

The state's financial position has also benefited in recent years from a great deal of federal aid and dramatic increases in the value of pension system assets.

In September 2022, Fitch Ratings upgraded Ohio long-term Issuer Default Rating to AAA, reflecting "material strengthening of the state's financial resilience and budget management", the ratings agency said.

Meanwhile, the state used federal COVID-19 stimulus money to pay off USD1.5 billion in unemployment compensation debt, saving Ohio business from footing the bill when collection of the debt was set to begin in 2021.

The yin and yang of economic conditions

Nationwide, bankruptcy new filings were up in 2023 compared with a year earlier, across Chapters 7, 11, 13 and 15, according to Epiq Bankruptcy, which compiles US bankruptcy data (link).

Filings, while still below pre-pandemic levels, are increasing amid growing debt loads linked to inflationary pressures and reduced availability of low-cost financing, said American Bankruptcy Institute Executive Director Amy Quackenboss.

In addition to fast-food franchises, department stores are proving to be vulnerable (for example, Bed, Bath & Beyond, a firm with Ohio roots struggling to avoid Chapter 11), even as the economy moves beyond the pandemic, which impacted iconic retailers including Neiman Marcus and JCPenney. Shopping malls experienced declining foot traffic, even pre-pandemic, but online orders further pivoted shoppers to staying at home and spending cash on essential goods instead. An unpredictable mix of economic data may influence several retailers to use the bankruptcy process to stay viable.

Chapter 7 personal bankruptcies also edged up in 2023. Commonly reported causes of Chapter 7 filings include job loss, reduced income, credit debt, illness/injury, unexpected expenses and costs associated with divorce. The leading consumer bankruptcy cause across America is due to medical debt.

It is too early to say whether 2023's bankruptcy uptick represents a turning point from historic lows in filings, said Gregg Morin, vice president of business development and revenue for Epiq Bankruptcy. Morin noted that despite an increase in filings, there is a "delta" because more cases closed than were filed in January, especially when it came to Chapter 7s and Chapter 13s.

Among the variables affecting both corporate and personal bankruptcies going forward in Ohio and nationwide are the following:

- the Fed rate hikes have slowly started to reduce inflation, yet prices remain high;

- unemployment figures persist at record lows, despite many large employers, particularly tech companies, cutting back;- continuing supply chain issues persist as China reopens in the face of its pandemic crisis; andconsumer spending is tightening in response to persistent recession fears.

Bankruptcy/Restructuring

Bankruptcy/Restructuring

Leading Firms

Band 1
BakerHostetler LLP
Jones Day
Squire Patton Boggs

Band 2
Frost Brown Todd LLP
Hahn Loeser & Parks LLP
McDonald Hopkins LLC
Taft Stettinius & Hollister LLP
Thompson Hine LLP
Vorys, Sater, Seymour and Pease LLP

Band 3
Allen Stovall Neuman & Ashton LLP
Calfee, Halter & Griswold LLP
Ice Miller LLP
Keating Muething & Klekamp PLLC
Porter Wright Morris & Arthur LLP

* *Indicates individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Bankruptcy/Restructuring

Senior Statespeople and Eminent Practitioners

Senior Statespeople: distinguished older partners
Bash Brian A *BakerHostetler LLP* *
Cavalieri Nick V *Bailey Cavalieri (ORL)* ◊
Lawniczak James *Calfee, Halter & Griswold LLP* *

Eminent Practitioners
Riley Shawn *McDonald Hopkins LLC*

Leading Individuals

Star individuals
Lennox Heather *Jones Day*
Lepene Alan R *Thompson Hine LLP* *
Lerner Stephen D *Squire Patton Boggs*

Band 1
DeMarco Daniel A *Hahn Loeser & Parks LLP* *
Gold Ronald *Frost Brown Todd LLP*
Hurley Timothy J *Taft Stettinius & Hollister LLP*
Lewis Kim Martin *Frost Brown Todd LLP*
Lutz Douglas L *Frost Brown Todd LLP*
Oscar Lawrence E *Hahn Loeser & Parks LLP* *

Band 2
Allen Tom *Allen Stovall Neuman & Ashton LLP*
Black Carl E *Jones Day* *
Debitetto Rocco *Hahn Loeser & Parks LLP* *
Malloy Sean *McDonald Hopkins LLC*
Opincar Scott *McDonald Hopkins LLC*
Parobek Drew *Vorys, Sater, Seymour and Pease LLP*
Sanker Robert G *Keating Muething & Klekamp PLLC*
VanNiel Michael A *BakerHostetler LLP* *
Wearsch Thomas M *Jones Day* *

Band 3
Debbeler Michael *Bricker Graydon LLP (ORL)* ◊
Irwin Kevin E *Keating Muething & Klekamp PLLC*
Kallergis Gus *Calfee, Halter & Griswold LLP* *
Miller W Timothy *Taft Stettinius & Hollister LLP*
Solimine Louis F *Thompson Hine LLP* *
Swetnam Dan *Ice Miller LLP*
Tuggle Curtis L *Thompson Hine LLP* *

Band 4
Beachdell Alexis *BakerHostetler LLP* *
Crist Tyson *Ice Miller LLP*
Fletcher Adam *BakerHostetler LLP* *
Hamilton Robert W. *Jones Day*
Lepene Scott *Thompson Hine LLP* *
Lowe Bruce *Taft Stettinius & Hollister LLP*
McClatchey Larry J *Kegler, Brown, Hill & Ritter (ORL)* ◊
Merklin Marc *Brouse McDowell (ORL)* ◊ *
Morrison Peter *Squire Patton Boggs*
Rafferty Donald *Cohen, Todd, Kite & Stanford (ORL)* ◊
Stovall Richard *Allen Stovall Neuman & Ashton LLP*
Strelow Cobb Tiffany *Vorys, Sater, Seymour and Pease*
Valentine Nancy *Miller, Canfield, Paddock (ORL)* ◊ *
Wick Christopher B. *Hahn Loeser & Parks LLP* *

Associates to watch
Carr Maria *McDonald Hopkins LLC*

Band 1

BakerHostetler LLP

What the team is known for BakerHostetler hosts a hugely well-respected practice group handling complex, high-value cases for significant clients. The team has particular experience in bankruptcy litigation, fraudulent transfer cases and restructuring involving the aerospace and automotive industries, alongside niche expertise in advising nontraditional financial institutions in the money services and money transfer industry. The firm also stands out for its work on behalf of nonprofit organizations, particularly those in the education and healthcare spheres.

Strengths

"The team are very knowledgeable on bankruptcy and provide clear guidance."

"BakerHostetler has a deep bench of experienced restructuring professionals."

"The BakerHostetler team are always creative, solution-oriented and forward-looking. The team's approach to complex matters is client-facing and is always considerate of others' input and angles."

"The team are incredibly responsive and always provide excellent service in a timely and professional manner."

Work highlights BakerHostetler represented Limetree Bay Services, Limetree Bay Refining and related entities in jointly administered Chapter 11 proceedings.

Notable practitioners

Brian Bash (see p.2668) is a well-regarded practitioner with notable experience acting as a trustee in Chapter 7 cases. He also handles matters relating to fraud, including Ponzi schemes. **Strengths:** *"Brian provides excellent legal service." "He's terrific and a go-to for trustee work. Brian does a fantastic job and is held in high regard for it." "Brian is a very good and effective lawyer."* **Michael VanNiel** (see p.2692) handles both contentious and noncontentious bankruptcy work, offering considerable experience in insolvency litigation, distressed M&A and workouts. His practice spans a range of industries including retail and energy. **Strengths:** *"Mike is a very strong advocate for his clients. His skill exceeds his age and he is a real asset to the team." "You can bring the most complex question or matter to Michael and can be assured it will receive his full attention. The advice you'll receive is spot-on and he always goes the extra mile." "Michael's knowledge of legal and business issues is incredibly deep."* **Alexis Beachdell** (see p.2668) has a wide-ranging practice spanning receivership proceedings, restructuring and bankruptcy litigation. **Adam Fletcher** (see p.2674) is a partner in the firm's Cleveland office. He regularly handles bankruptcies and receiverships. **Strengths:** *"Adam is thorough, detailed and an excellent communicator."*

Jones Day

What the team is known for Jones Day has outstanding expertise across the full spectrum of bankruptcy and restructuring work. The firm is regularly engaged by high-profile clients on multinational matters. Its areas of particular strength include advising on distressed M&A and bankruptcy proceedings with union and pension aspects. The team is experienced in acting for trustees, creditors' committees and debtors in high-profile Chapter 11 cases.

Strengths

"It's a talented team that can handle big cases."

"The firm has excellent lawyers who are involved in complex Chapter 11 cases. They are one of the most highly respected groups in the Midwest."

Work highlights Jones Day represented CCS Medical Holdings and its subsidiaries in an out-

of-court restructuring for a value of $700 million.

Notable practitioners

Heather Lennox has forged a reputation as one of the finest bankruptcy attorneys in the state, born out of an impressive career history of advising on some of the largest and most complex bankruptcy and restructuring cases in recent years. Her clients include a broad spectrum of debtors, creditors and lenders. **Strengths:** *"Heather is fantastic. She is well known for taking on some of the toughest work." "Heather has got an incredible depth of experience and does a terrific job." "She is a phenomenal leader in the space who is involved in many large Chapter 11 cases. She does an excellent job."* **Carl Black** (see p.2669) has a wide-ranging practice which sees him advise debtors and creditors on restructuring projects, transactional work and compliance-related issues. **Strengths:** *"Carl is an excellent lawyer and a really good litigator." "Carl is a great business-oriented lawyer."* **Thomas Wearsch** (see p.2693) is an experienced corporate lawyer who advises businesses on distressed M&A, restructuring and Chapter 11 proceedings. His clients include domestic and international businesses, financial institutions and investment funds. **Strengths:** *"He does a great job mediating between two parties. He helped drive a good outcome for everyone by being thoughtful to get a rational outcome." "Thomas is very smart on restructuring strategies. He is very personable, creative and very good at coming up with solutions to avoid needless litigation." "Thomas is a very experienced practitioner."* **Robert Hamilton** draws from over three decades of litigation experience to offer well-honed skills in complex bankruptcy disputes. He acts for clients in state and federal courts, and provides notable expertise in appellate matters. **Strengths:** *"Robert is a fantastic lawyer. He does great work and is very talented." "Robert is super sharp."*

Squire Patton Boggs

What the team is known for Squire Patton Boggs has a well-regarded practice noted for its representation of large and middle-market clients in the full range of creditor and debtor work, as well as its extensive international footprint. The team is experienced in international restructuring and complex insolvency litigation. The firm's sectors of particular focus include energy and natural resources.

Strengths

"Squire Patton Boggs is a renowned firm with outstanding lawyers."

"It is a premier firm with a good bankruptcy team."

Work highlights Squire Patton Boggs advised Blackjewel and its affiliated debtors on a Chapter 11 case and subsequent liquidation plan.

Notable practitioners

Stephen Lerner enjoys a stellar reputation in the market for the strength of his bankruptcy and insolvency practice, with a range of leading multinational businesses, financial institutions and senior management teams calling upon his knowledge and experience in the sector. **Strengths:** *"He provides technical advice and is extremely good at finding solutions and working with people to get to a solution." "He is very smart, knows the law and is very practical in how he delivers advice." "Stephen is a star individual – he's a very professional and outstanding lawyer."* **Peter Morrison** has a burgeoning reputation for his abilities in complex bankruptcy proceedings, where he advises clients on disputes, transactional matters and corporate restructuring. **Strengths:** *"He is a very talented and smart lawyer." "He is very knowledgeable and communicative. He can explain the minutiae to us and what we need to do." "His strengths are his responsiveness and his ability to understand the business perspectives."*

Band 2

Frost Brown Todd LLP

What the team is known for Frost Brown Todd is a well-respected middle-market firm which is regularly engaged on reorganizations, restructuring, out-of-court workouts and insolvency litigation on behalf of corporate debtors, senior secured lenders and committees. It is active across a number of industries, including coal, healthcare, automotive and real estate.

Strengths

"Frost Brown Todd is one of our go-to firms. The firm is client-focused and the team always makes us a priority."

"The team can handle any and all sophisticated bankruptcy matters."

Work highlights Frost Brown Todd represented Rhino Energy and its related 27 affiliates in Chapter 11 proceedings in the United States Bankruptcy Court for the Southern District of Ohio.

Notable practitioners

Ronald Gold is highlighted for his distinguished credentials in advising on bankruptcy, workouts and restructuring matters. His practice includes work in the energy and retail sectors. **Strengths:** *"He's very hard-working and smart. I find him to be diligent in his efforts and very thoughtful." "Ronald is a joy to work with. He is very client-focused and results-oriented." "Ronald provides practical legal advice."* **Kim Martin Lewis** has an impressive track record in representing corporate clients and trustees in both contentious and noncontentious bankruptcy matters, particularly in the retail and industrial sectors. **Strengths:** *"Kim is a great lawyer who is very great to work with. She is very practical and effective."* **Douglas Lutz** is an expert bankruptcy practitioner who offers considerable expertise in corporate restructuring, workouts and distressed transactional matters. He acts for trustees, creditors, debtors and wider investors. **Strengths:** *"Douglas is very practical and is great at solving problems easily. He is very easy to work with and very bright."*

Hahn Loeser & Parks LLP

What the team is known for Hahn Loeser & Parks has a highly rated reorganization and bankruptcy team, noted for its representation of both creditors and debtors in major insolvencies. The team advises local, national and international businesses and financial institutions, with a particularly strong reputation for its expertise in out-of-court workouts and Chapter 11 bankruptcies.

Strengths

"The firm always gets back with answers in a timely manner."

"The team solves complex problems and provides outcome-driven solutions."

"In the area of creditors' rights and restructuring matters, the Hahn Loeser & Parks team has the level of experience we need – the kind of experience that lets us make quick decisions on time-sensitive matters with confidence."

Work highlights Hahn Loeser & Parks represented Nautica Entertainment in the bankruptcy of Blue Star Productions.

Notable practitioners

Daniel DeMarco (see p.2672) is widely considered one of the state's leading bankruptcy attorneys, impressing sources through his experience in advising creditors, trustees and debtors on complex and high-stakes restructuring mandates. **Strengths:** *"He's fair, pragmatic and looks for a solution." "Daniel is outstanding in everything he does." "Daniel's investigative talents, combined with his deep reservoir of knowledge, enabled me to present an alternative solution to the client's needs."* **Lawrence Oscar** (see p.2685) is a vastly experienced corporate lawyer who is considered a first port of call for international businesses and senior management teams for advice on complex bankruptcy and restructuring matters. His clients include creditors, lenders, trustees and debtors. **Strengths:** *"Oscar is a fount of creativity."* **Rocco Debitetto** (see p.2672) has a broad practice which sees him advising clients including debtors, creditors, landlords and trustees across a wide variety of contentious and noncontentious bankruptcy proceedings. **Strengths:** *"He is a very pragmatic lawyer." "He is responsive and always has his eye on the value his services are providing to our company."* **Christopher Wick** (see p.2693) offers solid strengths in bankruptcy and corporate restructuring matters. He is held in particularly high esteem for his abilities in distressed M&A and wider financing matters. **Strengths:** *"He's a good, no-nonsense litigator." "He's a very tenacious lawyer." "Christopher has always been fair and professional."*

McDonald Hopkins LLC

What the team is known for McDonald Hopkins maintains a strong offering in the business restructuring space, with a focus on middle-market matters in the healthcare, manufacturing, automotive and real estate sectors. The firm represents a wide range of lenders, creditors and buyers, including franchisees, franchisors and auto dealerships.

Strengths

"McDonald Hopkins is an excellent firm. The firm has confident and reputable lawyers."

Notable practitioners

Shawn Riley is well regarded for his expertise in corporate restructuring matters, where he advises on issues such as distressed M&A, refinancing and recapitalization. He currently serves as president of the firm. **Strengths:** *"Shawn is a very smart, entrepreneurial lawyer and very good at what he does." "Shawn is the real deal – he's very bright, a quick study and takes on very sophisticated work."* **Sean Malloy** advises both creditors and debtors on a broad range of restructuring matters, including insolvency litigation, workouts

and refinancing. He chairs both the firm's business restructuring services practice and its creditors' committee practice. **Strengths:** *"He runs a case really well."* **Scott Opincar** receives plaudits for his deep experience advising distressed businesses, creditors and financial institutions on bankruptcy issues. His practice sees him regularly handle issues such as transactional work, refinancing mandates and corporate restructuring. **Strengths:** *"He is a very smart and capable lawyer."* **Maria Carr** comes recommended by peers as an associate to watch. She is noted for her involvement in complex bankruptcy cases, including those in the healthcare sector. **Strengths:** *"She's a very talented lawyer." "Maria is very smart and practical."*

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister is recognized for its representation of creditors and debtors in matters including asset recovery, fraudulent conveyance claims and bankruptcy litigation. The firm has particular strength in handling the real estate aspects of bankruptcy, with notable experience in the manufacturing and automotive sectors, among others.

Strengths

"Any issue I encounter, they have someone with a solution."

"The team provides outstanding knowledge and counsel in every situation."

"We are always given the most up-to-date and comprehensive advice on how to proceed with a variety of issues that confront us."

Work highlights Taft Stettinius & Hollister represented the Franciscan Province of St. John the Baptist in connection with the Chapter 11 case of the Archdiocese of Santa Fe, New Mexico.

Notable practitioners

Timothy Hurley is frequently called upon for his wealth of experience advising all parties involved in high-stakes bankruptcy and restructuring matters, across both litigation and transactional work. **Strengths:** *"Timothy is outstanding."* **Timothy Miller**'s practice sees him regularly advise on distressed transactional matters, recovery issues and business restructuring. **Strengths:** *"He does a nice job and clearly knows what he's doing."* **Bruce Lowe** draws from almost four decades of experience to counsel clients facing high-stakes insolvency litigation, workouts and wider Chapter 11 proceedings. He also counsels on bankruptcy-related real estate issues on behalf of both landlords and tenants. **Strengths:** *"He's formidable and provides seasoned and strategic advice."*

Thompson Hine LLP

What the team is known for Thompson Hine has a strong market reputation for representing financial institutions, creditors and debtors in workouts, restructurings and reorganizations. The team offers sector-specific experience pertaining to financial services, automotive, construction and healthcare, with expertise in Chapter 11 reorganizations, fraudulent transfers and syndicated loan restructuring.

Strengths

"The team is very good in the secured lenders market."

"The team is very responsive and often responds to inquiries within minutes."

Work highlights Thompson Hine represented Patheon Pharmaceuticals in a Chapter 11 filing brought by Zosano Pharma Corporation.

Notable practitioners

Alan Lepene (see p.2681) is a seasoned expert in major corporate bankruptcy matters and commands respect for his track record in advising lenders, creditors and debtors on issues including Chapter 11 reorganizations, litigation and out-of-court workouts. **Strengths:** *"Alan has been the go-to lawyer for us. He's knowledgeable, creative and comes up with solutions." "Alan is a really premier and well-respected lawyer."* **Louis Solimine** (see p.2689) advises on a broad spectrum of corporate law matters, with significant expertise in handling Chapter 11 cases, refinancing and distressed transactional matters. **Strengths:** *"Louis is easy to work with and practical."* **Curtis Tuggle** (see p.2692) is held in particularly high esteem for his experience representing investment firms, trustees and lenders in bankruptcy matters. **Strengths:** *"He is wonderful to work with and a practical lawyer."* **Scott Lepene** (see p.2681) is well regarded for his high-quality bankruptcy practice. He is an adviser to both debtor and creditor clients, and is active across a broad spectrum of industries. **Strengths:** *"Scott uses his technical legal skills to help us solve business challenges." "Scott is a calm and collected litigator." "Scott has great instincts and a sense of strategy."*

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease provides high-quality representation of significant regional and national clients, with a particularly strong reputation for its work on behalf of creditors. The team offers a considerable nationwide footprint and is able to draw upon resources to provide expertise in corporate reorganizations, asset protection and recovery, out-of-court workouts and litigation.

Strengths

"The firm is very responsive to client needs and communicates with the client in a timely manner."

"I appreciated that the firm brought more than legal expertise to the table and was effective in addressing business points and helping us to strategize."

"I had a wonderful experience with all the partners and associates I've worked with."

Work highlights Vorys, Sater, Seymour and Pease advised TBG Funding on its $11.5 million loan obligation on a mixed-use commercial property in downtown Cincinnati.

Notable practitioners

Drew Parobek is a deeply experienced bankruptcy and restructuring expert who is called upon for his excellent abilities in Chapter 11 proceedings, transactional matters and workouts, with particular expertise in advising lenders. **Strengths:** *"She has a good business approach." "Drew is very knowledgeable and flexible."* **Tiffany Cobb** is chair of the firm's bankruptcy and creditors' rights practice group. She represents clients in complex restructuring matters both nationally and internationally. **Strengths:** *"Tiffany has a strong ability to help narrow complex cases to the key issues." "Tiffany is a real pleasure to work with. She's very composed, skilled in court and gives great advice." "She is wonderful to work with and has achieved phenomenal results for us."*

Band 3

Allen Stovall Neuman & Ashton LLP

What the team is known for Allen Stovall Neuman & Ashton is a niche bankruptcy and insolvency firm with a solid reputation in its native Columbus, offering particular strength in representing debtor-side clients. The team frequently acts on out-of-court workouts, restructuring and bankruptcy filings, as well as non-bankruptcy liquidation solutions.

Strengths

"The team has very smart and experienced lawyers."

"The firm is really good on the creditor side."

Notable practitioners

Tom Allen continues to impress commentators through his insolvency acumen, with legal insiders pointing out his expertise in advising parties to Chapter 11 proceedings as a key strength. **Strengths:** *"He's a very smart advocate." "Tom is easy to work with."* **Richard Stovall** offers solid strengths across a broad scope of bankruptcy matters, including advising on debtors' and creditors' rights, financing and workouts. He also advises on leasing and property aspects arising in corporate bankruptcies.

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold has a notable bankruptcy and restructuring practice in Ohio, with offices in Cincinnati, Cleveland and Columbus. The team represents a varied clientele, including manufacturers, banks and private equity firms, in insolvency proceedings and debt restructurings. The firm is also well versed in Chapter 11 cases.

Strengths

"The team's response is virtually immediate. They're on top of every issue and keep me fully informed on all matters."

"Our team was able to manage a number of complex transactions with our best interest at the forefront of all of their actions."

"It is a quality firm with significant bench strength, made up of very intelligent and results-oriented professionals."

Notable practitioners

James Lawniczak (see p.2680) offers over four decades of experience in high-stakes corporate bankruptcies, including notable strength in restructuring plans, workouts, refinancing and transactional work. He is held in particular high esteem for his experience in the retail and industrial sectors. **Strengths:** *"He is very responsive and explains things well." "Jim is a knowledgeable bankruptcy lawyer."* **Gus Kallergis** (see p.2678) wins praise for his bankruptcy practice. He routinely advises on insolvency cases and is particularly noted for his representation of creditors. **Strengths:** *"Gus is a terrific lawyer." "Gus is insightful and really experienced in his field. He cares about the client's interest and always thinks*

ahead for the client's needs."

Ice Miller LLP

What the team is known for Ice Miller has a noted bankruptcy and restructuring practice that is active on creditors' committee work, out-of-court workouts and insolvency litigation, among other matters. The firm offers additional experience in fraudulent conveyance cases and the real estate aspects of bankruptcies. It has experience acting for a range of debtors, pension funds and financial institutions.

Notable practitioners

Dan Swetnam advises a range of debtors and creditors on contentious and noncontentious bankruptcy matters, as well as related commercial issues. He is adept at handling Chapter 11 proceedings as well as distressed transactions. **Strengths:** *"Dan is a good lawyer who works really hard on his cases."* **Tyson Crist** is a popular choice for clients seeking advice on a wide range of bankruptcy matters, including Chapter 11 proceedings. He has recent experience in matters concerning the oil and gas sector. **Strengths:** *"Tyson has good litigation skills."*

Keating Muething & Klekamp PLL

What the team is known for Keating Muething & Klekamp is noted for its handling of bankruptcies, workouts and restructurings in Ohio and beyond. It has a strong focus on restructuring, where it represents public companies, financial entities, small businesses and insurance companies, among others. The team's areas of expertise include mass tort bankruptcy and settlement trusts. The firm has substantial experience negotiating out-of-court workouts for both creditors and debtors.

Notable practitioners

Robert Sanker advises businesses on Chapter 11 matters, out-of-court proceedings and litigation, particularly in bankruptcies involving mass torts. **Strengths:** *"Robert is very knowledgeable and practical."* **Kevin Irwin** is held in particularly high esteem for his role advising parties to mass tort bankruptcy proceedings, with fellow practitioners pointing out his expertise in asbestos claims as a key area of strength. **Strengths:** *"He is very specialized in asbestos cases. He's also very bright and brings great expertise to the firm."*

Porter Wright Morris & Arthur LLP

What the team is known for Porter Wright Morris & Arthur has notable strength in creditor representations, including out-of-court reorganizations and insolvencies, with additional experience in debtor engagements. The team demonstrates expertise in the real estate sector, as well as in receiverships and litigation. It is well versed in acting for financial institutions, with expertise in handling CMBS loans.

Strengths

"The firm has a longstanding reputation, especially on the lender side."

Notable practitioners

Head of department Tami Hart Kirby is a key contact at the firm.

Other Ranked Lawyers

Nick Cavalieri of Bailey Cavalieri has earned a distinguished reputation for the strengths of his impressive bankruptcy practice, with sources noting his long track record of excellence in complex bankruptcy and reorganization work. His clients include a broad spectrum of creditors, creditors' committees, financial instructions and other lenders.

Strengths:

"Nick is a very well-regarded lawyer and a top performer."

Michael Debbeler of Graydon Head & Ritchey excels in a broad spectrum of corporate bankruptcy matters and loan workouts, alongside related real estate issues. He is particularly well versed in acting for financial institutions and wider lenders.

Strengths:

"He is very creative and looks to make deals happen."

"Michael represents his clients well."

"He is outstanding and skilled in bankruptcy. He can work through cases and has great analytical skills."

Larry McClatchey of Kegler, Brown, Hill & Ritter is an experienced litigator who has significant expertise in matters concerning corporate bankruptcies, where he advises creditors, debtors and trustees on areas such as preference claims, administrative issues and broader commercial litigation.

Marc Merklin (see p.2683) represents a range of clients, including creditors and debtors, in Chapter 11 reorganizations.

Strengths:

"Marc is a very professional and smart lawyer."

"He is excellent debtors' counsel. I have great respect for him."

Donald Rafferty of Cohen, Todd, Kite & Stanford acts for distressed corporates, financial institutions and wider creditors on a broad spectrum of bankruptcy and restructuring mandates, including notable experience in the construction and real estate sectors. He also advises on insolvency litigation.

Strengths:

"Donald is a very smart and well-rounded lawyer."

"He is good at everything he does."

Nancy Valentine (see p.2692) of Miller, Canfield, Paddock and Stone gains recognition for her representation of creditors' committees and financial institutions in a range of bankruptcy matters. She also has experience handling real estate matters connected to bankruptcies.

Strengths:

"She is a very smart and practical lawyer who can advance the case with ease."

"Nancy is a very committed attorney."

"She's great to work with and deals with state court issues very well."

OHIO: An Introduction to Construction

Contributed by Hahn Loeser & Parks LLP

Overview

Stakeholders in the construction industry are managing the increasingly complex and costly challenges associated with major projects, facilities, skilled labor forces, suppliers, and real estate.

The acceleration of public infrastructure projects together with other government manufacturing initiatives throughout the Midwest, is creating healthy demand – and exerting some longstanding pressures – on the construction industry in Ohio.

Skilled labor shortages, supply chain difficulties, and shortages of certain raw materials continue to create significant project challenges and threaten long-term productivity of the industry. And construction has been historically slow to adopt new technologies, such as 3-D printing, the use of drones and other forms of artificial intelligence and modeling tools that can improve efficiency.

Major Financial Investments Are Dotting Ohio

Against this challenging backdrop, sweeping construction projects are underway in Ohio.

Two of the biggest employers in Northeast Ohio plan major investments – the Cleveland Clinic (63,190 fulltime employees worldwide) and the Sherwin-Williams Company (57,231 fulltime employees worldwide).

In May 2022, the Cleveland Clinic announced a USD1.3 billion capital investment in its main campus. Projects include a 1 million-square-foot Neurological Institute building, expansion of the Cole Eye Institute building, and significant growth of research facilities by way of the Clinic's USD300 million investment in the Cleveland Innovation District (a collaboration with universities and other hospitals to create jobs and an educated workforce). Also on the drawing board: adding a 400,000-square-foot research center to position Northeast Ohio at the forefront of the pathogen research vital to preparing for the next pandemic.

The Clinic also is collaborating with community partners to bring a USD52.8 million Meijer grocery market and apartment complex aimed at lessening food insecurity and revitalizing its surrounding neighborhood.

Sherwin-Williams is in the midst of building a new headquarters tower on Public Square in downtown Cleveland, with an attached multi-level garage, as well as a research and development center in the suburb of Brecksville.

The 36-floor headquarters will house more than 4,500 employees – professional staff, engineers, technicians, and chemists – with room to accommodate future growth. Sherwin-Williams says the project will entail a minimum investment of USD600 million over the next few years.

Major projects are making headlines elsewhere in Ohio, as well.

Intel plans to spend USD20 billion on two advanced chip factories in Licking County, just outside Columbus. The project is the largest single private-sector investment in Ohio's history. It's expected to create 3,000 Intel jobs, and 7,000 construction jobs over the course of the build. The nearly 1,000-acre site has room for some eight chip factories. If it reaches full capacity, the investment could grow to as much as USD100 billion over the next decade, making it one of the largest semiconductor manufacturing sites in the world.

The J.M Smucker Co., a leading food manufacturer headquartered in Northeast Ohio, plans a 29,000-square-foot research and development lab at its campus in Orville. Abbott selected a site in Bowling Green for a new manufacturing plant for nutritional products. And the clinical research company Medpace plans a USD150 million operations and office expansion at its Cincinnati headquarters.

Automakers, meanwhile, are doubling down on Ohio in anticipation of an electric vehicle future.

Ford Motor Co. announced in June that it plans a massive expansion to make electric vehicles at its Ohio Assembly Plant in Lorain County. The USD1.5 billion project is expected to add 1,800 jobs, twice the plant's current workforce.

General Motors plans a USD760 million investment in its Toledo transmissions plant as it gets the facility ready to manufacture drive units for future GM-EV trucks. It will be the automaker's first US power train facility to convert to producing electric vehicle-related products.

Honda is building a USD3.5 billion joint-venture electric vehicle battery factory at a huge Fayette County site, a project expected to create 2,200 jobs.

Federal Funds for Ohio – Bipartisan Infrastructure Law

The Bipartisan Infrastructure Law, signed by the president in late 2021, has identified over 150 specific Ohio projects for funding.

Across the state, there are 1,377 bridges and over 4,925 miles of highway in poor condition. Ohio is set to receive more than USD4.3 billion to invest in roads, bridges, public transit, ports, and airports, and over USD240 million for clean water projects

As more projects are announced in coming months, the federal investment in Ohio roads and bridges is projected to ramp up to USD9.8 billion. Ohio also is in line for a minimum of UDS100 million to help ensure high-speed internet coverage across the state. And more than USD131 million was allocated to Ohio in 2022 for pollution cleanup, such as capping orphaned oil and gas wells and reclaiming abandoned mine sites.

Looking Ahead

Going forward, the jury is out with respect to the extent to which an uncertain economy and high interest rates will impact the more ambitious project plans in Ohio, especially in the private sector.

However, government funding from the Bipartisan Infrastructure Law, the Chips and Science Act (which provides USD280 billion in new funding to boost domestic research and manufacturing of semiconductors in the USA), and the Inflation Reduction Act (designed to curb inflation by reducing the deficit, lowering prescription drug prices, and investing in domestic energy production while promoting clean energy), will likely keep the construction industry in Ohio on steady ground for several years to come.

Construction

Construction
Leading Firms
Band 1
Frantz Ward LLP
Thompson Hine LLP
Band 2
Benesch
Bricker Graydon LLP
Hahn Loeser & Parks LLP
Band 3
Kegler, Brown, Hill & Ritter
Band 4
Frost Brown Todd LLP
Taft Stettinius & Hollister LLP
Senior Statespeople
Senior Statespeople: distinguished older partners
Kirkwood Thomas J *Thompson Hine LLP* *
Natale Andrew J *Hahn Loeser & Parks LLP* *
Petro John J *Williams & Schoenberger Co. LLC (ORL)* ◊
Sweeney Patrick J *Thompson Hine LLP* *
Leading Individuals
Star individuals
Appelbaum Jeffrey R *Thompson Hine LLP* *
Band 1
Frank Ian H *Frantz Ward LLP*
Gregory Donald *Kegler, Brown, Hill & Ritter*
Miller Barry *Benesch*
Band 2
Remington Rob *Hahn Loeser & Parks LLP* *
Rosenberg Thomas L *Roetzel & Andress, LPA (ORL)* ◊ *
Band 3
Crist Thomas O *Benesch*
Haymond Daniel M *Thompson Hine LLP* *
Madigan Michael *Kegler, Brown, Hill & Ritter*
Ritchie Alan *Thompson Hine LLP* *
Shevelow Douglas L *Bricker Graydon LLP*
Band 4
Evenchik Aaron *Hahn Loeser & Parks LLP* *
Frantz Jr. Michael J. *Frantz Ward LLP*
Grady Rick *Vorys, Sater, Seymour and Pease LLP (ORL)* ◊
Higgins John *Frost Brown Todd LLP*
Loftus Nora E. *Frantz Ward LLP*
Luke Erin *Thompson Hine LLP* *
McCloskey Christopher *Bricker Graydon LLP*
Messer Earl *Taft Stettinius & Hollister LLP*
Rhee Hansel H *Ice Miller LLP (ORL)* ◊
Sanchez Marc A *Frantz Ward LLP*
Shadley Frederic X *Ulmer & Berne LLP (ORL)* ◊ *
Up-and-coming individuals
Bowman Laura *Bricker Graydon LLP*
Cardone Thomas *Frantz Ward LLP*
Hyden Benjamin *Bricker Graydon LLP*
* *Indicates individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Band 1

Frantz Ward LLP

What the team is known for Frantz Ward is an experienced practice, known for representing a range of clients including insurers, contractors and manufacturers. The firm has expertise in construction-related litigation at federal courts across the USA. The team possesses particular capabilities in dispute avoidance and damage mitigation. It is also noted for its counsel to performance and payment bond sureties on default claims matters.

Strengths

"The firm supplies a wealth of experience and expertise in the construction, labor and employment areas."

"The team has a strong ability to deal with sophisticated construction issues."

"Frantz Ward are familiar with current trends in legal project management. They have an understanding of client needs and they're good at hitting targets."

Work highlights Frantz Ward continued to work with Canam Group to develop, manage and prosecute a claim against Hunt Construction Group and to develop the defense to a counterclaim asserted against Canam arising from an agreement to fabricate and furnish the structural steel for the construction of a retractable roof for the Arthur Ashe Stadium.

Notable practitioners

Ian Frank comes recommended for his expert representation in high-stakes dispute resolution. He often advises on claims for unpaid work and other actions resulting from delays or mismanagement of large projects. **Strengths:** *"Ian coordinates and directs us on complex and unique situations. He is responsive, committed and has a thorough understanding of our business and industry." "Ian is great to work with. He's very levelheaded and can navigate complex issues."* **Michael Frantz** is noted for his proficiency in representing clients in significant construction litigation and arbitrations. He regularly assists with cases concerning design defects, as well as default and termination disputes, involving a vast array of assets. **Strengths:** *"Michael is exceptional. His range of expertise is very wide and he's a trusted business and commercial adviser." "Michael is always prepared. He has all the information ready for every matter that we need to discuss. He is extremely calm and can handle complex issues." "Michael is a great guy who knows all aspects of law, from case law and litigation to negotiations, collaboration and settlement."* **Nora Loftus** is sought after among construction contractors and investors due to her significant litigation expertise. She has a strong reputation for her expertise in bid protests and disputes over design defect issues. **Strengths:** *"She is a great construction lawyer and is proactive in resolving matters." "She is direct, concise and gets things done." "Nora is professional and a real go-getter."* **Marc Sanchez** regularly represents contractors and developers in disputes relating to commercial, residential and mixed-use developments. In particular, he has experience in wrongful termination, breach of contract and post-completion claims. **Strengths:** *"He is a trusted adviser, an outstanding construction lawyer and just a great person. He is a true partner when resolving issues and developing strategies. " "Marc is smart and handles his clients well."* **Thomas Cardone** is a Cleveland-based expert in construction law. He represents a range of clients, including contractors, subcontractors and managers, to name a few. **Strengths:** *"Thomas has been a committed adviser to us on multiple construction matters. He has always approached our issues with professionalism and care." "Thomas is an aggressive and capable construction attorney. His understanding of the industry allows him to provide representation that is sophisticated yet practical."*

Thompson Hine LLP

What the team is known for Thompson Hine is acclaimed for its broad practice and ability to manage sophisticated and high-value projects across Ohio and nationwide. The team is routinely involved in the development of major sports venues and community impact projects. It brings additional benefit to clients with its subsidiary, Project Management Consultants. It is also renowned for its capabilities in construction-related disputes, acting for a range of contractors, design professionals and owners in jury trials, as well as mediations and arbitrations.

Strengths

"Thompson Hine's technical acumen is extremely impressive and valuable."

"The team has been critical to us in navigating through complex and sophisticated matters."

Work highlights Thompson Hine advised on the design and construction agreements for the transformation of Cleveland Guardians Baseball Company.

Notable practitioners

Thomas Kirkwood (see p.2679) is renowned in the market for his solid construction practice, which sees him handling both contentious and noncontentious mandates. He acts for owners, developers and contractors. **Strengths:** *"Tom is a fantastic lawyer."* **Patrick Sweeney** (see p.2691) assists with all aspects of large-scale construction projects, typically including urban redevelopment and sports facilities. His expertise includes the development of construction and design agreements, negotiations with contractors and advice on risk management. **Strengths:** *"Patrick does great work and he is a very respected practitioner."* **Jeffrey Appelbaum** (see p.2668) is widely respected at the state Bar for his vast experience handling sophisticated construction mandates. He is particularly strong at assisting clients with major sports facility developments, as well as matters involving mixed-use and social infrastructure projects. **Strengths:** *"Jeffrey is a very well-known construction lawyer. He is top of the heap." "He is incredibly smart and hard-working. He's a good mediator who comes up with creative solutions and is relentless when coming to agreements." "He is the top of the top. He is phenomenal."* **Daniel Haymond** (see p.2676) is frequently called upon to act on behalf of owners, contractors and professionals. He is known for his range of expertise across litigation and arbitration proceedings involving design and defect issues. **Strengths:** *"Daniel is a pragmatic lawyer." "He is very good at handling high-value and heavy matters."* **Alan Ritchie** (see p.2687) is well regarded for his handling of construction projects across a number of

sectors, including manufacturing and sports. He frequently assists a range of clients, including both developers and contractors, with the preparation and negotiation of construction contracts. **Strengths:** *"Alan is outstanding. He's knowledgeable and gets to the point. He has litigation hindsight to see what does and doesn't matter on transactions."* **Erin Luke** (see p.2682) has strong capabilities in relation to complex construction transactions. She is particularly adept at assisting with capital improvement projects, including those in the sport, manufacturing and utilities sectors. **Strengths:** *"Erin is a fantastic lawyer with a very broad skill set. Her calm and professional demeanor makes it very easy to work with her. She is extremely responsive and always meets expectations." "Erin is the consummate professional and serves us extremely well."*

Band 2

Benesch

What the team is known for Benesch has a well-known practice with significant experience across the spectrum of construction law-related matters, including preparation of documents, delay and disruption claims, and performance disputes. The team represents a variety of corporations and entities such as insurers, suppliers, general contractors and subcontractors. It enjoys a particularly fine track record for its counsel on infrastructure projects.

Strengths

"The team is made up of excellent strategic thinkers."

"Benesch is always just one call away and accessible at any time."

Work highlights Benesch represented VEC, an electrical contractor, in a wrongful termination and delay claim arising on a new processing facility.

Notable practitioners

Barry Miller remains an invaluable source of wisdom and expertise in all aspects of construction law. He routinely acts for contractors, owners and design professionals in a range of delay claims, as well as counseling on risk planning and project management more broadly. **Strengths:** *"He's a very respected lawyer and is really prominent in the scene. He's very talented."* **Thomas Crist** acts as project counsel and in litigation for major construction clients operating worldwide. He is sought out by contractors and manufacturers for representation in matters based across the USA, as well as those in the Middle East and Africa. **Strengths:** *"Thomas is an excellent strategist and tactician."*

Bricker Graydon LLP

What the team is known for Bricker Graydon is well regarded for representing clients in all matters relating to construction. The team possesses substantial experience in public facilities such as higher education buildings and hospitals and is also sought after for its counsel on public-private partnerships. Its areas of expertise include defective design issues, delay claims, insurance coverage issues and dispute resolution. It also excels in noncontentious matters such as compliance counseling, the preparation of bidding documents and the negotiation of design-build agreements.

Strengths

"The team is not only excellent at problem solving, but they work very efficiently and do so with creativity and clarity. The team has helped us navigate several difficult situations that have required out-of-the-box thinking."

"The firm is consistently on top of emerging issues and trends."

"The Bricker Graydon team is able to respond promptly."

Work highlights Bricker Graydon served as construction counsel for the Cincinnati and Hamilton County Public Library in connection with the multi-year improvement project Building the Next Generation Library.

Notable practitioners

Douglas Shevelow has a wealth of experience representing clients in construction contract disputes. He is skilled in preparing and negotiating design-and-build contracts as well as helping his clients navigate claims made against them. **Strengths:** *"Douglas is a fantastic attorney. His expertise and responsiveness are second to none."* **Christopher McCloskey** is highly regarded for his expertise in the education sector. He frequently advises school districts on construction and renovation projects, assisting them with the preparation and negotiation of agreements, professional procurement and advice on statutory requirements. **Strengths:** *"Christopher is knowledgeable in construction law and is an excellent resource." "He's very responsive, knowledgeable and has been a pleasure to work with. We are grateful for his leadership and collaboration."* **Laura Bowman** is an up-and-coming attorney who focuses her practice on construction matters. She has worked on various healthcare construction projects. **Strengths:** *"Laura is very knowledgeable and easy to work with."* **Benjamin Hyden** assists clients with complex design and construction contract negotiations. His clientele includes school districts.

Hahn Loeser & Parks LLP

What the team is known for Hahn Loeser & Parks has a robust practice with a growing reputation for handling construction-related litigation and alternative dispute resolution. The team is also adept at assisting clients with contract negotiations. The firm is experienced in representing a variety of clients, including surety companies, developers and contractors.

Strengths

"Hahn Loeser & Parks has a very good understanding of the construction industry and our business. They do an excellent job providing practical, commonsense solutions to issues that arise."

"The team has the experience needed to ask pertinent questions, quickly provide solutions and call upon attorneys in different jurisdictions to advise on local nuances."

"It's an exceedingly knowledgeable team with several team members who provide immediate responses and service."

Work highlights Hahn Loeser & Parks defended Ohio Farmers Insurance Company in claims brought by the Ross County Commissioners relating to allegedly defective construction in the internal areas of a jail.

Notable practitioners

Andrew Natale (see p.2684) is particularly sought after among construction contractors in the transportation and industrial sectors for his litigation and mediation expertise. His experience includes representing clients in default, delay and bond-related disputes. **Strengths:** *"We always feel like Andrew keeps our concerns at the forefront." "Andrew is very knowledgeable and always demonstrates care about us as a client and as people."* **Rob Remington** (see p.2686) is highlighted for his skillful handling of contentious mandates, where he is often called upon to represent clients in defect claims, bid disputes and a variety of other matters. **Strengths:** *"Rob is very knowledgeable and has a very calm demeanor." "Rob is an excellent lawyer with tremendous experience and expertise in construction law and litigation. Rob provides commonsense, practical solutions to matters."* **Aaron Evenchik** (see p.2673) is based in Cleveland and represents his clients in both transactional matters and litigation. He is experienced in construction, real estate and zoning issues. **Strengths:** *"Aaron is very knowledgeable and always provides direction with our best interest in mind. He is our first call when we need counsel regarding a legal matter."*

Band 3

Kegler, Brown, Hill & Ritter

What the team is known for Kegler, Brown, Hill & Ritter possesses particular experience working with national trade associations across a variety of construction-related areas. It comes recommended for its work on large Ohio infrastructure and development projects, including hospital, school and highway projects. The firm is also recognized for its strengths in construction litigation.

Strengths

"The team is very thorough, responsive and professional."

"The firm is extremely customer service oriented and very responsive to clients' needs."

Work highlights Kegler, Brown, Hill & Ritter assisted HNTB with its prime contract agreement with the Ohio Department of Transportation's Brent Spence Bridge Corridor project. The team assisted with contract drafting and risk analysis.

Notable practitioners

Donald Gregory is respected for his diverse practice, which incorporates experience handling defect and delay claims, as well as insurance coverage disputes on behalf of contractors and developers in a variety of industries. **Strengths:** *"He's a very elegant arbitrator and he's very knowledgeable."* **Michael Madigan** is experienced in trying and mediating construction defect and delay claim disputes on behalf of contractors, owners and subcontractors. **Strengths:** *"He is good at representing clients in major matters and he's very professional."*

Band 4

Frost Brown Todd LLP

What the team is known for Frost Brown Todd possesses expertise in a number of issues such as contract negotiation, surety bond counseling and claims including defect and schedule impact. The firm is also able to handle contentious payment matters and offers capabilities in alternative dispute resolution. Its clients include subcontractors in both Ohio and the wider surrounding region.

Strengths

"The team are incredibly experienced and knowledgeable on construction-related matters."

"The team are always helpful and quick and thorough in their communication."

Notable practitioners

John Higgins offers clients a breadth of expertise in complex construction litigation. His practice also incorporates arbitration and mediation experience. **Strengths:** *"He is always available and provides quick responses to my questions."*

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister is a well-known practice, particularly active among clients from southern Ohio, including owners, contractors and design-builders, on numerous construction-related matters. It has expertise in project financing, including feasibility issues, and is also regularly sought after to advise on compliance in government-assisted projects. The firm has additional strength in construction-related disputes, including cases relating to bids, delays, and construction and design defects.

Strengths

"Taft Stettinius & Hollister find solutions to any legal issue we take to them."

Work highlights Taft Stettinius & Hollister advised Bon Secours Mercy Health Partners on its design and construction projects for 43 hospitals in seven states.

Notable practitioners

Earl Messer maintains a sophisticated construction practice, where he is recognized for the depth of his experience in assisting contractors and developers, both private and public, with litigation surrounding defects and other contractual disputes. **Strengths:** *"He provides sensible advice and is good at handling clients."*

Other Ranked Lawyers

Rick Grady of Vorys, Sater, Seymour and Pease comes recommend for his experience in defect and delay claims. He also negotiates complex construction and engineering contracts.

Strengths:

"Rick is incredibly helpful and knowledgeable."

"Rick has a very strong awareness of current market conditions and the effect on construction contract provisions."

John Petro of Williams & Schoenberger is a veteran of the Ohio construction Bar with noteworthy experience assisting with high-profile disputes. His expertise spans construction mediations and arbitrations.

Hansel Rhee of Ice Miller routinely represents clients in claims and disputes arising from large-scale construction projects.

Strengths:

"Hansel is very technically proficient on matters."

Thomas Rosenberg (see p.2687) of Roetzel & Andress comes highly recommended for his skill in handling contentious matters, typically for contractors.

Strengths:

"He has a fantastic legal mind. I would not hesitate to use him or recommend his services to all."

"He is quick, responsive and knowledgeable."

Frederic Shadley (see p.2689) of Ulmer & Berne frequently represents clients in construction litigation between employers, contractors and subcontractors, typically involving major construction or design defects. He assists with issues affecting various asset classes, including transportation, healthcare and education infrastructure.

Strengths:

"Frederic is an excellent attorney. He is very responsive and provides sound guidance. He's down to earth and has a great bedside manner."

"He is an exceptional partner."

Corporate/M&A

Corporate/M&A
Ohio: North
Leading Firms

Band 1
BakerHostetler LLP
Jones Day
Squire Patton Boggs

Band 2
Benesch
Calfee, Halter & Griswold LLP

Band 3
Thompson Hine LLP
Tucker Ellis LLP

* *Indicates individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

The editorial is in alphabetical order by firm name.

Corporate/M&A
Ohio: North
Senior Statespeople and Eminent Practitioners

Senior Statespeople: distinguished older partners	**Eminent Practitioners**
Zagore David A *Squire Patton Boggs* *	**Kaplan** Ira C *Benesch*
	Neary Douglas A *Calfee, Halter & Griswold LLP* *

Leading Individuals

Band 1	**Band 4**
Gherlein John M *BakerHostetler LLP* *	**Doyle** Terry *Calfee, Halter & Griswold LLP* *
Hardin Jr Charles W *Jones Day*	**Hall III** Arthur C *Calfee, Halter & Griswold LLP* *
Band 2	**Harrington** John J *BakerHostetler LLP* *
Allotta John J *BakerHostetler LLP* *	**Hewitt** Christopher *Tucker Ellis LLP* *
Hanselman Suzanne K *BakerHostetler LLP* *	**Juvan** Jayne *Tucker Ellis LLP* *
Solecki Michael J *Jones Day*	**Loesch** Robert *Tucker Ellis LLP* *
Band 3	**Mehalko** Megan L *Benesch*
Beredo III Cipriano S *Squire Patton Boggs* *	**Sesnowitz** Douglas *Ulmer & Berne LLP (ORL)* ◊ *
Berick Daniel *Squire Patton Boggs* *	**Stepanovic** Ronald A *BakerHostetler LLP* *
Graban Matthew *BakerHostetler LLP* *	**Van Euwen III** Peter W *BakerHostetler LLP* *
Marhofer Michael *Benesch*	**Vergilii** Jennifer *Calfee, Halter & Griswold LLP* *
Rome Peter A *Tucker Ellis LLP* *	**Welsh** Thomas *Calfee, Halter & Griswold LLP* *
Saada Jr John M *Jones Day*	**Associates to watch**
	Pasiadis Charlotte *BakerHostetler LLP* *

BakerHostetler LLP

What the team is known for BakerHostetler LLP offers an acclaimed team of corporate practitioners renowned for their adept handling of mid-market transactional work, alongside additional expertise in securities offerings and corporate governance matters. The firm acts for a broad spectrum of public and private corporates and private equity investors.

Strengths

"BakerHostetler are thorough, responsive and very knowledgeable in providing options to address complex issues."

"The team is extremely responsive and committed to high-quality service."

"What sets BakerHostetler apart is the expertise

Corporate/M&A
Ohio: South & Central
Leading Firms

Band 1
Taft Stettinius & Hollister LLP
Thompson Hine LLP
Vorys, Sater, Seymour and Pease LLP

Band 2
BakerHostetler LLP
Keating Muething & Klekamp PLL
Kegler, Brown, Hill & Ritter

Band 3
Calfee, Halter & Griswold LLP
Dickinson Wright PLLC
Frost Brown Todd LLP
Porter Wright Morris & Arthur LLP
Squire Patton Boggs

Senior Statespeople

Senior Statespeople: distinguished older partners
Jahnke Mark J *Katz, Teller, Brant & Hild (ORL) ◊*
Kegler Charles *Kegler, Brown, Hill & Ritter*

Leading Individuals

Band 1
Steiner Edward E *Squire Patton Boggs* *

Band 2
Brandt Adam *Vorys, Sater, Seymour and Pease LLP*
Chaiken Frank D *Thompson Hine LLP* *
Ganulin Neil *Frost Brown Todd LLP*
Kegler Todd *Kegler, Brown, Hill & Ritter*
Ouellette Robert R *Ice Miller LLP (ORL) ◊*
Zimmerman James M *Taft Stettinius & Hollister LLP*

Band 3
Barsotti Stephen C *Kegler, Brown, Hill & Ritter*
Hess W Ashley *BakerHostetler LLP* *
Karzmer Steven C *Calfee, Halter & Griswold LLP* *
Lautzenhiser Roger *Vorys, Sater, Seymour and Pease*
Loveland Curtis *Porter Wright Morris & Arthur LLP*
Reuter F Mark *Keating Muething & Klekamp PLL*
Shepherd Amy *BakerHostetler LLP* *

Up-and-coming individuals
Hurley Michael *Calfee, Halter & Griswold LLP* *
Off Emma *Thompson Hine LLP* *
Swan Timothy M *BakerHostetler LLP* *

Associates to watch
Lawler Kevin *Calfee, Halter & Griswold LLP* *

* *Indicates individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

they have on staff."

Work highlights BakerHostetler LLP represented Findaway World in its sale to Spotify Technology. BakerHostetler LLP advised Toyota on a 50:50 joint venture between Toyota and Mazda.

Notable practitioners

John Gherlein (see p.2675) has an active corporate practice which sees him advise on a broad spectrum of transactional matters and public company advisory work. **Strengths:** *"John is a source of great experience and judgment." "He is a very good and capable corporate attorney." "A brilliant attorney."* **John Allotta** (see p.2667) is an experienced and highly regarded corporate lawyer who demonstrates solid strengths in transactional matters, acting for both private equity firms on investment work and corporate clients on strategic M&A. He also advises on financing work. **Suzanne Hanselman** (see p.2676) is held in particularly high esteem for her long-standing expertise in securities law, with clients calling upon her in-depth experience in advising public companies on compliance and governance-related issues. **Strengths:** *"Suzanne is very responsive and smart. She has a wealth of knowledge honed over decades of practice and has the ability to think through thorny issues to achieve excellent results." "A very strong attorney."* **Matthew Graban**'s (see p.2675) practice sees him advise domestic and international businesses on M&A work, alongside additional roles advising HNW families on corporate matters. **Strengths:** *"Matthew is one of the strongest M&A attorneys I have ever worked with."* **Ashley Hess** (see p.2676) acts for public and private companies on a range of corporate matters, from M&A to joint ventures and governance issues. **Strengths:** *"Ashley does a really good job of listening and speaking to the client." "He is a great corporate M&A lawyer."* **Amy Shepherd** (see p.2689) is recognized for her ability to assist a wide roster of clients with M&A and securities offerings. **Strengths:** *"Amy is an incredible corporate lawyer and partner." "Amy is able to provide a great level of service. She's very professional and has great vision." "A very talented and good attorney."* **John Harrington** (see p.2676) is relied upon by clients for high-value transactions, comprising publicly traded acquisitions. He is also well versed in advising on complex contract negotiations. **Ronald Stepanovic** (see p.2690) is particularly well versed in handling transactional matters and portfolio company work on behalf of private equity firms. **Strengths:** *"Ronald is an incredibly practical adviser who focuses on the deal issues that actually matter. He is really amazing in quality and timing of work."* **Peter Van Euwen** (see p.2692) is a seasoned operator in the corporate law space, benefiting from over two decades of expertise in transactional and broader advisory work. He is particularly experienced handling deals in the healthcare and technology sectors. **Strengths:** *"It is a pleasure working with Pete. He provides excellent legal advice and is also cognizant of the impact of the transaction from a commercial standpoint." "Pete has always provided an excellent, efficient and friendly legal service."* **Timothy Swan** (see p.2691) enjoys a burgeoning reputation for his corporate practice, which features particular expertise in advising technology and life sciences businesses on transactional matters. **Strengths:** *"Timothy is an exceptional lawyer who gives incredible advice. He helps get deals done and makes an effort to understand our business and move it forward." "Timothy's ability to strike a balance between deep legal expertise and practical commercial awareness is very impressive. He's extremely bright and extremely responsive."* **Charlotte Pasiadis** (see p.2685) is a highly regarded associate with an impressively broad corporate practice, including experience in securities and venture capital transactions.

Benesch

What the team is known for Benesch has an esteemed corporate practice with particular strengths in midmarket transactional work, with additional expertise in joint venture matters. It offers strong credentials in the private equity field, with considerable expertise in handling venture capital investments and general corporate work for portfolio companies.

Strengths

"Whether working with senior partners or junior associates, they always do an excellent job."

"Benesch offers a very high level of responsiveness. We feel like we are treated as one of their most important clients."

"The team does an excellent job."

Work highlights Benesch represented Signet Jewelers in its acquisition of Diamonds Direct USA for $490 million.

Notable practitioners

Ira Kaplan comes highly recommended as a counselor to corporate clients, who turn to him for his deep experience in M&A and his track record in advising businesses on strategic issues. He currently serves as the firm's executive chair. **Strengths:** *"Ira is a very, very good and capable deal lawyer."* **Michael Marhofer** excels in a broad spectrum of transactional matters, with particular expertise advising private equity firms on investment work and fund formation. **Strengths:** *"An outstanding M&A attorney." "Michael is bright, competent and constructive. He's an exceptional transactional lawyer."* **Megan Mehalko**'s wide-ranging practice sees her advise on a broad spectrum of strategic M&A for corporate clients and investment work for private equity firms, alongside additional roles handling securities law matters and corporate governance issues. **Strengths:** *"Megan is very intelligent and knows our business well."*

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold LLP draws from an impressive statewide team with a strong track record across a broad range of corporate and transactional matters, acting on behalf of public and private businesses and financial institutions. Areas of excellence include M&A, securities offerings and private equity and venture capital fund formation. The firm also offers notable capital markets expertise, with particular strengths in acting for underwriters.

Strengths

Calfee consistently generates exceptional outcomes for the client."

"They are extremely responsive and meet tight deadlines."

"The lawyers represent the client's best interests while also conducting themselves in a collegial and professional manner. They offer exceptional service levels."

"The firm has done an excellent job with some of our most difficult transactions and bring a business sensibility while protecting and mitigating our risk."

Work highlights Calfee, Halter & Griswold LLP represented Ferro Corporation in its sale to Prince International Corporation for $2.1 billion.

Notable practitioners

Douglas Neary (see p.2684) combines his position as the firm's chair with an active corporate practice, where he advises a range of private and publicly held businesses on M&A, financing matters and wider advisory issues. **Strengths:** *"Doug is one of a kind. He's a great lawyer, a great*

adviser and super-responsive. He gets it." "He has decades of experience and is highly valued as a wise counselor across a spectrum of issues." **Steven Karzmer** (see p.2678) assists a clientele of public and private companies and private equity firms in a broad range of transactional matters. He serves as leader of the firm's ESOP formation and operation group. **Strengths:** *"A very responsive and practical member of the team." "Steven is an amazing attorney who quickly and efficiently meets our company's needs and goals." "Steven's strength is his responsiveness."* **Terry Doyle** (see p.2673) is held in particularly high regard for his abilities in advising private equity investors on transactional matters, alongside broader corporate work for portfolio companies. **Strengths:** *"A wonderful M&A lawyer."* **Arthur Hall** (see p.2675) is particularly well versed in advising public companies and investors on financing issues and corporate governance matters. **Jennifer Vergilii**'s (see p.2692) clients regularly call upon her to handle a broad array of M&A and capital markets transactions. **Strengths:** *"Jennifer handles issues well, is timely and works toward solutions. She's a great attorney to work with."* **Thomas Welsh** (see p.2693) is the managing partner of Calfee, Halter & Griswold. He advises on sophisticated transactions across a range of industries. **Strengths:** *"Tom is a solid M&A lawyer. He's a very smart guy and is very well regarded."* **Michael Hurley** (see p.2677) is a rising star in the M&A field who regularly works on a host of transactions. **Strengths:** *"He's an asset to our business. He has great insight and the knowledge to handle all our needs." "Michael is an outstanding client-driven attorney who is an asset to the firm. He's a very strong communicator and is highly responsive." "He is extremely smart with an excellent grasp of the complex details."* **Kevin Lawler** (see p.2680) is recognized as an associate to watch in the field of corporate M&A. He assists clients with a wide variety of transactional matters. **Strengths:** *"An impressive attorney." "Kevin is detail-oriented and gives us a level of comfort as we respond to complex business matters." "Kevin excels across the board. He demonstrates empathy, thought leadership and sector expertise."*

Dickinson Wright PLLC

What the team is known for Dickinson Wright PLLC is adept at handling complex transactions such as M&A. The team regularly handles deals in the manufacturing, education and technology sectors, among others.

Strengths

"Dickinson Wright offers comprehensive knowledge with access to experts."

Notable practitioners

Scot Crow is a key contact.

Frost Brown Todd LLP

What the team is known for Frost Brown Todd is a compact practice recognized for its strength on M&A. It possesses particular experience in the automotive and manufacturing sectors, as well as increasing activity in the healthcare space. Its broad client base includes corporate entities, financial institutions, investors and senior officers and directors.

Strengths

"The lawyers at Frost Brown Todd had an excellent grasp of our needs. They were always available and delivered when they said they would."

Notable practitioners

Neil Ganulin's wide-ranging practice covers areas including M&A, corporate governance matters and securities law compliance, alongside additional strengths in commercial matters. **Strengths:** *"A very strong corporate deal lawyer."*

Jones Day

What the team is known for Jones Day is recognized as a leading player on a range of complex transactions, leveraging its extensive national and international footprint to handle corporate work for a global client base. The firm is routinely seen handling high-end and mid-market M&A work, alongside tremendous strengths in private equity investments and capital markets work. It advises an impressive client roster composed of multinational businesses and financial institutions.

Strengths

"Jones Day is outstanding all around. Its lawyers are very thoughtful about understanding the heart of an issue."

"The team at Jones Day provides very solid advice and information and they're extremely responsive."

"Jones Day has a solid and experienced team of lawyers, with many talented attorneys to staff deals. They have the ability to think like businesspeople, not just attorneys."

"Jones Day is very knowledgeable on complex matters and able to boil them down to their essence in order to get things done."

Work highlights Jones Day advised Koch Industries and its wholly owned subsidiary, Infor, on the sale of its enterprise asset management business to Hexagon AB for $2.8 billion.

Notable practitioners

Charles Hardin draws from over three decades of experience to advise on a broad spectrum of transactional work, with particular expertise in the private equity market. **Strengths:** *"Chuck is an excellent relationship partner with very good judgment and business sense. He serves as an adviser in addition to being an attorney." "Chuck is consistently strong, insightful and very good at bringing in the right resource at the firm for the situation. He is our most trusted adviser."* **Michael Solecki** is held in particularly high esteem for his expertise in securities law issues, where he advises public companies on reporting issues, financings and wider governance matters. **Strengths:** *"Michael is smart and provides a great service. He understands our business and provides practical support." "Michael is very well thought of in the community."* **John Saada** is the partner-in-charge of Jones Day's Cleveland office. He is an experienced funds lawyer who advises on formation and governance issues, as well as transactional work for private equity and venture capital investors. He also counts a number of early-stage businesses among his clients, who turn to him for his expertise in transactional and investment work, governance matters and financing. **Strengths:** *"John is top-notch. He's very thoughtful and holistic in delivering the breadth of the firm." "John is a really good lawyer. Clients love him." "A very, very well-respected attorney."*

Keating Muething & Klekamp PLL

What the team is known for Keating Muething & Klekamp PLL assists clients with a wide range of corporate and transactional matters, including M&A, joint ventures and franchising. The firm possesses additional strength in securities regulation compliance and public offerings. The team is experienced in cross-border transactions.

Strengths

"They have the ability and experience to handle a broad range of complex and sophisticated legal matters. This ability and experience is an asset to clients."

"It is a very strong corporate practice."

"They are exceptional in understanding, analyzing and resolving complex matters. They take the time to understand the situation and pose the best solution for their clients."

Notable practitioners

Mark Reuter enjoys a solid reputation for his wide-ranging corporate practice, which encompasses transactional work, capital markets issues and broader governance and reporting advice. His clients include businesses, boards of directors and senior management committees. **Strengths:** *"Mark is knowledgeable and helpful."*

Kegler, Brown, Hill & Ritter

What the team is known for Kegler, Brown, Hill & Ritter has a solid offering in the corporate law space, with notable areas of strength including midmarket M&A, private placements and corporate governance. The firm is known for matters pertaining to the education sector. It offers transaction-adjacent experience in areas including employee benefits, taxation and wider commercial contracts matters.

Strengths

"They have an excellent understanding of complex issues."

"The team is exceptional."

"The firm has a number of experts that can be brought forth to address various matters that may arise in complex business transactions."

Work highlights Kegler, Brown, Hill & Ritter advised Schoedinger & Co on its sale to Service Corporate International.

Notable practitioners

Charles Kegler has a broad business-facing practice which features strengths in tax law, succession planning issues and wider transactional matters, with particular expertise in working for privately held corporates. **Strengths:** *"A fantastic lawyer."* **Todd Kegler** acts on a broad spectrum of financing matters and strategic M&A work for corporate clients. **Stephen Barsotti** is a respected practitioner who often handles M&A as part of his broader practice. **Strengths:** *"Stephen grasps complex issues extremely quickly and provides amazingly focused and pragmatic advice based on our business needs." "Stephen offers truly visionary input for clients."*

Porter Wright Morris & Arthur LLP

What the team is known for Porter Wright Morris & Arthur LLP acts for a range of midmarket companies on transactional matters, including M&A and SEC compliance. It offers additional corporate law expertise in areas including business

formation and commercial contracts matters. The team demonstrates broad sectoral strengths, with expertise acting for companies in areas such as technology.

Strengths

"The firm has the subject matter experts necessary to manage a complex transaction. They understand market terms and commercial significance in the marketplace."

Notable practitioners

Curtis Loveland advises public and private businesses, boards of directors and investors on issues ranging from M&A and private equity transactions, capital markets work and broader governance issues.

Squire Patton Boggs

What the team is known for Squire Patton Boggs offers a distinguished corporate law practice with a strong footprint in Ohio, bolstered by an extensive global network. The firm is particularly well regarded for its excellent strengths in high-value M&A transactions, with notable experience in cross-border work. It demonstrates broad strengths across a diverse range of sectors, with experience handling deals in the industrials, automotive and healthcare fields.

Strengths

"Squire Patton Boggs consistently provides us with excellent legal service with the necessary cross-disciplinary depth as needed. Their lawyers are true partners that we feel align perfectly with our interests."

"An extremely capable firm that can handle complex and sophisticated matters on accelerated timetables."

"The team is very responsive and always available when needed. They work extremely well with our team and meet all our legal needs."

Work highlights Squire Patton Boggs represented Procter & Gamble RDH in its purchase of all the issued and outstanding equity securities of Ouai Holding.

Notable practitioners

David Zagore (see p.2694) is firmly positioned at the forefront of the corporate law market in Ohio with a wealth of experience in complex M&A work and corporate governance advice. He acts for a broad spectrum of domestic and international businesses, boards of directors and management committees. **Edward Steiner**'s (see p.2690) longstanding reputation for corporate law excellence is based upon his impressive track record in advising corporate clients and investment firms on complex transactional mandates. His wide-ranging practice also includes strengths in securities law work and financings. **Strengths:** *"Edward is one of the best transactional attorneys that I've ever met. He's fantastic."* **Cipriano Beredo**'s (see p.2669) practice features strengths in M&A work, securities law issues and broader governance matters. He serves as the Americas chair of the firm's corporate practice. **Strengths:** *"Cip is a phenomenal lawyer." "He always brings a high level of professionalism and a deep breadth of knowledge." "A very, very smart business lawyer."* **Daniel Berick**'s (see p.2669) practice includes strengths in a broad spectrum of corporate law matters, including M&A, governance issues and financings, alongside recognized expertise in securities law work. **Strengths:** *"A superstar. We're lucky to have Daniel on our team."*

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister LLP offers extensive experience counseling clients on acquisitions and divestitures, offering considerable expertise in distressed asset transactions, private equity buyouts and venture capital investments. It provides additional strengths in regulatory compliance and corporate governance issues, particularly with regard to securities reporting. The firm calls upon strong regional expertise, bolstered by notable strengths in cross-border transactions.

Strengths

"The M&A practice group works on a wide variety of deals in a multitude of jurisdictions and has seen it all. The team is incredibly proficient."

"The team's expertise on complex matters is second to none."

"The firm is incredibly responsive. Taft provides effective and efficient solutions to complex issues."

"It's a very talented and responsive team. The lawyers go the extra mile."

"Taft's M&A team's subject matter expertise is unrivaled."

Work highlights Taft Stettinius & Hollister LLP represented Vndly in its sale to Workday for approximately $510 million.

Notable practitioners

James Zimmerman is noted for his solid strengths in advising businesses and investors on a broad spectrum of corporate law matters. **Strengths:** *"His expertise and ability to analyse scenarios and give excellent counsel were an important part of our firm's success." "James has decades of experience on large, complex transactions. He's trusted and efficient." "A very good attorney."*

Thompson Hine LLP

What the team is known for Thompson Hine LLP has a well-respected team handling a wide range of corporate law matters, including securities offerings, fund formation work, M&A and wider governance issues. It advises a wide range of investors and corporate clients, alongside particular expertise in acting for emerging companies on commercial and corporate matters.

Strengths

"Thompson Hine continually provides the highest level of legal counsel. We couldn't ask for more. They are highly responsive and attentive experts."

"The firm is very responsive. They provide practical, actionable legal advice."

"Thompson Hine receives an A+ in client services. They are a go-to trusted adviser."

"Thompson Hine is extremely responsive to our company. The firm clearly has its ear to the ground and regularly shares industry trends and developments."

"The team has superior transaction management skills."

Work highlights Thompson Hine LLP advised Eaton Corporate on its $600 million acquisition of Royal Power Solutions.

Thompson Hine LLP advised Tweddle Group in connection with their sale to CJK Group.

Notable practitioners

Frank Chaiken (see p.2671) advises both US and international businesses on corporate and commercial law issues, including notable experience in cross-border transactions. He chairs the firm's corporate and securities practice group. **Strengths:** *"He is able to simplify complex legal structures to enable working towards the best possible solution for his clients." "Frank is an absolute pleasure to work with. I trust him as an excellent lawyer but also as a counsellor. He has a steady intellect that we greatly appreciate." "Frank Chaiken has tremendous experience. His very strong interpersonal skills and solution-oriented thinking have consistently made the difference in our work together."* **Emma Off** (see p.2684) is an up-and-coming practitioner in the Ohio market who handles a range of transactional work, including M&A. **Strengths:** *"Emma is an incredible powerhouse of a lawyer who provides extensive expertise and advice for her clients." "Emma is extremely hard-working and super-responsive." "Emma is very diligent and a pleasure to work with."*

Tucker Ellis LLP

What the team is known for Tucker Ellis LLP has a compact team with solid credentials in M&A transactional work and wider corporate matters, alongside additional experience in private equity work. It counsels a broad spectrum of entrepreneurs, public companies and investment firms, active in sectors such as manufacturing, technology and finance.

Strengths

"We are extremely pleased with their ability to handle very complex transactions."

"Tucker Ellis has a plethora of subject matter experts on hand who are able to provide sound advice in a timely fashion."

"The team has shown time and time again that they can handle any complex issues."

"Tucker Ellis provides great service and guidance."

Work highlights Tucker Ellis LLP advised Ampex Brands on its acquisition of bellagreen.

Notable practitioners

Peter Rome (see p.2687) acts for clients on M&A and private equity transactions, financing issues and wider corporate governance matters. **Strengths:** *"Peter is excellent." "Peter is the best lawyer I have ever worked with. He has a great business mind as well as legal."* **Christopher Hewitt**'s (see p.2676) prolific corporate practice sees him advise a number of major businesses and senior management teams across issues such as M&A, financing matters and governance issues. **Strengths:** *"Christopher is an elite corporate M&A attorney. He has extensive knowledge and an ability to get his point across when dealing with others." "A fantastic M&A lawyer."* **Jayne Juvan** (see p.2678) is well versed in advising on corporate acquisitions. She is known for representing clients in the med-tech and food and drink franchising industries. **Strengths:** *"Jayne has exceptional M&A knowledge."* **Robert Loesch** (see p.2681) is particularly well versed in securities law work, drawing on his prior experience in the SEC's enforcement division. He frequently acts for corporates on compliance, as well as broader transactional matters and commercial issues.

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease LLP has a highly regarded team acting for an impressive corporate client base. It assists both public and private companies domestically and internationally in relation to securities, corporate governance and M&A matters. The firm has a strong foothold in the retail sector, as well as advising clients such as manufacturers and financial institutions.

Strengths

"The team is very knowledgeable, thorough and detailed."

"The lawyers are excellent communicators and are very responsive."

"Responsiveness and client focus are two of their greatest strengths."

"It is a very capable, attentive service provider. They feel like a partner."

Work highlights Vorys, Sater, Seymour and Pease LLP represented Elmira Savings Bank in its $82.8 million acquisition by Community Bank System.

Notable practitioners

Adam Brandt combines his role chairing the firm's corporate group with an active client-facing practice where he handles securities law issues, corporate governance work and strategic M&A. **Strengths:** *"Adam is a very good lawyer. We think very highly of him." "Adam has a can-do attitude and will find a way to get work done in a timely and efficient way."* **Roger Lautzenhiser** is an experienced corporate lawyer whose clients include a range of public and private businesses, financial institutions and investment firms. His practice features broad strengths across areas such as M&A, securities regulation and financing matters. **Strengths:** *"His guidance is always clear and to the point. I rely on Roger's assessments of the art of the deal." "He is very logical and practical."*

Other Ranked Lawyers

Mark Jahnke of Katz, Teller, Brant & Hild is a seasoned expert in advising business clients on transactional matters, having counseled on a number of major M&A deals across his career.

Strengths:

"Mark is incredibly well respected in the market."

"He's distinguished in the market. He's a very, very good lawyer."

Robert Ouellette of Ice Miller LLP has attained a particularly strong reputation for his private equity expertise, where he advises both investors and target companies on transactional matters. He also advises on financing matters.

Strengths:

"Robert is a very good M&A lawyer."

Douglas Sesnowitz (see p.2689) of Ulmer & Berne LLP is well known for representing clients in the manufacturing and retail space in a variety of corporate transactions.

Employee Benefits & Executive Compensation

Employee Benefits & Executive Compensation
Leading Firms
Band 1
BakerHostetler LLP
Thompson Hine LLP
Band 2
Calfee, Halter & Griswold LLP
Jones Day
Band 3
Dinsmore & Shohl LLP
Porter Wright Morris & Arthur LLP
Squire Patton Boggs
Tucker Ellis LLP
Vorys, Sater, Seymour and Pease LLP
Alphabetical order within each band. Band 1 is highest.

Band 1

BakerHostetler LLP

What the team is known for BakerHostetler is a highly regarded practice with significant experience in collectively bargained benefits plans. Well known for its expertise in ACA, ERISA and other plan compliance and litigation matters. Routinely handles EBEC aspects of M&A. Works with a broad range of clients, including multiemployer plans, healthcare entities and national retailers.

Strengths

"The BakerHostetler LLP employee benefits and executive compensation team consistently provides excellent counsel regarding complex and sophisticated employee benefits and executive compensation issues."

"The team is very knowledgeable on ERISA and provide a wonderful, very responsive service."

"The firm has strong knowledge and experience on unique situations, and good depth of staff to handle many issues."

Notable practitioners

John McGowan (see p.2683) is skilled in many forms of benefits disputes, including ERISA class actions. **Strengths:** *"John is really great."* **Raymond Malone** (see p.2682) is highly experienced in advising on the full life cycle of plans, ranging from both qualified and nonqualified retirement programs to welfare and fringe benefit plans. He is especially experienced with handling the employee benefits and executive compensation aspects of M&A matters. **Ann Caresani** (see p.2670) is a highly regarded employee benefits lawyer whose client base comprises business executives, board members, owners, professional service advisers and in-house counsel. **Strengths:** *"Ann Caresani is an excellent attorney." "Ann Caresani is responsive and delivers practical advice. She has a good awareness of changes that are happening and are on the horizon."* **Susan Lubow** (see p.2682) is the cochair of the firm's employee benefits and executive compensation group. She maintains a comprehensive view of the employee benefits domain, advising clients on issues including ERISA compliance and executive compensation. She is well versed in all aspects of retirement plans, health and welfare plans and ESOPs. **Strengths:** *"Susan consistently provides excellent and practical counsel."*

Thompson Hine LLP

What the team is known for Thompson Hine is a go-to practice for significant national and international clients, as well as Ohio-based companies. In demand for handling ACA compliance and the benefit and compensation components of transactions, as well as advising on plan structuring. Notable for its capabilities in ESOP counseling and its work in fiduciary governance. Sector expertise covers healthcare, financial services and energy, among others.

Work highlights Thompson Hine LLP provided employee benefit plan advice and services to Nordstrom with respect to its $4 billion 401(k) plan and its health and welfare benefit programs.

Notable practitioners.

Julia Ann Love (see p.2681) is experienced in healthcare plans and reform. She also leads the firm's employee benefits and executive compensation practice. **Strengths:** *"Julia Anne Love is great; she is very practical." "Julia Ann Love helps to break down complex subjects into information and advice which is easy to understand."* **Shane Starkey** (see p.2690) has a strong parallel tax practice and is well equipped to advise public

Employee Benefits & Executive Compensation

Leading Individuals

Band 1

Love Julia Ann *Thompson Hine LLP* *

McGowan Jr John J *BakerHostetler LLP* *

Starkey J Shane *Thompson Hine LLP* *

Band 2

Hagen Daniel C *Jones Day*

Helmreich Richard J *Porter Wright Morris & Arthur LLP*

Malone Raymond M *BakerHostetler LLP* *

Miller Robert *Calfee, Halter & Griswold LLP* *

Shlonsky Patricia A *Ulmer & Berne LLP (ORL)* ◊ *

Stansbury Ronald C *Tucker Ellis LLP* *

Stitt Scott *Tucker Ellis LLP* *

Viviani Gregory J *Squire Patton Boggs*

Wilcoxon Kim *Thompson Hine LLP* *

Band 3

Boiarsky Deborah A *Porter Wright Morris & Arthur LLP*

Brown Timothy R *Thompson Hine LLP* *

Caresani Ann M *BakerHostetler LLP* *

Ciriaco Anthony C *Vorys, Sater, Seymour and Pease LLP*

Corpora Corine R *Tucker Ellis LLP* *

Day Steven *Calfee, Halter & Griswold LLP* *

Draucker Carl A *Squire Patton Boggs*

Dunsizer Jennifer *Vorys, Sater, Seymour and Pease LLP*

Laing Michael *Taft Stettinius & Hollister LLP (ORL)* ◊

Lubow Susan N *BakerHostetler LLP* *

Poth Christine M *Vorys, Sater, Seymour and Pease LLP*

Ryan Laura *Thompson Hine LLP* *

Wells Ben F *Dinsmore & Shohl LLP*

Whaley David A *Thompson Hine LLP* *

Up-and-coming individuals

Howard Elizabeth *Vorys, Sater, Seymour and Pease LLP*

* *Indicates individual with profile.*

◊ *(ORL) = Other Ranked Lawyer.*

Alphabetical order within each band. Band 1 is highest.

corporations on a comprehensive array of executive compensation arrangements. **Strengths:** *"Shane Starkey is at the top of his field."* **Kim Wilcoxon** (see p.2694) is particularly well versed in Affordable Care Act issues and other group health plan regulations. **Strengths:** *"Kim is outstanding and a really good lawyer."* **Timothy Brown**'s (see p.2670) work encompasses the full gamut of issues relating to retirement and health and welfare plans, including fiduciary compliance. **Laura Ryan** (see p.2688) assists clients with retirement and health and welfare plan design, maintenance and termination. **Strengths:** *"She has a very deep knowledge of ERISA and other regulations." "Laura is very knowledgeable."* **David Whaley**'s (see p.2693) work for businesses and nonprofit entities includes the formation and implementation of ESOPs and deferred compensation arrangements. **Strengths:** *"David Whaley is an excellent lawyer in Cincinnati."*

Band 2

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold is a respected group that works with a range of clients, including nonprofit organizations, public entities and private corporations. Noted capabilities in ESOPs, ERISA litigation and M&A-related issues. Well equipped to advise clients on compliance with fiduciary rules and other regulations.

Strengths

"The Calfee team delivers excellent work."

Work highlights Calfee, Halter and Griswold LLP advised Nestlé USA on its 401(k) plan trust and pension plan.

Notable practitioners

Robert Miller (see p.2684) advises clients on all aspects of employee benefit plans and executive compensation arrangements. His client roster includes both privately held and publicly traded companies. **Strengths:** *"He is an expert and very thorough."* **Steven Day**'s (see p.2672) work encompasses a range of areas, including fiduciary and compliance concerns and benefits implications of M&A.

Jones Day

What the team is known for Jones Day is an esteemed practice covering all benefit and compensation issues. Sought after by boards of directors for its extensive experience in advising compensation committees on issues such as domestic and international equity compensation, stock purchase plans, securities laws and the Dodd-Frank Act. Strong capabilities in compensation and benefits matters as they relate to M&A, joint ventures and financing. Also advises on ERISA fiduciary governance and litigation matters.

Notable practitioners

Daniel Hagen has extensive experience in advising on the employee benefits implications of corporate transactions, such as incentive compensation plans and change in control programs.

Band 3

Dinsmore & Shohl LLP

What the team is known for Dinsmore & Shohl is a longstanding Ohio-born firm providing representation to a variety of clients, including public companies, private businesses and tax-exempt organizations. Experienced with counseling on ESOPs, ACA compliance and retirement plan design and implementation. Also provides counsel on church plans.

Notable practitioners

Ben Wells' works in the employee benefits and executive compensation field includes advising clients on ERISA procedures, qualified retirement plans and ESOPs. **Strengths:** *"Ben Wells is really strong."*

Porter Wright Morris & Arthur LLP

What the team is known for Porter Wright Morris & Arthur is well versed in the full gamut of benefits and compensation matters, with particular expertise covering governmental audits, ERISA compliance and qualified retirement plans. Advises clients on the design, implementation and compliance of a wide range of benefits plans. Represents a number of Ohio and national clients including public entities and tax-exempt organizations.

Strengths

"The team are great at offering practical advice to complex legal problems."

Work highlights Porter Wright Morris and Arthur LLP advised American Electric Power Company on a range of employee benefits and executive compensation matters, including two plan terminations, voluntary compliance filing and a DOL audit.

Notable practitioners

Richard Helmreich is highly experienced in tackling matters affecting tax-qualified retirement plans, health and welfare plans, executive compensation and both corporate and securities transactions. **Strengths:** *"Richard Helmreich is extremely responsive and knows all areas of employee benefits law. He provides practical advice and explains complex issues to business partners well."* **Deborah Boiarsky** is noted for her expertise in counseling clients on ERISA and IRS compliance. She also assists clients on qualified retirement plans and health and welfare benefit plans. **Strengths:** *"She is always extremely responsive and thorough in her advice."*

Squire Patton Boggs

What the team is known for Squire Patton Boggs is noted for its experience handling executive compensation issues for public companies. Areas of expertise include deferred compensation and retirement plans, equity plans and stock option work. Stands out for its extensive global footprint, and capability in establishing domestic benefits and compensation plans on behalf of international clients trading in the USA.

Notable practitioners

Gregory Viviani has a strong track record of work in the parallel fields of employee benefits and income tax, and is particularly skilled in tackling the concerns of tax-exempt organizations and government entities. **Carl Draucker** regularly advises clients on ESOP plans and employee benefits concerns in the context of both commercial and real estate transactions, and is adept at representing clients before the US Tax Court and the IRS.

Tucker Ellis LLP

What the team is known for Tucker Ellis is recognized in the market for its handling of a wide range of employee benefits issues. Offers significant expertise in the design and operation of ESOPs, and also experienced in handling ERISA litigation, executive compensation and benefits aspects of M&A. Clients include employers, directors and executives, and ESOP trustees and sponsors.

Work highlights Tucker Ellis LLP continues to represent the State Teachers Retirement Board in a class action lawsuit in the Franklin County Court of Common Pleas in Columbus, Ohio, regarding STRS's 2017 revision to the cost of living adjustment paid to beneficiaries of STRS.

Notable practitioners

Ronald Stansbury (see p.2690) is highly experienced in the representation of a broad range of clients, from individual executives and boards of directors to public, private and tax-exempt corporations. He handles matters related to employee benefits and executive compensation. **Scott Stitt**'s (see p.2690) work centers on ERISA and employee benefits litigation, ESOP issues and

related commercial and employment disputes. **Strengths:** *"Scott Stitt is excellent."* **Corine Corpora** (see p.2671) assists clients with qualified and nonqualified retirement plans, health and welfare plans and fringe benefit plans as well as executive compensation issues. **Strengths:** *"Corine is wonderful to work with. Personable, responsive and knowledgeable."*

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease is known for its work on the establishment of benefit programs and the management of compliance. Particular experience in ERISA, federal and state securities laws and representation before the IRS, DOL and Pension Benefit Guaranty Corporation. Further expertise lies in the handling of multiemployer plans for private and public companies. Regularly advises on the implementation of health and welfare plans, including advising clients on healthcare reform.

Strengths

"Vorys, Sater, Seymour and Pease has an exceptional employee benefits and executive compensation team."

"The firm have the most intelligent and comprehensive ERISA retirement plan knowledge."

Work highlights Vorys, Sater, Seymour and Pease provided advice to Victoria's Secret & Co. in connection with numerous issues related to Victoria's Secret's spin-off from LBrands, including the establishment of separate benefit plans and vendor agreements.

Notable practitioners

Anthony Ciriaco is highly experienced in many areas of employee benefits work, including health and welfare benefits, executive compensation and qualified retirement plans. **Jennifer Dunsizer** regularly counsels clients on the administration of retirement plans, deferred compensation, health and welfare plans and insurance benefits. **Strengths:** *"She is a strong partner in retirement plans."* **Christine Poth** is adept at creating, implementing and maintaining a variety of employee benefits plans and programs. **Strengths:** *"Christine Poth is an exceptional attorney. She combines extraordinary expertise in a highly technical area with exceptional communication and business skills."* **Elizabeth Howard** handles a range of employee benefit plan matters, such as retirement plans, health and welfare plans, and deferred compensation plans. She also handles client representation in IRS audits. **Strengths:** *"Elizabeth is wonderful to work with. She is highly experienced in many technical areas of benefits and is a great business partner."*

Other Ranked Lawyers

Michael Laing is typically called on to advise clients on executive plans, employee retirement, group welfare and fringe benefit plans, and is particularly experienced in handling executive compensation matters for tax-exempt organizations. **Patricia Shlonsky** (see p.2689) is skilled in the handling of complex ERISA, ESOP and other compensation-related disputes.

Strengths:

"She is an exceptional lawyer."

Energy & Natural Resources

Energy & Natural Resources

Leading Firms

Band 1

- Boehm, Kurtz & Lowry
- Bricker Graydon LLP
- Calfee, Halter & Griswold LLP
- Vorys, Sater, Seymour and Pease LLP

Leading Individuals

Band 1

- Borchers Dylan *Bricker Graydon LLP*
- Krassen Glenn *Bricker Graydon LLP*
- Kurtz Michael *Boehm, Kurtz & Lowry*
- Lang James *Calfee, Halter & Griswold LLP* *
- Parram Devin *Bricker Graydon LLP*
- Proaño David *BakerHostetler LLP (ORL)* ◊ *
- Russell Gregory *Vorys, Sater, Seymour and Pease LLP*
- Warnock Matt *Bricker Graydon LLP*

* *Indicates individual with profile.*

◊ *(ORL) = Other Ranked Lawyer.*

Alphabetical order within each band. Band 1 is highest.

Band 1

Boehm, Kurtz & Lowry

What the team is known for Boehm, Kurtz & Lowry is an Ohio boutique with a depth of expertise in the energy space. The firm possesses strong capabilities advising on regulatory matters for both oil and gas and power sector clients. The group frequently represents clients before the Public Utilities Commission of Ohio including in rate proceedings.

Notable practitioners

Michael Kurtz handles complex regulatory proceedings before state and federal commissions on behalf of his large energy consumer clients. **Strengths:** *"Michael is a phenomenal, top-class lawyer."*

Bricker Graydon LLP

What the team is known for Bricker Graydon LLP is a well-regarded team noted for its strengths in natural resources transactions and regulatory proceedings, acting for a diverse client base that includes chemical manufacturers, municipalities and energy companies, among others. Well known for its particular expertise in the pipelines sector, as well as in connection with natural gas power plants and wind and solar farms. Represents clients before government agencies including the Ohio Power Siting Board, the Ohio Department of Natural Resources and the PUC. Further noted for its work in the shale and renewable energy spaces.

Strengths

"The entire Bricker Graydon team always demonstrates best-in-class knowledge on project matters."

Work highlights Bricker Graydon LLP advised Enbridge on its NEXUS Project, a $2 billion, 256-mile interstate natural gas pipeline originating in Ohio.

Notable practitioners

Dylan Borchers focuses his practice on representing developers in the power and renewables space. He frequently represents clients before the Ohio Power Siting Board. **Strengths:** *"Not only is Dylan an expert in his field, but he is a pleasure to work with."* *"Dylan is an impressive and brilliant attorney."* **Glenn Krassen** draws on four decades of experience in the regulated energy space to ably advise his developer and large consumer clients. **Strengths:** *"Glenn is an excellent lawyer."* **Devin Parram** has a strong practice in the regulated utility space in Ohio. He is sought out by public and private clients for his expert representation before the Ohio utility commissions. **Strengths:** *"Dylan does a great job helping navigate utility regulations; he is very knowledgeable in this field."* **Matt Warnock** focuses his practice in the oil and gas space, handling regulatory and development work for his clients. **Strengths:** *"Matt is an out-of-the-box thinker who can help find creative solutions to difficult problems."* *"Matt's breadth of experience and ability to tackle difficult tasks is impressive. He is able to navigate all aspects of a transaction and has a keen ability to understand all the issues, both legal and commercial, and craft solutions that work for all parties."*

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold LLP is a strong choice for both public entities and private companies active in the energy sector. The group demonstrates strength in an array of regulatory work including in proceedings before state and federal commissions.

Strengths

"Calfee has a good grasp of the industry and emergent issues."

Notable practitioners

James Lang (see p.2680) is cochair of Calfee's energy and utilities practice group. He has experience representing public utilities and municipalities before state commissions in a range of regulatory proceedings.

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease LLP focuses on natural resources matters for Ohio-based and national clients and is particularly noted for its strengths in the energy and oil and gas industries. It enjoys a fine reputation for its counsel on regulatory matters, permitting and compliance with federal and state law, and possesses significant litigation experience, including disputes concerning gas purchase contracts and drilling and operating agreements.

Strengths

"They are well equipped with experts across the energy spectrum."

Notable practitioners

Gregory Russell is well regarded for oil and gas matters, particularly for both state and federal regulatory compliance. His clients include producers and pipeline operators. **Strengths:** *"Gregory is a very knowledgeable oil and gas lawyer."*

Other Ranked Lawyers

David Proaño (see p.2685) of BakerHostetler LLP focuses his practice on handling regulatory matters in the energy space. He routinely appears before the Public Utilities Commission of Ohio in litigation as well as project approval filings.

Environment

Environment

Leading Firms

Band 1
- Frost Brown Todd LLP
- McMahon DeGulis LLP
- Squire Patton Boggs
- Thompson Hine LLP

Band 2
- Vorys, Sater, Seymour and Pease LLP

Band 3
- Benesch
- Bricker Graydon LLP
- Calfee, Halter & Griswold LLP
- Porter Wright Morris & Arthur LLP
- Roetzel & Andress, LPA
- Shumaker Loop & Kendrick LLP
- Taft Stettinius & Hollister LLP

* *Indicates individual with profile.*

◊ *(ORL) = Other Ranked Lawyer.*

Alphabetical order within each band. Band 1 is highest.

Environment

Senior Statespeople

Senior Statespeople: distinguished older partners

- **Brubaker** Robert *Porter Wright Morris & Arthur LLP*
- **Nash** David *McMahon DeGulis LLP*
- **Samuels** Stephen P *Frost Brown Todd LLP*
- **Schraff** Christopher *Porter Wright Morris & Arthur LLP*
- **Terp** Thomas T *Taft Stettinius & Hollister LLP*

Leading Individuals

Band 1
- **Farolino** Shane A *Roetzel & Andress, LPA* *
- **Friedman** Heidi B *Thompson Hine LLP* *
- **Hayes** William D *Frost Brown Todd LLP*
- **Kolesar** Andrew L *Thompson Hine LLP* *
- **Watt** Kristin L *Vorys, Sater, Seymour and Pease LLP*

Band 2
- **DeGulis** Gregory J *McMahon DeGulis LLP*
- **Doran** Scott *Kegler, Brown, Hill & Ritter (ORL)* ◊
- **Finn** Terrence *Roetzel & Andress, LPA* *
- **Haughey** Stephen N *Frost Brown Todd LLP*
- **Jones** Christopher *Calfee, Halter & Griswold LLP* *
- **McMahon** Louis L *McMahon DeGulis LLP*
- **McMurray** Kevin N *Frost Brown Todd LLP*
- **McWilliams** Douglas A *Squire Patton Boggs*
- **Merrill** Frank *Bricker Graydon LLP*
- **Norman** Mark A *Vorys, Sater, Seymour and Pease LLP*
- **Van Kley** Jack A *Van Kley Law (ORL)* ◊
- **Walker** Christopher A *Walker Environmental (ORL)* ◊
- **Winters** Karen A *Squire Patton Boggs*

Band 3
- **Atriano** Vincent *Squire Patton Boggs*
- **Booher** Martin T *BakerHostetler LLP (ORL)* ◊ *
- **Born** Michael *Shumaker Loop & Kendrick LLP*
- **Hoffman** Timothy *Dinsmore & Shohl LLP (ORL)* ◊
- **Rego** John A *Benesch*
- **Wesloh** Steven *Frost Brown Todd LLP*

Band 4
- **Casarona** Robert B *Casarona Legal Services (ORL)* ◊
- **Dressman** Chase *Taft Stettinius & Hollister LLP*
- **Eagle** Joel *Thompson Hine LLP* *
- **Habel** Christopher S *Frost Brown Todd LLP*
- **Kacenjar** Allen *Squire Patton Boggs*
- **Lavey** Wendlene *McMahon DeGulis LLP*
- **Margolis** Kevin D *Benesch*
- **Sherman** Kendra *Squire Patton Boggs*

Up-and-coming individuals
- **Edelstein** David *Vorys, Sater, Seymour and Pease LLP*
- **Spitzig** Erica M *Taft Stettinius & Hollister LLP*

Associates to watch
- **Alexander** Rees *Squire Patton Boggs*

Band 1

Frost Brown Todd LLP

What the team is known for Frost Brown Todd LLP is a greatly experienced and well thought-of practice acting for clients on a broad range of issues relating to environmental law. Possesses a strong stable of talented attorneys representing clients in civil and criminal enforcement actions, and regulatory compliance audits and investigations. Particularly sought after for its counsel on CERCLA and CWA matters. Also noted for its environmental counsel on corporate transactions. Acts for a distinguished roster of state, national and international clients, including heavy industry corporations, petroleum companies and municipalities.

Strengths

"Frost Brown Todd has a deep bench of talented attorneys who are very responsive and client-centered."

Work highlights Frost Brown Todd represented OSCO Industries in a CERCLA cost recovery action brought by Goodyear in relation to historical disposal of non-toxic spent foundry sand in an Ohio landfill.

Notable practitioners

Stephen Samuels has a strong reputation in the market and regularly handles CWA and other proceedings on behalf of industry, municipal and property owner clients. **William Hayes** is a well-regarded environmental lawyer and is renowned in the market for his expertise in permitting and CAA compliance. **Strengths:** *"William is exceptionally good at compliance work and is also very practical and works seamlessly with clients."* **Stephen Haughey** has built a solid reputation as a leading environmental litigator and frequently handles disputes concerning CWA and CERCLA violations, often on behalf of municipal entities. **Strengths:** *"Stephen is a great environmental litigator."* **Kevin McMurray** provides sought-after counsel on environment-related litigation. He is often called upon to act in relation to enforcement proceedings and audit investigations. **Strengths:** *"Kevin provides exceptional client service and is particularly sensitive to the practical considerations impacting our business."* **Steven Wesloh** is skilled in representing clients in federal investigations and permit appeals under the CAA, often concerning the iron and steel industries. **Strengths:** *"Steven is knowledgeable and technically proficient."* **Christopher Habel** chairs the firm's Cincinnati office and has considerable experience representing clients in environmental litigation and advising on

regulatory compliance. **Strengths:** *"Christopher is outstanding in terms of both legal acumen and technical ability."*

McMahon DeGulis LLP

What the team is known for McMahon DeGulis LLP is a highly regarded boutique with expertise covering the full range of environmental law. Possesses particular strength in brownfield matters, as well as integrated planning work related to the CWA. Also noted for its permitting, compliance and enforcement counsel on air pollution issues. Represents significant municipal and private clients across Ohio as advisory and litigation counsel.

Strengths

"The McMahon DeGulis team is always ahead of deadlines and goes above and beyond to assure we are taken care of."

Work highlights McMahon DeGulis LLP served as lead counsel to the City of Lakewood in negotiating a federal consent decree for implementation of its Integrated Wet Weather Improvement Plan.

Notable practitioners

David Nash continues to maintain a sophisticated environmental and energy practice, and is regarded as an expert in issues including hazardous waste regulation and permitting. **Gregory DeGulis** is an accomplished environmental litigator, with a wealth of experience defending clients in disputes revolving around insurance coverage, hazardous waste, CERCLA and other issues. **Louis McMahon** is renowned for his environmental compliance expertise. He is best known for his expert counsel and legal strategy in Clean Water Act Integrated Planning. **Strengths:** *"Louis has excellent skills and is very personable. He goes above and beyond."* **Wendlene Lavey** has wide-ranging environmental expertise and regularly advises clients on compliance, permitting and enforcement matters, among others.

Squire Patton Boggs

What the team is known for Squire Patton Boggs is an eminent practice representing large national and international clients across a broad spectrum of matters relating to environmental law. Possesses expertise in compliance and litigation including defense of governmental enforcement actions. Excels in matters relating to health and safety breaches, site remediation, brownfield redevelopment and land use approvals. Represents clients from a variety of industries including mining, manufacturing, petroleum refining and energy.

Strengths

"The Squire Patton Boggs team knows how to take cases to trial."

Work highlights Squire Patton Boggs defended Cleveland-Cliffs Steel Corporation in a putative class action involving claims for private nuisance, public nuisance and negligence for alleged odors, dust and air particulates allegedly from its Dearborn Works steel manufacturing facility.

Notable practitioners

Douglas McWilliams brings particular expertise to CAA enforcement and compliance issues in the automotive industry, among other matters. **Karen Winters** advises energy and natural resources companies on compliance issues and litigation in connection with development projects located in environmentally sensitive locations such as wetland sites. **Strengths:** *"Karen is really fabulous and knowledgeable. She communicates very well, and has a very keen sense of the state laws and how much room we have to maneuver within them."* **Vincent Atriano** is well regarded for his environmental litigation expertise. He has a wealth of experience acting for clients on a range of matters including environmental enforcement and toxic tort class actions. **Allen Kacenjar** has broad expertise encompassing a wide range of environmental matters. He frequently advises clients on enforcement and complex litigation, as well as general risk management counseling. **Kendra Sherman** has experience defending clients in federal and state enforcement actions, as well as advising on matters regarding environmental compliance. **Rees Alexander** has diverse environmental expertise, regularly advising on both contentious and noncontentious matters including transactions, litigation and regulatory compliance.

Thompson Hine LLP

What the team is known for Thompson Hine LLP is a premier practice with expertise across all aspects of environmental law. Represents large, well-known clients across the Midwest and nationally in matters such as environmental remediation, regulatory compliance and permitting, and general environmental litigation. Possesses particular strengths at the intersection of environmental matters and product liability law, and additionally noted for its counsel on OSHA compliance.

Strengths

"The Thompson Hine team has an excellent ability to grasp key issues and excels at keeping abreast of developing issues."

"Thompson Hine provides expert-level service that is accurate and reliable."

Work highlights Thompson Hine LLP represented Raytheon Technology Corporation on a billion-dollar development project in Asheville, North Carolina.

Notable practitioners

Heidi Friedman (see p.2674) is a heavyweight of the state Bar, where she is admired for her valuable regulatory expertise. She sports an impressive track record for her superb handling of issues including remediation and enforcement actions relating to Superfund sites and other sensitive locations. **Andrew Kolesar** (see p.2679) is an esteemed practitioner, with noted strengths handling Superfund, NEPA and permitting issues. **Joel Eagle** (see p.2673) is regularly called upon to advise on a wide range of environmental law mandates, including CERCLA compliance, enforcement and risk management. **Strengths:** *"Joel's technical knowledge is superb."*

Band 2

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease LLP handles a wide range of environmental matters for major clients, both local and national. The group is frequently called upon to advise on due diligence, permitting and federal compliance, as well as Brownfield development matters and high-stakes disputes.

Strengths

"The Vorys, Sater, Seymour and Pease team is always extremely knowledgeable, efficient and on top of the details for the project."

Work highlights Vorys, Sater, Seymour and Pease LLP served as environmental legal counsel to a large Brownfield redevelopment firm, representing them in multiple ongoing projects, including former factories being developed into residential, commercial and industrial reuses.

Notable practitioners

Kristin Watt heads the firm's environmental practice. She comes recommended for her counsel on compliance and permitting issues, as well as for enforcement defense. **Strengths:** *"Kristin is very practical and is able to cut through it all to help us get things done and mitigate risk." "She is an expert in her field and brings a high level of professionalism to tough matters."* **Mark Norman** marshals an impressive practice, offering strong service delivery in environmental compliance, litigation and dispute resolution. He is experienced in acting for clients on contentious matters before state and federal regulators, including RCRA and CWA proceedings. **David Edelstein** is increasingly recognized for his sophisticated environmental enforcement and regulatory practice. He draws upon impressive prior experience serving as a chief of criminal enforcement within the EPA.

Band 3

Benesch

What the team is known for Benesch houses a strong team that regularly advises on environmental litigation as well as regulatory compliance. Regularly sought out for its expertise in Superfund liability and site remediation. Also well placed to advise on the environmental aspects of commercial transactions such as M&A and divestitures.

Work highlights Benesch served as lead environmental counsel to Eramet Marietta in matters associated with new federal 'air toxics' regulation applicable to ferroalloys production.

Notable practitioners

John Rego is noted for his litigation expertise and is sought out for representation in negotiations with state and federal bodies in relation to Superfund and other regulatory matters. **Kevin Margolis** chairs the environmental practice group at the firm and advises clients on environmental aspects of transactions, with notable expertise in real estate matters. He is also experienced in environmental enforcement and litigation matters.

Bricker Graydon LLP

What the team is known for Bricker Graydon LLP offers broad environmental expertise and frequently advises major energy companies on all aspects of environmental regulation and permitting. The group also has notable experience litigating before state and federal courts.

Notable practitioners

Frank Merrill has an established environmental practice and advises clients on regulatory, permitting and CERCLA issues as well as litigation.

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold LLP is an experienced practice with a wealth of expertise in environmental litigation, compliance and permitting. Noteworthy experience representing clients in matters involving hazardous waste, site remediation and cleanup. Also assists clients with the environmental aspects of transactions.

Strengths

"Calfee has proven itself to be the A team every time – they exude professionalism at every level and are two steps ahead of the other side."

Work highlights Calfee Halter & Griswold LLP advised Industrial Commercial Properties on the negotiation of consensual administrative orders with the Ohio Environmental Protection Agency to allow for the redevelopment of a former retail development in Northeast Ohio.

Notable practitioners

Christopher Jones (see p.2677) benefits from prior experience serving as the director of the Ohio Environmental Protection Agency. He provides market-leading expertise in various permitting, compliance and remediation matters. **Strengths:** *"Chris not only provides a wealth of knowledge and a strong technical background, but is also an incredibly strong negotiator."*

Porter Wright Morris & Arthur LLP

What the team is known for Porter Wright Morris & Arthur LLP is a respected practice with great depth of experience in environmental matters. Maintains a fine track record for its counsel in rulemaking proceedings and disputes in state and federal courts. Regularly advises on environmental permitting and compliance. Highly capable in issues concerning the CAA. Represents both domestic and international clients from a range of industry sectors including manufacturing, hospitality and energy.

Notable practitioners

Robert Brubaker maintains an excellent reputation in the market and acts for manufacturers, utilities and other large corporates in CAA affairs, including enforcement proceedings. **Christopher Schraff** is noted for his expertise across the full range of state and federal environmental regulatory work, often assisting clients in matters involving CERCLA, RCRA and other pollution control statutes.

Roetzel & Andress, LPA

What the team is known for Roetzel & Andress, LPA is a well thought-of practice representing clients from a range of industries including petroleum and manufacturing. Possesses expertise in civil and criminal environmental enforcement actions, regulatory negotiations and permitting matters, and maintains a fine reputation for its representation of clients before various environmental agencies including EPA. Represents a particularly good choice of counsel for matters pertaining to the CAA.

Notable practitioners

Shane Farolino (see p.2673) offers a comprehensive practice, with experience spanning environmental litigation, cleanups and matters regarding the CWA. **Terrence Finn** (see p.2673) is a well-regarded environmental lawyer with notable expertise in transactional and remediation work. His clients include both public and private sector bodies.

Shumaker Loop & Kendrick LLP

What the team is known for Shumaker Loop & Kendrick LLP is an experienced practice with strong capabilities in regulatory intervention, Superfund matters and permitting issues related to the CAA and CWA. Represents clients in industries including petrochemical, automotive and defense. Maintains a fine track record for its work in EPA enforcement proceedings.

Notable practitioners

Michael Born is a well-regarded air lawyer. He counsels a diverse array of clients from the energy, manufacturing and mining industries in environmental compliance. He offers additional experience in defending enforcement.

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister is an excellent practice recognized for its strengths in environmental litigation and regulatory and compliance matters. Areas of expertise include Superfund and brownfield development issues. Routinely sought after for its counsel on issues relating to the CAA, CWA and TSCA. Excels in toxic and mass tort litigation and also noted for its counsel to both plaintiffs and defendants in cost recovery disputes. Also advises on environmental aspects of M&A.

Strengths

"Taft has excellent attorneys that are not only well versed in environmental law, but also in the practical aspects of managing complex litigation with private parties and governmental agencies."

Work highlights Taft Stettinius & Hollister provided Bridgestone with nationwide environmental compliance representation, including representation for RCRA, CWA, CAA, Superfund and other environmental matters at sites all around the country.

Notable practitioners

Thomas Terp continues to maintain a versatile environmental practice, where he is sought out on a nationwide basis for his superb representation in litigation and compliance matters relating to various jurisdictions nationwide. **Chase Dressman** is highlighted for his broad knowledge of environment law. He is particularly well versed in Superfund and CERCLA matters. **Erica Spitzig** has impressive expertise in a wide range of environmental mandates. She is particularly noted for her experience in Clean Water Act matters, having previously served in senior positions within the National Association of Clean Water Agencies. **Strengths:** *"Erica manages to make environmental law interesting to non-experts – she is passionate and profoundly knowledgeable about her area of expertise."*

Other Ranked Lawyers

Martin Booher (see p.2669) of BakerHostetler LLP is an experienced environmental litigator. He defends clients in a variety of sectors including the manufacturing industries and industrial chemicals.

Robert Casarona of Casarona Legal Services, LLC marshals an impressive practice representing executives, shareholders and government entities in various environmental disputes.

Scott Doran of Kegler, Brown, Hill & Ritter is lauded by sources for the depth of his environmental expertise and is well versed in handling remediation and permitting issues.

Timothy Hoffman of Dinsmore & Shohl LLP advises on the environmental considerations of transactions, and also represents clients in regulatory enforcement proceedings and civil litigation.

Jack Van Kley of Van Kley Law maintains a solid reputation for his litigation experience. He is dedicated to achieving successful outcomes for his clients in environment-related litigation and enforcement actions.

Christopher Walker of Walker Environmental Law maintains a broad and sophisticated practice, representing clients in permitting and compliance matters.

Healthcare

Healthcare

Leading Firms

Band 1

Jones Day

Band 2

Benesch

Bricker Graydon LLP

Epstein Becker & Green PC

Band 3

BakerHostetler LLP

Brouse McDowell

Rolf Goffman Martin Lang LLP

Taft Stettinius & Hollister LLP

Vorys, Sater, Seymour and Pease LLP

Senior Statespeople

Senior Statespeople: distinguished older partners

Dunlay Catherine *Bricker Graydon LLP*

Leading Individuals

Band 1

Flynn James *Bricker Graydon LLP*

Kapp Jeffrey L *Jones Day*

Schabes Alan *Benesch*

Band 2

Carsonie Frank *Benesch*

Dutton Thomas E *Jones Day*

Kirsner John *Jones Day*

Band 3

Feldkamp Janet *Benesch*

Havens Jolie *Vorys, Sater, Seymour and Pease LLP*

Kastner Elizabeth *Epstein Becker & Green PC* *

Killworth Allen *Epstein Becker & Green PC* *

Kleinman Stephen *Epstein Becker & Green PC* *

Pierce Reisz Lisa *Epstein Becker & Green PC* *

Rupp Robert K *BakerHostetler LLP* *

Scrutton Suzanne *Vorys, Sater, Seymour and Pease LLP*

Band 4

Anthony Thomas *Frost Brown Todd LLP (ORL)* ◊

Bee Gregory *Taft Stettinius & Hollister LLP*

Carney Jennifer Nelson *Epstein Becker & Green PC* *

Glessner Daniel *Brouse McDowell* *

Goffman Ira *Rolf Goffman Martin Lang LLP*

Haran Craig *Frantz Ward LLP (ORL)* ◊

Hilvert Kevin *Epstein Becker & Green PC* *

Huryn Chris *Brouse McDowell* *

Lang Paul *Rolf Goffman Martin Lang LLP*

Simon Eric *Taft Stettinius & Hollister LLP*

Swift Christopher J *BakerHostetler LLP* *

Up-and-coming individuals

Fryan Laura *Brouse McDowell* *

Reed Bradley D *Frantz Ward LLP (ORL)* ◊

Associates to watch

Thorn Nicole *Brouse McDowell*

* *Indicates individual with profile.*

◊ *(ORL) = Other Ranked Lawyer.*

Alphabetical order within each band. Band 1 is highest.

Band 1

Jones Day

What the team is known for Jones Day represents a diverse range of clients across a wide scope of healthcare matters, including M&A, joint ventures and other complex transactions. The firm also handles litigation, including the defense of clients in fraud and abuse cases. Other areas of focus include compliance work, both domestically and internationally, and dealing with privacy and data breaches. The team also advises on corporate planning and contract negotiation matters.

Strengths

"The team is able to provide support for the various complex issues that arise throughout a transaction."

"The Jones Day team is very innovative and responsive."

"Jones Day is able to translate complex legal advice to practical advice."

Work highlights Jones Day assisted the Eye Care Center of Northern Colorado with the formation of a statewide clinically integrated network.

Notable practitioners

Jeffrey Kapp is an experienced transactional lawyer. He is well versed in restructuring and acquisitions, as well as joint venture formation. **Strengths:** *"Jeffrey provides excellent advice." "He is very focused on the end goal of a transaction."* **Thomas Dutton** regularly advises on high-value transactional matters, including acquisitions and joint ventures. He acts for a variety of clients in the healthcare industry, including healthcare systems and academic medical centers. **Strengths:** *"Thomas is a valued adviser and a strong advocate." "He is responsive and attentive to detail. He also brings a great level of knowledge to matters."* **John Kirsner** advises on physician networking issues, as well as regulatory matters, mergers and the formation of joint ventures. **Strengths:** *"John is extremely knowledgeable."*

Band 2

Benesch

What the team is known for Benesch is a highly experienced practice covering a range of healthcare issues. The firm maintains a fine track record for its counsel on state and federal investigations and audits. Benesch also represents a good choice for clients in the post-acute space, including those in the home care, hospice and senior living industries. The team is skilled in acting on behalf of a range of national and regional for-profit and nonprofit healthcare associations, with further expertise in M&A and regulatory compliance.

Strengths

"Benesch contains high-quality attorneys."

"The firm has the ability to take complex matters and distill them into decisions for the client."

"The team show excellent responsiveness and they are well networked in the healthcare space."

Work highlights Benesch represented Oak Hill Capital as healthcare regulatory counsel in connection with its $870 million acquisition of US Oral Surgery.

Notable practitioners

Alan Schabes enjoys a good reputation in the market for his skilled handling of healthcare matters. He acts for a variety of clients, ranging from post-acute care providers to private equity firms. **Strengths:** *"Alan is an incredibly smart attorney." "He is an excellent lawyer."* **Frank Carsonie** chairs the practice and is highly regarded for his transactional work in the healthcare sector. He frequently acts for hospitals and retirement communities on joint ventures and M&A. **Strengths:** *"Frank is a great lawyer."* **Janet Feldkamp** is recognized for her extensive experience in the healthcare sector and particularly in long-term care work. She handles a range of complex regulatory matters as well as matters concerning alleged fraud and abuse. **Strengths:** *"Janet is very knowledgeable." "She is a very good regulatory attorney."*

Bricker Graydon LLP

What the team is known for Bricker Graydon has a longstanding reputation in the healthcare area with particular expertise in multiple-provider transactions, physician-hospital alignment and regulatory compliance. The firm's client base stems across Ohio and nationwide, including for-profit and nonprofit hospitals and health systems, as well as insurance companies and long-term care facilities. The team is noted for its depth of experience in M&A and joint ventures as they relate to physicians' practices.

Strengths

"The practitioners are very strong and always responsive."

"Bricker Graydon offers fantastic attention to matters and wise counsel."

"The team has great depth and experience."

Notable practitioners

Catherine Dunlay offers a wealth of experience in transactional work, including M&A and the creation of joint ventures. **Strengths:** *"She's a brilliant lawyer."* **James Flynn** is a highly regarded healthcare lawyer, with extensive experience advising clients on commercial transactions, including acquisitions and reimbursement matters. **Strengths:** *"James is an outstanding attorney who has a thorough and current understanding of the ever-shifting healthcare field." "He is a very distinguished lawyer who is highly regarded."*

Epstein Becker & Green PC

What the team is known for Epstein Becker & Green is highly regarded for its nationwide healthcare capabilities. The team demonstrates its ability to work on behalf of a number of the largest hospitals and health systems within the state. Boasting a strong bench of practitioners, the firm acts on a variety of transactional, regulatory and contentious mandates. The practice also offers experience in medical staffing concerns, health information technology and issues of policy.

Strengths

"The group brings relevant expertise to their clients and has a keen awareness of all factors within the market."

"Epstein Becker's bench is strong and they are able to handle any matter."

"The team provides exceptional client service."

Notable practitioners

Elizabeth Kastner (see p.2678) regularly advises healthcare clients on a range of transactional matters, including regulatory and compliance issues. **Strengths:** *"Elizabeth is a really fine regu-*

latory lawyer." "She is very responsive and knowledgeable in her field." **Allen Killworth** (see p.2679) is well regarded for his work on regulatory and compliance issues in the healthcare sector. He also advises clients on transactional matters. **Strengths:** *"Allen is a fabulous lawyer." "He is responsive and thorough."* **Stephen Kleinman** (see p.2679) is noted for his experience advising on regulatory matters and medical staff issues. He frequently acts for hospitals, physicians and long-term care providers. **Strengths:** *"He's an experienced and accomplished lawyer." "Stephen provides excellent legal advice."* **Lisa Reisz** (see p.2685) is well regarded for her significant experience in health information technology issues, including HIPAA and HITECH compliance. She also represents clients in litigation and is an experienced trial lawyer. **Strengths:** *"Lisa is an amazing attorney."* **Jennifer Nelson Carney** (see p.2670) regularly advises hospital systems and healthcare organizations on policy drafting and regulatory compliance. Her recent work has involved advising numerous clients on their response to the COVID-19 pandemic. **Strengths:** *"Jennifer provides sophisticated and astute legal advice and she has excellent commercial awareness." "She is excellent in her customer service and ability to provide guidance."* **Kevin Hilvert** (see p.2676) is well known for his transactional work for clients in the healthcare space. He regularly assists with the negotiation of commercial agreements and the development of healthcare plans. **Strengths:** *"Kevin handles complex legal matters with ease." "He's a great transactional attorney."*

Band 3

BakerHostetler LLP

What the team is known for BakerHostetler is an experienced team representing clients from across the state on a wide range of matters including affiliation agreements and the creation of accountable care entities. The team is also noted for its work on delivery reform initiatives and managed care contracts, as well as for its capability in litigation as it pertains to issues such as healthcare fraud. Team members hold further expertise in a variety of corporate transactions.

Strengths

"BakerHostetler has a broad healthcare practice and offers exceptional service and responsiveness."

"The team has an outstanding ability to handle complex matters."

"BakerHostetler's group is consistently strong in advising on complex and sophisticated matters."

Notable practitioners

Robert Rupp (see p.2688) is recognized for his extensive experience advising healthcare providers and pharmaceutical companies on complex commercial transactions. He is regularly called upon to represent clients in M&A, financings and joint venture transactions. **Strengths:** *"Robert has a strong practice."* **Christopher Swift** (see p.2691) is well known for advising tax-exempt organizations on transactional matters and also offers notable expertise in forming joint ventures. **Strengths:** *"Christopher has a fine knowledge of tax law."*

Brouse McDowell

What the team is known for Brouse McDowell is an esteemed group whose expertise is leant upon by a broad stable of healthcare industry clients, including hospitals, physicians groups and sector-specific IT companies. The team's diverse expertise includes healthcare transactions, licensing matters and related regulatory issues. The firm also provides clients with ongoing COVID-related counsel.

Strengths

"The depth and breadth of Brouse McDowell's team is very strong. They also provide great service and are always on top of latest topics and discussions within the healthcare industry."

"The team has specialized experts with deep knowledge to contribute to the issue at hand."

"The practitioners have an excellent ability to grasp the situation and show excellent communication."

Work highlights Brouse McDowell advised BioIQ on HIPAA and fraud and abuse issues.

Notable practitioners

Managing partner **Daniel Glessner** (see p.2675) represents a diverse stable of clients, including physician groups and hospitals, in a range of healthcare matters. He is particularly active in corporate transactions as they occur in the space. **Strengths:** *"Daniel is fantastic to work with. He is very intelligent, a great negotiator and very personable."* **Chris Huryn** (see p.2677) garners praise for his deep understanding of healthcare regulatory issues. He sits as practice chair of the firm's healthcare practice. **Strengths:** *"Chris is fantastic to work with. He is methodical, attentive and responsive."* **Laura Fryan** (see p.2674) is a burgeoning talent in the space whose advice is sought after by healthcare clients in connection with a number of sophisticated matters. **Strengths:** *"Laura is amazing to work with. She is personable, highly intelligent and well versed in any topic."* **Nicole Thorn** is widely acknowledged as a standout associate in the market. She offers clients advice across a broad range of healthcare matters. **Strengths:** *"Nicole is very client-focused and responsive."*

Rolf Goffman Martin Lang LLP

What the team is known for Rolf Goffman Martin Lang is a well-regarded boutique firm focused on handling matters in the post-acute and long-term care space. The firm advises clients on a wide range of matters, including transactional work, government investigations and litigation and also provides regulatory and compliance advice.

Notable practitioners

Ira Goffman is well reputed for his broad healthcare practice encompassing transactional and regulatory matters. He is held in high regard for his ability to provide counsel to senior living providers. **Strengths:** *"Ira is very well regarded in the space."* **Paul Lang** is particularly highly regarded for his work on behalf of healthcare providers in the long-term care space. He advises on a number of transactions in the area.

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister's team is held in high regard for its ability to represent hospitals, physicians and academic medical centers across a range of matters. The firm's broad base of service encompasses regulatory advice, transactional assistance and operational counsel.

Strengths

"The team is very knowledgeable and experienced."

Work highlights Taft Stettinius & Hollister advised Kettering Health Network on a range of regulatory and operational matters.

Notable practitioners

Gregory Bee has notable experience advising on corporate matters in the healthcare space, such as M&A and joint venture transactions. He also assists with regulatory matters, including HIPAA compliance. **Strengths:** *"He's a great lawyer."* **Eric Simon** is recognized for his work providing transactional and regulatory advice to providers in the senior care space. **Strengths:** *"Eric is very knowledgeable and handles very significant transactions."*

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease is a well-known practice representing clients across a range of healthcare matters including M&A, regulatory compliance strategy, corporate structure issues and governmental relations, and is noted for its work on HIPAA matters and IT issues. The firm is also renowned for its abilities in fraud and abuse matters related to the Anti-Kickback Statute and the False Claims Act. The team is able to act on behalf of a range of clients, including hospitals, health systems and physician groups.

Strengths

"The depth of resources within Vorys' practice allows for quick and concise answers."

"The team is outstanding, they always respond quickly and thoroughly.

"Vorys' group has broad expertise on a range of matters."

Work highlights Vorys, Sater, Seymour and Pease provided counsel to Equitas Health on a range of matters, including assisting on practice acquisitions and regulatory issues.

Notable practitioners

Jolie Havens focuses her practice on healthcare compliance and regulatory issues, and offers notable expertise in Medicaid and Medicare matters. **Strengths:** *"Jolie is very responsive and thorough." "She's an outstanding lawyer."* Chair of the firm's healthcare group **Suzanne Scrutton** is recognized for her extensive experience acting for providers in the long-term care and behavioral health space. She also has expertise in matters concerning care for those with developmental disabilities. **Strengths:** *"Suzanne is an excellent resource on very challenging issues." "She provides sophisticated and nuanced advice. She also has very strong awareness of client dynamics and is extremely responsive."*

Other Ranked Lawyers

Thomas Anthony of Frost Brown Todd regularly advises hospitals and medical groups on transactional matters, including the sale of assets and joint ventures. He also provides regulatory advice.

Craig Haran of Frantz Ward LLP is held in high regard throughout the market for his ability to advise clients on regulatory matters, joint ventures and complex transactions.

Strengths:

"Craig has great knowledge of healthcare."

"His level of responsiveness and professionalism is outstanding."

Bradley Reed of Frantz Ward LLP has considerable experience of acting on behalf of hospitals and other healthcare providers. His practice covers a broad range of matters, including privacy issues, transactions and healthcare fraud regulations.

Strengths:

"Bradley is an excellent attorney in terms of both skill and compassion."

"He is a significant resource for us."

Immigration

Immigration

Leading Firms

Band 1

Frost Brown Todd LLP

Vorys, Sater, Seymour and Pease LLP

Band 2

Dinsmore & Shohl LLP

Taft Stettinius & Hollister LLP

Leading Individuals

Band 1

Cohen Robert *Porter Wright Morris & Arthur LLP (ORL) ◊*

Cook David *Vorys, Sater, Seymour and Pease LLP*

Flannery Sarah *Thompson Hine LLP (ORL) ◊ **

Hoyt Matthew *Frost Brown Todd LLP*

Jenkins Staci *Taft Stettinius & Hollister LLP*

L. Benson Matthew *Bartlett & Weigle (ORL) ◊*

Leopold David *Ulmer & Berne LLP (ORL) ◊ **

Peterson Sachiyo *Vorys, Sater, Seymour and Pease LLP*

* *Indicates individual with profile.*

◊ *(ORL) = Other Ranked Lawyer.*

Alphabetical order within each band. Band 1 is highest.

Band 1

Frost Brown Todd LLP

What the team is known for Frost Brown Todd LLP provides expert immigration counsel to employers. Its client base includes organizations in the healthcare, manufacturing and technology sectors, among others. The firm is a strong choice to advise on immigrant and nonimmigrant visa processes in addition to providing counsel on immigration strategy and compliance.

Strengths

"The firm provides very fast responses with very pragmatic solutions."

The attorneys and paralegals are very knowledgeable. I almost always get responses to questions within 24 hours but often much less."

"We are receiving good services within a timely manner."

Notable practitioners

Matthew Hoyt serves as leader of the firm's immigration service team. He assists corporate clients with immigration issues, including securing temporary work visas and green cards for employees. **Strengths:** *"Matthew Hoyt maintains a good reputation and works with a lot of good clients." "Matt is an excellent immigration and employment law attorney. He is knowledgeable, skilled and responsive."*

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease LLP is a highly regarded immigration firm with a strong focus on employment-based immigration. The firm frequently assists clients from the retail, manufacturing and hospitality sectors, among others. Due to the partners' fluency in Japanese, the team is well placed to assist Japanese-speaking clients. Its attorneys also advise on employer sanctions law, and demonstrate complementary skills in family-based immigration.

Strengths

"The firm offers very accurate and effective case handling. The lawyers are very knowledgeable and creative."

"They understand our business needs, and handle our immigration matters in a timely manner. It is a strong team."

Work highlights Vorys, Sater handled all of NEC Corporation's immigration work, which included advising on the impact of corporate reorganizations and changes, as well as in connection with I-9 policies, procedures and audits.

Notable practitioners

Japanese speaker **David Cook** is highly regarded for advising both companies and individuals on immigrant and nonimmigrant visas. He demonstrates further experience in I-9 regulations and policies. **Strengths:** *"David Cook is a very professional lawyer who provides effective advice." "He is a top immigration consultant who does great work."* **Sachiyo Peterson** has deep experience in employment-based immigration, and frequently advises on how corporate reorganizations impact upon immigration matters. She is further experienced in family-based immigration. **Strengths:** *"She provides excellent professional services."*

Band 2

Dinsmore & Shohl LLP

What the team is known for Dinsmore & Shohl LLP has a robust immigration practice in Ohio. The firm acts on behalf of corporate clients in a wide range of sectors, including healthcare, education, technology and manufacturing. Its attorneys assist clients with navigating complex visa applications as well as providing strategic counsel on employee mobility.

Strengths

"It is an excellent team with knowledgeable attorneys who provide quick responses and very clear advice on complex situations."

"The lawyers have a solid working knowledge of US immigration laws and are able to address all the issues we've encountered. The firm has the full complement of personnel to handle all matters – from experienced partners to paralegals and support staff."

"The team I work directly with is extremely knowledgeable and helpful. The people are all steady and consistent in their knowledge, they follow up and are very professional."

Notable practitioners

Cincinnati-based Katie Jacobs and Columbus-based Kelli Haynes are key contacts.

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister LLP assists employers with a wide array of immigration processes. The firm has a growing immigration offering based predominantly in its Cincinnati office. It has a growing focus on the healthcare sector, and also frequently assists clients in the consumer goods, financial services, technology and manufacturing industries.

Strengths

"The team is very experienced and knowledgeable in all areas of immigration matters."

"The staff at Taft Stettinius & Hollister LLP is detailed, responsive and diligent, regardless of the complexity of the matter."

"The team is outstanding with assisting us through situations which are out of the norm."

Work highlights Taft Stettinius served as immigration counsel to Paycor, which included assisting with foreign national sponsorship and immigration compliance.

Notable practitioners

Staci Jenkins focuses her labor and employment practice on employment-based immigration matters. She advises a range of corporate entities, including clients from the healthcare space. **Strengths:** *"Staci is outstanding at what she does. She is a great leader to her team which is apparent in the quality of their work on immigration matters." "Staci's knowledge and expertise in the subject matter of immigration is unmatched. She is responsive, thorough and diligent. She continually goes above and beyond to ensure that our business teams have all possible outcomes in order to make the best decision."*

Other Ranked Lawyers

Robert Cohen of Porter Wright Morris & Arthur LP provides high-end advice on questions related to immigration and nationality law. He is well versed in assisting businesses as well as families and individuals.
Strengths:
"Robert Cohen is the best of the best."
"He is really respected, has a vast amount of knowledge and is great to work with."
Sarah Flannery (see p.2673) of Thompson Hine LLP has a strong track record of advising corporations on employment-based immigration, particularly matters involving executives and other high-level personnel.
Strengths:
"She's a great partner. She is super-responsive and understands our business and unique issues, and keeps those in mind in her advice."
"She is a real asset for our team. She is incredibly responsive and gets you the answer you need. She is always able to be practical and is very experienced and really business-minded."
Matthew Benson is a highly respected partner at Bartlett & Weigle. He is an expert in immigration law, with particular prowess in asylum and removal proceedings, as well as family-based immigration.
Strengths:
"Matt Benson is a really good, very professional lawyer."
"He is a big hitter in Ohio."
David Leopold (see p.2681) of Ulmer & Berne LLP advises on business immigration issues, as well as matters related to deportation defense. His broad client base includes individuals and clients from the healthcare and education sectors.
Strengths:
"David is a really wonderful, knowledgeable and creative lawyer who lets you work through problems in a strong way. He is unbelievably timely and always on target."
"David Leopold continues to be a very respectable figure and a leader in the field of immigration law. I would go to him for advice on anything."

Insurance

Insurance
Leading Individuals
Band 1
Andreini Mark J *Jones Day* *
Bailey Daniel *Bailey Cavalieri*
Hudson Mary Jo *Squire Patton Boggs*
Leffler Amanda M. *Shumaker Loop & Kendrick LLP*
O'Brien Gregory *Cavitch Familo & Durkin (ORL)* ◊
Rose Paul A. *Brouse McDowell* *
Rutter Robert *Rutter & Russin (ORL)* ◊
Sullivan James *Calfee, Halter & Griswold LLP* *
Young Kevin *Tucker Ellis LLP* *
Band 2
Anderson Doug *Squire Patton Boggs*
Berliner Stacy *Shumaker Loop & Kendrick LLP*
Campbell Drew *Bricker Graydon LLP*
Garner Richard *Collins Roche Utley & Garner (ORL)* ◊
Hatler Patricia R *Squire Patton Boggs*
Miller Andrew *Shumaker Loop & Kendrick LLP*
Stead Susan *Egan Nelson LLP (ORL)* ◊
Band 3
Agati Andrew *Hahn Loeser & Parks LLP (ORL)* ◊ *
Bator Christopher *BakerHostetler LLP* *
Bekeny Karl *Tucker Ellis LLP* *
Blower Lucas *Shumaker Loop & Kendrick LLP*
Chiricosta Matthew *Calfee, Halter & Griswold LLP* *
Gourash Daniel *Seeley, Savidge, Ebert & Gourash (ORL)* ◊
Lasley Aneca *Ice Miller LLP (ORL)* ◊
Lestini Gregory *Bricker Graydon LLP*
Mesko Jennifer *Tucker Ellis LLP* *
Spencer Johnson Jodi *J Spencer Law LLC (ORL)* ◊
* *Indicates individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Insurance: Policyholder
Leading Firms
Band 1
Brouse McDowell
Calfee, Halter & Griswold LLP
Jones Day
Shumaker Loop & Kendrick LLP

Insurance: Insurer
Leading Firms
Band 1
Bricker Graydon LLP
Squire Patton Boggs
Tucker Ellis LLP
Band 2
Bailey Cavalieri
BakerHostetler LLP

Band 1 Insurance: Policyholder

Brouse McDowell

What the team is known for Brouse McDowell runs the gamut of policyholder representation, acting for domestic and international companies across a range of industries. The firm's extensive recovery capabilities include environmental, construction and crime coverage claims. It is also noted for its strength in areas such as product liability and construction lines.
Strengths
"The attorneys have all been incredibly adept and capable of handling complex issues and breaking down those issues for us in an understandable way."
"Brouse McDowell is a firm that, if we have anything in Ohio, we reach out to them. It is a go-to firm."
"I have always been able to reach them and get prompt responses. Even when responses would require significant research, they were always quick to respond."
Work highlights Brouse McDowell represented Evenflo in a dispute with its fronting insurer, Ironshore Indemnity, concerning Evenflo's obligation to reimburse Ironshore under a fronting policy.
Notable practitioners
Paul Rose (see p.2687) is widely respected in the state Bar for his vast experience handling sophisticated insurance disputes on behalf of policyholder clients, securing industry-changing verdicts. He is also well versed in representing clients in business litigation. **Strengths:** *"He's a very good attorney who is very capable, smart and has good client relationships." "Paul has a perfect demeanor for dealing with insurance matters. He always gets the point across and he's very thorough."*

Calfee, Halter & Griswold LLP

What the team is known for Calfee Halter & Griswold boasts an impressive reputation with decades of experience in policyholder insurance representation. The firm is well known for its capabilities in risk mitigation and cost recovery strategies. It provides representation in all aspects of insurance coverage policy disputes, including those surrounding M&A transactions. It has an impressive roster of clients that include those in the academic, healthcare and manufacturing sectors.
Strengths
"The team provides very practical advice on a very technical subject. The firm is also incredibly responsive and approachable."
"Any inquiry is almost always answered within a matter of hours. The team is proactive in communication, problem solving, idea generation and general advisory input."
"One of the main reasons we use the firm is because it has such great knowledge of our company."
"The insurance team at Calfee provides a high level

of consultation on very complex matters."

Work highlights Calfee, Halter & Griswold represented Seaman Corporation in insurance coverage litigation in the United States District Court for the Northern District of Ohio against its insurance companies, Zurich, Everest and AIG.

Notable practitioners

James Sullivan (see p.2690) is held in high esteem for his approach to complex recovery claims, which sees him handle a wide range of coverage disputes. **Strengths:** *"James is the best policyholder insurance coverage attorney I have ever worked with. He is an expert in his field." "James is very experienced and spends a lot of time educating himself, and it pays off really well."* **Matthew Chiricosta** (see p.2671) has in-depth experience providing insurance coverage and litigation counseling to clients. He regularly advises clients from a wide range of industries including education, healthcare and manufacturing. **Strengths:** *"Matthew is knowledgeable, experienced and creative. He has always been incredibly responsive and available at a moment's notice." "He's a favorite because he's very smart, hard-working and detail-oriented." "Matthew has very good technical expertise, coupled with good practical advice."*

Jones Day

What the team is known for Jones Day has widely admired advocates for commercial policyholder rights. It is recognized for its national and international capabilities acting for clients across an impressive range of industries. The team has experts in coverage disputes across all major lines, including cutting-edge areas such as #MeToo claims and data breaches. The team fields a strong bench of experienced trial and appellate attorneys.

Strengths

"Jones Day is a go-to firm when you have a huge problem."

Work highlights Jones Day represented Astellas in insurance coverage litigation against various D&O insurers.

Notable practitioners

Mark Andreini's (see p.2667) impressive policyholder practice sees him regularly appear in big-ticket coverage disputes on a nationwide scale, as well as acting for Ohio-based companies. **Strengths:** *"Mark is a top-notch insurance coverage lawyer who is creative and delivers great work." "Mark is a really well-rounded lawyer. His writing is excellent and he's very precise."*

Shumaker Loop & Kendrick LLP

What the team is known for Shumaker, Loop & Kendrick LLP has a burgeoning insurance recovery practice with a wealth of experience representing policyholders. Already a staple in the Ohio market, with strongholds in Toledo and Columbus, the firm recently bolstered its presence in the state with the addition of an Akron office. The team has a strong track record in bringing litigation against insurers on behalf of corporate clients in a range of sectors.

Notable practitioners

Amanda Leffler is managing partner of the firm's Akron office. She is is well regarded in the market for her insurance recovery practice. She acts for policyholders on a wide range of contentious coverage mandates, including D&O and environmental liability actions. **Strengths:** *"She is a go-to resource for me on insurance work. She is fantastically responsive and can distill complex insurance language into really digestible, understandable language." "Amanda's coverage analysis expertise really shines and she's an irreplaceable part of our team." "Amanda is incredibly intelligent, business-minded and just a nice person to work with."* **Stacy Berliner** is a talented litigator who often defends corporate policyholders in commercial and personal liability claims. She is also experienced in providing counsel on business interruption matters. **Strengths:** *"She is very experienced. Stacy is articulate, and her court filings are very good."* **Andrew Miller** handles complex insurance coverage disputes on behalf of a wide range of clients. He has experience appearing in both state and federal courts. **Strengths:** *"He writes good briefs and is a very practical lawyer."* **Lucas Blower** is a well-regarded litigator noted for his adroit handling of a wide range of insurance recovery actions. He has experience representing his clients in complex class actions. **Strengths:** *"He provides top customer service. He's a smart all-around lawyer."*

Bricker Graydon LLP

What the team is known for Bricker & Eckler is renowned in the market for its insurer-side representation, offering notable strength in policy and legislative reform. The firm frequently acts on major class actions and coverage disputes. It also fields significant transactional and regulatory capabilities, acting for a range of regional and national carriers.

Strengths

"The team are practical, pragmatic, knowledgeable and solution-oriented."

"The firm provides responsive, prompt and high-level legal guidance."

"The team is talented and staffed sufficiently to undertake high-complexity matters."

Notable practitioners

Drew Campbell is an expert litigator who frequently represents insurers in major class actions and coverage disputes on a state and federal level. His experience includes precedent-setting claims arising from the healthcare industry. **Strengths:** *"Drew consistently and reliably provides a high level of client responsiveness, coupled with top-quality legal guidance."* **Gregory Lestini** is noted for his expert handling of regulatory matters within the insurance sector. His enviable client list includes several Fortune 500 companies.

Squire Patton Boggs

What the team is known for Squire Patton Boggs has a comprehensive insurance and reinsurance practice that attracts an enviable roster of carriers across the USA. The firm has strong offerings in insurance compliance counsel, which is complemented by a robust transactional practice undertaking significant M&A work. The team additionally has strength in contentious mandates, handling complex domestic and international proceedings.

Strengths

"The team's advice is rendered quickly, efficiently and within stated time frames."

"Squire Patton Boggs excels at handling complex and sophisticated insurance and regulatory matters. The team understands the unique impacts of these matters on our business operations."

Work highlights Squire Patton Boggs represented the Ohio Chamber of Commerce in connection with the formation and licensure of a self-funded multiple employer welfare arrangement (MEWA) to offer small group coverage throughout the State of Ohio.

Notable practitioners

Mary Hudson has longstanding expertise in handling complex regulatory mandates, drawing on previous experience as a former insurance commissioner for the State of Ohio. **Strengths:** *"She knows our business backward and forward. Mary gives great practical and actionable advice." "Mary Jo's counsel, insight and guidance enables our business to move forward and navigate the complex and rapidly evolving insurance issues."* **Doug Anderson** frequently works with healthcare sector insurers in navigating complex regulatory and transactional issues. **Patricia Hatler** enjoys a strong reputation in the market for her experience in insurance coverage disputes and regulatory compliance matters impacting insurers. Her expertise extends to corporate governance and operational risk matters. **Strengths:** *"She is someone everyone knows and likes."*

Tucker Ellis LLP

What the team is known for Tucker Ellis is renowned in the market as an accomplished trial, arbitration and coverage expert with notable experience in defending the interests of major carriers. The firm has impressive breadth of expertise that includes regulatory compliance, coverage defense and reinsurance claims. It draws on significant in-house appellate capabilities to handle big-ticket industry disputes.

Strengths

"Tucker Ellis is very good with immediate case analysis and gives thorough legal insight."

"The team understand the judges and they're well positioned to deal with the work we do. It's a great firm that knows its clients well."

"Tucker Ellis is excellent. The firm is cost-effective, creative, thoughtful and effective in court and at depositions. It's a collegial team that is easy to work with."

Notable practitioners

Kevin Young (see p.2694) handles a wide range of coverage disputes, including major actions arising from the healthcare industry. **Strengths:** *"Kevin has an uncanny ability to understand how arguments will be received." "Kevin is a very knowledgeable, professional and effective advocate."* **Karl Bekeny** (see p.2668) based in Cleveland and is head of the trial department at the firm, with class action and individual litigation experience in claims involving coverage, breach of contract, product liability and consumer protection. **Strengths:** *"Karl is great at keeping me in the loop on our cases. He researches current events and issues in the system, which helps him truly understand our business to better advocate for our position." "He is a very talented, pragmatic lawyer who*

does a very nice job on matters." **Jennifer Mesko** (see p.2683) offers expertise in bad faith actions and complex insurance coverage disputes, among other areas. She has experience defending major insurance carriers in class actions. **Strengths:** *"Jennifer is a very experienced trial lawyer and knows what will succeed, so she renders very valuable advice." "She is very responsive and produces consistently high-quality work. I rely on her guidance." "She's very knowledgeable and can shift quickly when the scope expands and when we need more in-depth representation."*

Band 2 Insurance: Insurer

Bailey Cavalieri

What the team is known for Bailey Cavalieri is highly regarded within the industry. It regularly advises insurance company clients on claims coverage, regulatory compliance and litigation issues. The firm has very strong expertise in directors' and officers' insurance and liability counseling.

Notable practitioners

Daniel Bailey is a leading D&O liability expert who frequently handles large-scale claims, as well as advising boards on drafting policies. **Strengths:** *"Daniel is about as good as it gets – he is very high-end." "He is an outstanding expert in the field." "Daniel is the absolute go-to insurance expert in Ohio. He's also very bright and professional."*

BakerHostetler LLP

What the team is known for BakerHostetler houses a well-regarded national practice frequently sought by insurance company clients to advise on insurance coverage issues at state and federal level. It has experience in litigation, arbitration and mediation, and is noted by peers for its performance in class action matters.

Notable practitioners

Christopher Bater (see p.2668) focuses his practice on counseling clients on insurance coverage issues and disputes. He has experience in litigation, mediation and arbitration matters. **Strengths:** *"Christopher has a lot of experience working on both sides of the coin."*

Other Ranked Lawyers

Andrew Agati (see p.2667) of Hahn Loeser & Parks is a well-regarded coverage lawyer with a wealth of experience advising clients in recovery disputes and large-scale litigation matters.

Strengths:

"Andrew does incredible work. He is respectful and comes prepared."

"Andrew is a very easy lawyer to work with."

Richard Garner of Collins Roche Utley & Garner is noted for his expertise in complex insurance coverage and bad faith disputes. He acts for his clients at both trial and appellate levels.

Strengths:

"Richard is excellent and a very fine coverage lawyer."

"He effectively handles some extremely complex matters all across the state."

Daniel Gourash of Seeley, Savidge, Ebert & Gourash Co., is director of the tort defense, product liability and complex litigation division at the firm.

Strengths:

"Daniel is an extremely bright and aggressive advocate for his clients."

"Daniel is an excellent coverage lawyer and he is really good at what he does."

Aneca Lasley of Ice Miller is a respected trial lawyer with experience handling a wide range of insurance disputes. She is also well regarded for her expertise in product liability matters.

Strengths:

"She is a very well-respected litigator."

Gregory O'Brien of Cavitch Familo & Durkin defends insurers in various state and federal proceedings concerning business, tort and coverage disputes. He is well known for his work in bad faith matters.

Strengths:

"He's one of my go-to lawyers. He's very knowledgeable and is an excellent advocate."

"He is a very strong and experienced lawyer. He is always professional and knows his stuff."

Robert Rutter of Rutter & Russin offers extensive experience in representing policyholders in market-leading bad faith disputes.

Strengths:

"Robert is a very meticulous lawyer."

"Robert is a very smart and aggressive policyholder lawyer. I have a ton of respect for him as he clearly knows his stuff."

Jodi Johnson of J Spencer Law has extensive experience advising corporate and individual policyholders in a range of insurance coverage issues.

Strengths:

"Jodi is a really practical lawyer."

"Jodi is very respected and she knows her stuff really well, which shows in court."

Susan Stead of Egan Nelson is lauded in the market for her broad-based representation of carriers. She regularly advises insurers on regulatory issues arising from transactions and broader policy concerns.

Intellectual Property

Band 1

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold LLP has an esteemed practice noted for its handling of IP litigation and portfolio management on behalf of large clients in Ohio and the Midwest and across the USA. Highly experienced in the engineering, chemical and biological sectors, with notable abilities in handling matters for consumer products and manufacturing clients.

Strengths

"The team is responsive, practical and extremely knowledgeable."

Notable practitioners

John Cipolla (see p.2671) receives notable acclaim for his broad contentious and noncontentious practice, and is particularly noted for his work in patent litigation. **Strengths:** *"John is a great lawyer."* **Todd Tucker** (see p.2691) takes on a range of domestic and cross-border IP disputes, including patent litigation. His experience includes matters concerning the protection of assets in China, and he regularly advises Chinese entities on US-based IP portfolios. **Strengths:** *"Todd does a great job."* **Mark McDougall** (see p.2682) cochairs the team's IP practice and represents companies from a range of industries in both contentious and noncontentious patent matters. **Strengths:** *"Mark is very responsive and practical."* **Billy Raulerson** (see p.2686) offers counsel to clients on a range of patent disputes, regularly assisting with the preparation and prosecution of large portfolios.

Jones Day

What the team is known for Jones Day has a market-leading practice with diverse expertise in a full range of contentious and noncontentious IP matters, acting for a wide variety of national and international clients. Calls upon an esteemed group of trial lawyers to advise on disputes work, with experience representing clients in state and federal courts, before the ITC and the PTAB. Sector expertise covers life sciences, technology and consumer products, among others.

Strengths

"Jones Day are wonderful, well prepared and are good strategic thinkers. They take a team approach towards matters."

"From their administrative staff to first chair partners, this team is always extremely responsive."

Work highlights Jones Day defended Goodyear Tire & Rubber Company and two of its employees against allegations of trade secret misappropriation and patent ownership made by a Czech Republic citizen and two of his companies relating

Intellectual Property

Leading Firms

Band 1
- Calfee, Halter & Griswold LLP
- Jones Day

Band 2
- BakerHostetler LLP
- Dinsmore & Shohl LLP
- Frost Brown Todd LLP
- Squire Patton Boggs
- Tucker Ellis LLP
- Wood, Herron & Evans, LLP

Band 3
- Benesch
- Lippes Mathias LLP
- Pearne & Gordon
- Porter Wright Morris & Arthur LLP
- Renner Otto
- Taft Stettinius & Hollister LLP
- Thompson Hine LLP
- Ulmer & Berne LLP

Senior Statespeople

Senior Statespeople: distinguished older partners
- Germain Kenneth B *Wood, Herron & Evans, LLP*

Leading Individuals

Band 1
- Auvil Steven *Squire Patton Boggs*
- Cipolla John S *Calfee, Halter & Griswold LLP* *
- Gillen Stephen E *Wood, Herron & Evans, LLP*
- Griffith Calvin P *Jones Day*
- Kozlowski Holly D *Porter Wright Morris & Arthur LLP*
- Wilcox Deborah A *BakerHostetler LLP* *

Band 2
- Avsec Mark *Benesch*
- Gaunt Karen Kreider *Dinsmore & Shohl LLP*
- Jaketic Bryan *Squire Patton Boggs* *
- Kirsch Kevin W *BakerHostetler LLP* *
- Krafte Lori E *Wood, Herron & Evans, LLP*
- Schoen Ann G. *Frost Brown Todd LLP*
- Tucker Todd *Calfee, Halter & Griswold LLP* *

Band 3
- Bautista Philip *Taft Stettinius & Hollister LLP*
- Bennett John *Frost Brown Todd LLP* *
- Dimitrijevs James *Dinsmore & Shohl LLP*
- Ebling Louis K *Thompson Hine LLP* *
- Garritano Carlos *Tucker Ellis LLP* *
- Gott Angela *Benesch, Friedlander, Coplan (ORL)* ◊
- Hurst Michael *Keating Muething & Klekamp PLL (ORL)* ◊
- Kuhnell Clayton *Frost Brown Todd LLP* *
- Lawson Margaret *Taft Stettinius & Hollister LLP*
- Lorentz Joshua *Dinsmore & Shohl LLP*
- Maiorana David M *Jones Day*
- Marrero Michael *Ulmer & Berne LLP* *
- McDougall Mark *Calfee, Halter & Griswold LLP* *
- Raulerson Billy *Calfee, Halter & Griswold LLP* *
- Robbins Eric *Frost Brown Todd LLP* *
- Schnapp Karlyn *Frost Brown Todd LLP*
- Stovsky Michael D *Benesch*
- Ulmer Andrew *Frost Brown Todd LLP*
- VanDrake Vance *Frost Brown Todd LLP*
- Watkins Mark A. *Vorys, Sater, Seymour (ORL)* ◊

* *Indicates individual with profile.*

◊ *(ORL) = Other Ranked Lawyer.*

Alphabetical order within each band. Band 1 is highest.

to self-inflating tire technology.

Notable practitioners

Calvin Griffith comes highly recommended for his expertise in big-ticket patent litigation, and also offers notable strength in trade secret disputes. **Strengths:** *"Calvin is a terrific litigator."* **David Maiorana**'s former experience as a United States Patent and Trademark Office Examiner means he is well-placed to assist clients on complex intellectual property matters. His expertise spans a range of technology sectors, including e-cigarettes, self-inflating tires and digital cameras. **Strengths:** *"David is very experienced and knowledgeable. He is a pleasure to work with." "David is a tremendous team leader and talented litigator with a very collaborative approach to litigating matters." "He is always level headed and practical in his approach to resolving a problem."*

Band 2

BakerHostetler LLP

What the team is known for BakerHostetler LLP's dynamic IP practice has a distinguished reputation for representation of national and international clients in patent, trademark and copyright litigation, alongside strengths in patent prosecution matters as well as trade secret prosecution. Offers additional expertise in technology and outsourcing, with experience advising clients on IT transactions.

Strengths

"BakerHostetler has strong staff with diverse knowledge enabling issue review and recommendations."

"Baker has engaged partners and associates across the country to assist with IP-related matters."

"The attorneys at BakerHostetler are very responsive and attentive."

Work highlights BakerHostetler LLP represented Henny Penny Corporation in a patent infringement case brought by Sherwood Sensing Solutions.

Notable practitioners

Deborah Wilcox (see p.2694) frequently litigates complex infringement and unfair competition disputes, and is also experienced in copyright law. **Strengths:** *"Deborah is great; she is a subject matter expert in the area."* **Kevin Kirsch** (see p.2679) is highlighted for his extensive trial practice, which includes particular experience in cross-border disputes. He regularly acts for clients such as healthcare entities in large-scale patent litigation. **Strengths:** *"He is really bright."*

Dinsmore & Shohl LLP

What the team is known for Dinsmore & Shohl has a distinguished practice particularly noted for its handling of patent prosecution and transactional IP matters. Frequently engaged to prepare patent and trademark applications and assist in brand protection. Offers recognized strength pertaining to the entertainment and automotive industries, advising a range of manufacturers, production companies, sports organizations and performers.

Notable practitioners

Karen Kreider Gaunt is an experienced trademark and copyright attorney who comes recommended for her expert counsel on large-scale portfolios, as well as her handling of contentious mandates. **Strengths:** *"Karen is an excellent trademark lawyer."* **James Dimitrijevs** advises clients on domestic and cross-border trademark applications, enforcement and litigation. **Joshua Lorentz** comes particularly recommended for his handling of patent disputes, which forms part of his contentious IP practice. He also handles the preparation and prosecution of patents.

Frost Brown Todd LLP

What the team is known for Frost Brown Todd is noted for its skills in a wide range of areas relating to IP law, acting for a broad client base which includes household names in the consumer goods, manufacturing and educational fields. Offers particular expertise in the medical device and pharmaceutical sectors, alongside strengths advising technology clients on privacy and cybersecurity issues.

Strengths

"The firm has very good top level and upcoming talent."

Work highlights Frost Brown Todd obtained summary judgment in favor of Rolling Stone and Penske Media Corporation, defeating defamation claims filed by Nicholas Sandmann.

Notable practitioners

Ann Schoen chairs the firm's IP practice group. She is a go-to attorney for a range of corporate clients, providing counsel on portfolio issues involving patents and trademarks. **John Bennett** (see p.2668) is recognized for his defense of complex patent and trademark disputes, as well as his handling of noncontentious work. **Clayton Kuhnell**'s (see p.2680) practice sees him regularly advise on patent procurement for clients in the manufacturing and pharmaceutical industries. **Strengths:** *"Clay is super smart and a very thorough lawyer."* **Eric Robbins** (see p.2687) offers broad IP experience encompassing trademark litigation, patent prosecution and infringement avoidance. **Strengths:** *"Eric is thoughtful, smart and does a great job."* **Karlyn Schnapp** frequently counsels clients on both trademark and patent matters. She has extensive experience in the life sciences and manufacturing industries. **Strengths:** *"Karlyn does amazing work, she is an excellent lawyer."* **Andrew Ulmer** comes recommended for his handling of patent preparation and prosecution, offering notable strength in the medical device space. **Strengths:** *"Andrew is extremely well-versed in IP issues."* **Vance VanDrake** is a go-to attorney for emerging companies and startups seeking expert counsel on the development and protection of IP portfolios. **Strengths:** *"Vance responds quickly to calls, questions and issues."*

Squire Patton Boggs

What the team is known for Squire Patton Boggs is a respected international firm with an increasingly prominent Ohio-based IP group. Offers broad expertise encompassing a wide range of contentious and noncontentious matters, including patent infringement suits and matters before the PTAB and ITC. Notable capability in prosecution and portfolio management.

Strengths

"All members of the Squire Patton Boggs team are exceptional. They are very thorough and detail oriented."

Work highlights Squire Patton Boggs were retained by Hy-Ko Products Company to investigate claims of infringement and commence litigation against Hy-Ko's competitor, The Hillman Group.

Notable practitioners

Steven Auvil is a go-to attorney for big-ticket patent infringement disputes, and offers significant PTAB and ITC experience as well as expertise in courtroom trial and appellate proceedings. **Strengths:** *"Steven is dedicated to helping people, he is a great guy and an even better lawyer."* **Bryan Jaketic** (see p.2677) is particularly skilled in handling patent disputes such as infringement claims, as well as advising on noncontentious mandates. **Strengths:** *"Bryan is fabulous; he is a brilliant lawyer."*

Tucker Ellis LLP

What the team is known for Tucker Ellis is an established firm offering a broad range of IP expertise, including litigation and portfolio development. Also provides expert counsel on protection and commercialization strategies. Notable experience in representing domestic and international clients in matters concerning the mechanical, electronic and computer science industries.

Strengths

"The team is exceedingly responsive."

"The firm has a diverse set of talent that can handle any situation."

Work highlights Tucker Ellis continued to advise Volvo in connection with protecting and enforcing trademarks and industrial designs, among other forms of IP.

Notable practitioners

Carlos Garritano (see p.2674) chairs the firm's IP group and frequently advises on the full range of trademark, copyright and patent prosecution disputes. **Strengths:** *"Carlos is extremely responsive. He takes the time to understand the problem and gives sound and accurate advice." "He brings both legal and business acumen to the table." "Carlos is a very talented attorney."*

Wood, Herron & Evans, LLP

What the team is known for Wood, Herron & Evans is a Cincinnati-based IP boutique with an experienced bench of practitioners with broad capabilities across all aspects of IP law. Particularly noted for its patent preparation and prosecution abilities. Its clients include companies in the media and publishing, industrial, aerospace and wider technology sectors.

Notable practitioners

Kenneth Germain remains a prominent trademark attorney who continues to advise on unfair competition concerns. He concentrates his practice on counseling and litigation. **Stephen Gillen** is experienced in both noncontentious and contentious copyright mandates, which see him regularly advise on issues involving advertising and media clients. **Strengths:** *"Stephen is a very well-regarded lawyer. He is a go-to for copyright and trademark law."* **Lori Krafte** is highlighted for her strong trademark and advertising law practice, while also handling copyright mandates. **Strengths:** *"She is an excellent trademark lawyer."*

Band 3

Benesch

What the team is known for Benesch offers a full-service IP practice, fielding significant expertise in trademark, copyright, and patent disputes. The Ohio-based team is skilled in handling complex infringement disputes and licensing mandates, alongside managing and prosecuting large patent portfolios. The attorneys represent a broad client base including entertainment, media, and technology companies.

Work highlights Benesch served as lead outside transactional counsel to Infosys in connection with the negotiation and documentation of a variety of IP oriented technology transactions.

Notable practitioners

Mark Avsec is respected for his in-depth knowledge of trademark and copyright law. His experience includes matters arising from the entertainment and media industries. **Strengths:** *"Mark is a super smart lawyer."* **Michael Stovsky** is chair of the firm's IP group and has significant expertise in the technology sector. He offers counsel to clients on a range of IP issues, as well as managing and prosecuting patent portfolios.

Lippes Mathias LLP

What the team is known for Lippes Mathias LLP is a highly regarded IP boutique with considerable strengths in a full spectrum of IP matters, regularly advising client on litigation, management and prosecution work. Acts for clients in industries including biotechnology, manufacturing, medical devices and green energy.

Notable practitioners

Joseph Dreher and James Scarbrough, both members of the firm's management committee, are key contacts.

Pearne & Gordon

What the team is known for Pearne & Gordon is a specialist IP firm in Cleveland, well known for the quality of its representation in patent prosecution matters. Further capabilities lie in contentious and commercial trademark, copyright, trade secrets and licensing work.

Notable practitioners

Gregory Chrisman is a key contact.

Porter Wright Morris & Arthur LLP

What the team is known for Porter Wright Morris & Arthur LLP works with domestic and international business across the spectrum of IP mandates, with strengths in areas such as litigation, portfolio management, technology transfer and licensing. Acts for clients from a vast range of industry sectors, with noted experience in the biotechnology, chemicals and healthcare fields.

Strengths

"Porter Wright Morris & Arthur can break down complicated issues into understandable components for clients."

Work highlights Porter Wright advised Phadia AB on patent prosecution and assistance with their US patent portfolio.

Notable practitioners

Holly Kozlowski fields significant strength in both domestic and international patent prosecution, as well as trademark and copyright protection. Sources also point to her pharmaceutical industry expertise. **Strengths:** *"Holly is an excellent lawyer."*

Renner Otto

What the team is known for Renner Otto is a Cleveland-based IP boutique representing a varied client base, including startups, midsized companies and large multinational corporations. Adept at handling patent preparation and prosecution, IP litigation and trademark work in sectors including chemical and mechanical engineering, computer arts and product design.

Strengths

"Renner Otto is an excellent firm."

Notable practitioners

Heidi Boehlefeld is a key contact at the firm.

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister represents clients in industries including healthcare, publishing and research in a broad variety of IP work. Offers strengths in unfair competition, trade secret, advertising and domain name disputes, alongside particular expertise in ANDA patent litigation.

Work highlights Taft Stettinius & Hollister advised Magnari dba Red Canari on a cross-border trademark infringement dispute involving the parties' branding of cybersecurity technology services.

Notable practitioners

Philip Bautista offers a broad range of IP experience, often representing clients in matters including trademark litigation, patent infringement disputes and patent applications. **Strengths:** *"Philip is an excellent lawyer."* **Margaret Lawson** is held in high regard for her extensive trademark and copyright capabilities, which see her regularly advise on commercialization and licensing issues. She has experience in both domestic and cross-border mandates.

Thompson Hine LLP

What the team is known for Thompson Hine LLP is proficient in a full spectrum of IP law, with expertise in trademarks, patents, copyrights and trade secrets. Active both regionally and nationally in litigation and transactional work, including licensing, portfolio transactions and due diligence in support of M&A. Advises clients in industries such as chemical engineering, computer science and pharmaceuticals.

Strengths

"Thompson Hine is excellent."

Notable practitioners

Louis Ebling (see p.2673) handles both domestic and international trademark mandates, advising on areas such as portfolio management and licensing. He has additional experience in data privacy and copyright issues.

Ulmer & Berne LLP

What the team is known for Ulmer & Berne LLP has an experienced practice with recognized strengths in patent, trademark and copyright

matters. Offers notable capabilities in IP litigation, with expertise in breach of contract, trade secret misappropriation and copyright infringement claims. Counts a number of multinational companies among its client base, including household names in the manufacturing and technology sectors.

Strengths

"The Ulmer team is very responsive and provides excellent insight and guidance."

Notable practitioners

Michael Marrero (see p.2682) leverages notable in-house experience when advising on a wide range of trademark matters. He handles both domestic and cross-border portfolio management.

Other Ranked Lawyers

Angela Gott has a notable copyright and trademark practice. She often defends clients in infringement and registration proceedings before the US Trademark Trial and Appeal Board.

Strengths:

"Angela has a super strong work ethic and reputation."

Michael Hurst of Keating Muething & Klekamp PLL is highlighted for his experience in infringement disputes and portfolio management concerns.

Mark Watkins of Vorys, Sater, Seymour and Pease LLP is recognized for his expertise across copyright and patent matters, as well as handling contentious and noncontentious trademark work. He is particularly experienced in the entertainment industry, where he acts for multiple high-profile individuals.

Strengths:

"He is a great attorney."

Labor & Employment

Labor & Employment

Leading Firms

Band 1
- BakerHostetler LLP
- Frantz Ward LLP

Band 2
- Littler Mendelson, PC
- Ogletree, Deakins, Nash, Smoak & Stewart, PC
- Vorys, Sater, Seymour and Pease LLP

Band 3
- Calfee, Halter & Griswold LLP
- Frost Brown Todd LLP
- Jackson Lewis P.C.
- Porter Wright Morris & Arthur LLP
- Taft Stettinius & Hollister LLP

Band 4
- Benesch
- Bricker Graydon LLP
- Dinsmore & Shohl LLP
- Epstein Becker & Green PC
- Fisher Phillips
- Ice Miller LLP
- Jones Day
- Kegler, Brown, Hill & Ritter
- Thompson Hine LLP
- Ulmer & Berne LLP

* *Indicates individual with profile.*

◊ *(ORL) = Other Ranked Lawyer.*

Alphabetical order within each band. Band 1 is highest.

Labor & Employment

Senior Statespeople

Senior Statespeople: distinguished older partners

Warner Charles C *Porter Wright Morris & Arthur LLP*

Leading Individuals

Band 1
- **Adams** Deborah *Frost Brown Todd LLP*
- **Frantz** Michael J. *Frantz Ward LLP*
- **Kelly** Brian J. *Frantz Ward LLP*
- **Mersol** Gregory V *BakerHostetler LLP* *

Band 2
- **Hearey** Bruce G *Ogletree, Deakins, Nash, Smoak* *
- **Knueve** Mark *Vorys, Sater, Seymour and Pease LLP*
- **Linville** Ronald G *BakerHostetler LLP* *
- **Nolan** William A *Barnes & Thornburg LLP (ORL)* ◊

Band 3
- **Asensio** M.J. *BakerHostetler LLP* *
- **Baisden** Eric *Benesch*
- **Cernelich** John R *Calfee, Halter & Griswold LLP* *
- **Chesney** Michael N *Frantz Ward LLP*
- **Fricke** Wade M *Ogletree, Deakins, Nash, Smoak* *
- **Gerak** John *Ogletree, Deakins, Nash, Smoak & Stewart* *
- **Greenberg** Gary *Jackson Lewis P.C.* *
- **Khouzam** Marie-Joëlle C. *Bricker Graydon LLP*
- **Kirila** Jill S *Squire Patton Boggs (ORL)* ◊
- **Lebowitz** Todd H *BakerHostetler LLP* *
- **McIntyre** M Scott *BakerHostetler LLP* *
- **Millisor** Richard A *Fisher Phillips*
- **Petrie** James *Epstein Becker & Green PC* *
- **Pressley Jr** Fred G *Porter Wright Morris & Arthur LLP*
- **Rosenthal** Daniel G *Jackson Lewis P.C.* *

Band 4
- **Barnes** Nancy *Thompson Hine LLP* *
- **Brenneman** Deborah S *Thompson Hine LLP* *
- **Davidson** James E *Ice Miller LLP*
- **Dunlap** Jeffrey S *Ulmer & Berne LLP* *
- **Feheley** Brendan *Kegler, Brown, Hill & Ritter*
- **Griffith** Kevin *Littler Mendelson, PC*
- **Guttman** Daniel J *BakerHostetler LLP* *
- **Hawkins** Michael *Dinsmore & Shohl LLP*
- **Hensel** Jan E *Dinsmore & Shohl LLP*
- **Keiper** Jeffrey B *Jackson Lewis P.C.* *
- **Palmer** Todd F *Calfee, Halter & Griswold LLP* *
- **Patton** Shannon *Littler Mendelson, PC*
- **Rogers** Gregory Parker *Taft Stettinius & Hollister LLP*
- **Seasly** Steven *Hahn Loeser & Parks LLP (ORL)* ◊ *
- **Smith** Andrew *Vorys, Sater, Seymour and Pease LLP*
- **Spiller** Keith P *Thompson Hine LLP* *
- **Stepaniak** Mark J *Taft Stettinius & Hollister LLP*
- **Strauss** Catherine *Ice Miller LLP*
- **Toth** Ellen *Ogletree, Deakins, Nash, Smoak & Stewart, PC* *
- **Wahoff** Bill *Steptoe & Johnson PLLC (ORL)* ◊

Up-and-coming individuals
- **Bigler** Jill *Epstein Becker & Green PC* *
- **Niro** Christina *Frantz Ward LLP*
- **Peters** Patrick *Jackson Lewis P.C.* *
- **Stevens** Janay M. *Vorys, Sater, Seymour and Pease LLP*
- **Wentz** Amy *Littler Mendelson, PC*

Band 1

BakerHostetler LLP

What the team is known for BakerHostetler is a highly esteemed practice covering all areas of labor and employment law for significant clients within Ohio and nationwide. Its areas of expertise include wage and hour class action disputes and advising on noncompete and trade secret matters. Further strengths of the law firm lie in handling unfair dismissal claims and representing clients in harassment and discrimination disputes, as well as negotiating collective bargaining agreements. The team represents employers from a wide range of industry sectors, including railroad, manufacturing and healthcare, as well as public sector clients.

Strengths:

"BakerHostetler has the resources, expertise and personnel to handle all levels of legal matters, including the most complex and sophisticated legal issues in all courts."

"The team do a fantastic job of working with the company and individual defendants to develop a strong defense."

Notable practitioners

Gregory Mersol (see p.2683) attracts particular praise for his defense of large-scale class and collective actions, including those involving employee benefit disputes and wage and hour issues. **Ronald Linville** (see p.2681) has an extremely well-regarded labor and employment practice that sees him regularly serve as

counsel to major local authorities and municipal bodies. He also offers longstanding experience in assisting clients with internal investigations. **M.J. Asensio**'s (see p.2668) extensive labor practice includes a notable focus on matters arising from the healthcare and manufacturing industries, including collective bargaining negotiations and NLRB proceedings. **Strengths:** *"Mike has very strong expertise in labor and employment matters and expeditiously provides sound and clear legal advice and counseling. Mike understands the unique needs and challenges of the business and ensures that the legal support he provides is in line with the business' values and objectives."* **Todd Lebowitz** (see p.2680) advises clients on high-profile class actions concerning wage and hour issues and FCRA compliance matters. **Scott McIntyre** (see p.2683) is an experienced litigator who regularly handles jury trials and proceedings before bodies such as the DOL and EEOC. He offers notable expertise in defending against discrimination, unfair dismissals and disability claims, as well as acting on unfair competition disputes. **Strengths:** *"Scott is prompt and most importantly he is brilliant in law and all of the maneuvering that comes with the profession."* **Daniel Guttman** (see p.2675) regularly handles matters within both the public and private sectors, advising clients on collective bargaining and contractual negotiations, as well as representing clients in harassment disputes.

Frantz Ward LLP

What the team is known for Frantz Ward is a distinguished labor and employment practice that is regularly sought after to advise on collective bargaining agreements and to represent clients in litigation proceedings. The law firm is highly regarded for its work covering trade secrets disputes, harassment and discrimination allegations, the termination of individual employees, plant closures and union-organizing campaigns. The team is particularly noted for its excellent track record acting on behalf of clients in the healthcare sector. Its client base includes well-known names from the construction, media and education sectors.

Strengths

"Frantz Ward has very dedicated and knowledgeable attorneys."

"The firm is able to take the most complex and sophisticated matters and break them down into manageable and understandable formats."

Work highlights Frantz Ward represented the Cleveland Clinic Foundation in a lawsuit filed by a former employee in the Cuyahoga County Court of Common Pleas in connection with alleged retaliation, reverse race discrimination, intentional infliction of emotional distress, spoliation and wrongful termination in violation of public policy.

Notable practitioners

Michael Frantz has longstanding experience in advising management on employment concerns and labor issues, such as contract negotiations, and is particularly expert in the healthcare and higher education sectors. **Strengths:** *"Mike is up to date on all current laws and regulations and offers a great customer service."* **Brian Kelly** chairs the firm's labor and employment group and advises clients on collective bargaining agreements as well as discrimination claims. **Strengths:** *"Brian Kelly is an exceptional attorney."* *"Brian is top notch."* **Michael Chesney** is experienced in defending employers in claims of discrimination, FMLA cases and the misappropriation of trade secrets. **Strengths:** *"He is outstanding."* **Christina Niro** has experience defending clients against allegations of discrimination and harassment. She also advises on the termination of high-level employees and on the employment aspects of restructurings.

Band 2

Littler Mendelson, PC

What the team is known for Littler Mendelson is an excellent boutique that is widely regarded for its work across the field of labor and employment law, with a considerable national footprint. The law firm is highly regarded for its expertise in disputes concerning discrimination, retaliation and wage and hour collective actions. The team acts for a wide variety of clients in areas including the energy and manufacturing industries.

Work highlights Littler Mendelson represented Tremco Incorporated against a former employee who alleged race discrimination, retaliation and post-employment retaliation.

Notable practitioners

Kevin Griffith is a well-regarded labor and employment litigation attorney, with experience in the enforcement and defense of employment contracts, noncompetes and wrongful termination claims. **Shannon Patton** represents employers in discrimination claims and wage and hour collective actions. She has experience handling litigation and arbitration. **Amy Wentz** is noted for her expertise representing clients before federal and state courts in misconduct and harassment cases. She also adeptly advises employers on compliance.

Ogletree, Deakins, Nash, Smoak & Stewart, PC

What the team is known for Ogletree, Deakins, Nash, Smoak & Stewart is an experienced practice that is well versed in matters across the spectrum of labor and employment law. The law firm excels in class action litigation, including wage and hour claims, and is also recommended for its expertise in disputes relating to discrimination, wrongful termination and hostile working environments. It works with clients from a broad range of industries, including healthcare, transport, education and manufacturing.

Work highlights Ogletree, Deakins, Nash, Smoak & Stewart represented Jefferies in a sex and age discrimination case.

Notable practitioners

Bruce Hearey (see p.2676) has vast trial experience that includes sexual harassment allegations, employee poaching claims and wrongful termination claims. He is a go-to employment litigator and counselor for a diverse roster of clients, including energy and transportation companies. **Strengths:** *"Bruce Hearey is one of the finest lawyers in Cleveland, he is really personable and knows labor law backwards and forwards. He is also a phenomenal litigator."* **Wade Fricke** (see p.2674) offers experience across the breadth of traditional labor law work, while also advising on matters such as handbook drafting and review, and employee relations auditing. **Strengths:** *"Wade is a really good attorney with strong substantive knowledge."* **John Gerak** (see p.2675) provides expert counsel to employers on class action claims around discrimination allegations and wage and hour issues. **Ellen Toth** (see p.2691) is known for defending employment discrimination lawsuits for clients in both the public and private sector.

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease defends clients, including public sector organizations, Fortune 500 companies and local businesses in state and federal courts. The law firm is experienced across the full range of labor and employment matters, with a fine reputation in wage and hour class actions and in litigation pertaining to discrimination and harassment. The team offers further expertise in wrongful termination and retaliation allegations.

Work highlights Vorys, Sater, Seymour and Pease represented Big Lots in a wage and hour case brought by 19 store managers.

Notable practitioners

Mark Knueve is a go-to litigator for employers facing matters such as wage and hour collective and class actions, offering notable expertise in issues of class certification. **Strengths:** *"Mark is a really good lawyer who is good at pitching arguments."* **Andrew Smith** maintains a strong contentious practice, which includes defending against discrimination and retaliation claims. **Janay Stevens** handles a range of labor and employment matters for employers. She frequently defends clients against allegations of wrongful discharge, discrimination and wage and hour violations. **Strengths:** *"Janay Stevens is extremely smart, very strategic and so hardworking."*

Band 3

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold is proficient in the handling of a wide range of labor and employment matters. The law firm's areas of strength include defending clients against allegations of discrimination, plant closures, the misappropriation of trade secrets and retaliation claims. The team additionally advises on breach of contract matters, wrongful dismissal claims and non-solicit agreements.

Strengths

"The team has a high level of knowledge."

Notable practitioners

John Cernelich's (see p.2670) experience includes representing employers in allegations of discrimination and breach of contract disputes, as well as advising on workforce reductions and claims of harassment. **Strengths:** *"John is extremely smart and knowledgeable in his area of expertise."* **Todd Palmer** (see p.2685) is well regarded for his expertise in traditional labor issues. He also acts on behalf of employers on discrimination litiga-

tion, breach of contract cases and the dismissal of employees, as well as advising on the labor and employment aspects of corporate transactions.

Frost Brown Todd LLP

What the team is known for Frost Brown Todd is a well-regarded practice providing counsel on a wide range of labor and employment matters, including collective bargaining agreements, discrimination, harassment and wage and hour disputes. The law firm maintains an excellent reputation for its work on matters relating to noncompete litigation. The team's other areas of expertise include workers' compensation claims.

Strengths

"The firm is highly skilled in handling complex and sophisticated matters."

Work highlights Frost Brown Todd represented Concentrix Corporation in a national wage and hour class and collective action lawsuit.

Notable practitioners

Deborah Adams is a highly regarded employment practitioner in Ohio. Her market-leading practice sees her regularly defend employers against claims concerning noncompete agreements and discrimination allegations. **Strengths:** *"Deborah Adams is a phenomenal lawyer, really one of the best in this field."*

Jackson Lewis P.C.

What the team is known for Jackson Lewis is a nationwide boutique acting for prominent Ohio clients in a number of industries, including automotive, pharmaceuticals and financial services. The law firm maintains particular strengths in harassment, discrimination and wrongful discharge disputes and represents a fine choice of counsel in class action litigation. It offers a strong presence throughout the state, with offices in Cincinnati, Cleveland and Dayton.

Notable practitioners

Gary Greenberg (see p.2675) draws on long-standing experience in matters such as restrictive covenants and unfair labor practices, as well as advising on contract negotiations. **Daniel Rosenthal** (see p.2688) advises a range of clients from the public and private sectors on traditional labor matters such as collective bargaining agreements, as well as employment law disputes. **Jeffrey Keiper** (see p.2678) is a management-focused labor and employment attorney, typically advising on single and multi-plaintiff disputes involving claims such as discrimination, retaliation and harassment. **Patrick Peters** (see p.2685) has experience defending his clients against allegations of discrimination, breach of contract and retaliation. He acts for clients from a range of industries including financial services, transportation, logistics and technology. **Strengths:** *"He is measured, responsive and strategic."*

Porter Wright Morris & Arthur LLP

What the team is known for Porter Wright Morris & Arthur is a diverse practice representing clients drawn from the financial, transportation, energy and technology sectors. The law firm advises employers on all aspects of employment law compliance and best practice, including assisting clients with investigations. The team provides expert counsel in wage and hour, discrimination and wrongful discharge disputes, as well as employee compensation claims. It is also called upon to assist with issues concerning negotiating collective bargaining agreements and employment contracts, as well as immigration issues and union relations.

Work highlights Porter Wright was retained by the Columbus Zoo and Aquarium to conduct an investigation of possible improprieties by the CEO and CFO.

Notable practitioners

Charles Warner is a well-recognized name in the Ohio labor and employment market. His vast experience includes tort claims and discrimination actions, as well as large-scale class actions, and is complemented by wider civil litigation experience. **Fred Pressley** defends management against a range of claims, including wage and hour and discrimination suits. He is also sought out for his handling of employee impropriety investigations. **Strengths:** *"Fred is a fantastic lawyer. He is extremely knowledgeable and thoughtful, he is just a class act."*

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister is a well-regarded firm engaged by a diverse clientele, ranging from small and mid-sized employers to Fortune 500 companies in both the public and private sectors. The firm's areas of particular strength include immigration compliance work, retaliation suits, discrimination allegations and unfair labor practice matters.

Work highlights Taft Stettinius & Hollister led the Medical Center's bargaining team which successfully negotiated a new three-year contract with the nurses' union, which represents over 1,500 nurses.

Notable practitioners

Gregory Parker Rogers represents employers from the public and private sectors in a wide range of labor and employment law matters. His practice includes traditional labor matters such as the negotiation of contentious contractual renewals. **Mark Stepaniak** has significant experience before both state and federal courts defending employers against claims brought by unions, as well as advising on traditional labor law matters. **Strengths:** *"Mark Stepaniak has an encyclopedic knowledge of labor laws."*

Band 4

Benesch

What the team is known for Benesch is a well-known team that maintains a fine track record in employment litigation, including wrongful discharge, discrimination and harassment claims. The law firm is additionally noted for its advice on collective bargaining agreements. The team's further strength lies in trade secrets and noncompete matters.

Work highlights Benesch represented Materion Corporation in a putative nationwide collective action pursuant to the Fair Labor Standards Act and Rule 23 class action pursuant to state contract law.

Notable practitioners

Eric Baisden is a go-to attorney for a range of employers facing high-stakes trial and appellate proceedings involving issues such as restrictive covenants and discrimination claims. He also provides counsel on labor relations.

Bricker Graydon LLP

What the team is known for Bricker Graydon maintains a strong reputation for its work on behalf of healthcare, financial and educational sector clients and is noted for its adept counsel in wage and hour, employee compensation claims, harassment and discrimination issues. The law firm assists clients with employment terminations, employee classification issues, internal investigations and trade secrets issues. The employment group works closely with the firm's other practice groups to provide a well-rounded service.

Work highlights Bricker Graydon secured a major victory on behalf of a School Board in the Ohio Supreme Court in connection with whether public officials are liable for the public funds they control.

Notable practitioners

Marie-Joëlle Khouzam acts for both private companies and public sector bodies on a range of matters, including disputes such as wrongful terminations, retaliation claims and internal investigations. **Strengths:** *"She is extremely approachable and brings the ideal demeanor of compassion, understanding and practicality to her engagements."*

Dinsmore & Shohl LLP

What the team is known for Dinsmore & Shohl represents a large number of clients from Ohio and nationally in a variety of issues relating to labor and employment law. The law firm regularly provides expert counsel on discrimination and wage and hour disputes. It maintains a fine track record for its work in whistleblower proceedings and retaliation claims, as well as representing clients in employment audits and investigations. The firm has a strong presence across the state, with offices in Cincinnati, Cleveland, Columbus and Dayton.

Work highlights Dinsmore & Shohl represented UPS in multiple pieces of litigation and Department of Labor Investigations.

Notable practitioners

Michael Hawkins has vast experience representing his clients in labor and employment matters at all levels of the US judicial system, advising on whistleblower claims and retaliation claims. He is also held in esteem for his work as a mediator and arbitrator. **Jan Hensel** is experienced at advising corporate employers on employment audits and investigations, including into allegations of discrimination.

Epstein Becker & Green PC

What the team is known for Epstein Becker & Green complements its extensive labor and employment capabilities across the US with a recent expansion into Columbus, Ohio. The group brings to bear impressive management-side capabilities, which include large-scale employ-

ment disputes, as well as expert counsel on areas such as policy and contract review.

Notable practitioners

James Petrie (see p.2685) acts on a range of high-value disputes, including those involving allegations of harassment, breach of contract and ERISA violations. He also advises on employee handbook and contract negotiations. **Strengths:** *"He is very thoughtful and responsive." "James's knowledge, service and overall approach are exceptional."* **Jill Bigler** (see p.2669) handles the full gamut of employment disputes, including discrimination, wage and hour and restrictive covenant disputes.

Fisher Phillips

What the team is known for Fisher Phillips is an established practice that is well versed in a wide range of labor and employment matters and is highlighted for its strength in collective bargaining and unfair labor practices. The firm enjoys a fine reputation for its work in collective actions, employer liability cases, harassment and discrimination allegations and wage and hour claims. The firm's clients include those in the healthcare and technology sectors.

Notable practitioners

Richard Millisor has an impressive employment litigation practice, which includes class and collective actions. He also handles labor matters such as collective bargaining. **Strengths:** *"He always looks for win-win solutions." "Rich is a seasoned labor lawyer with a good bedside manner."*

Ice Miller LLP

What the team is known for Ice Miller represents an array of clients from the public and private sectors, providing expert employment law counsel on policies and compliance. The law firm also litigates a broad range of claims, including discrimination, work and hours claims and termination cases.

Work highlights Ice Miller represented Sage Integration in a non-compete issue.

Notable practitioners

James Davidson has extensive trial experience, having represented his clients in a wide range of employment disputes at federal and state level. His expertise includes the defense of both class actions and single-plaintiff suits, including discrimination allegations and work and hour claims. **Catherine Strauss**'s practice spans a range of contentious and advisory mandates, including providing risk avoidance counsel and handling employment disputes at trial.

Jones Day

What the team is known for Jones Day is highlighted for its work on behalf of large national clients in wage and hour class actions and collective actions. It is also noted for its litigation expertise across the spectrum of discrimination cases. The law firm is regularly sought after for its strength in collective bargaining matters and internal investigations. The team is experienced in advising employers in the technology, logistics, telecommunications and financial sectors.

Work highlights Jones Day advised City of Hope on the labor and employment matters in connection with the organization's acquisition of Cancer Treatment Centers of America.

Notable practitioners

Tonya Braun is a key contact at the firm.

Kegler, Brown, Hill & Ritter

What the team is known for Kegler, Brown, Hill & Ritter continues to be a go-to practice for labor and employment matters concerning assisted care facilities, while also being recognized for its work in the food and services and education arenas. The law firm is frequently engaged to provide counsel in discrimination, harassment, wage and hour cases. It is also highlighted for its strength in OSHA and NLRB matters.

Strengths

"The firm's lawyers are all very adept and can distill complicated legal matters into simple terms and action plans."

Work highlights Kegler, Brown, Hill & Ritter represented BOSS Excavating & Grading in a suit concerning wage and public policy violations filed by a former employee.

Notable practitioners

Brendan Feheley is increasingly highlighted for his experience in both disputes and advisory matters, including collective bargaining, compensation schemes and discrimination suits.

Thompson Hine LLP

What the team is known for Thompson Hine is a strong choice to handle high-stakes employment litigation and administrative proceedings. The law firm offers experience handling restrictive covenant disputes and discrimination claims. The team is also well versed in workplace safety and traditional labor issues. It acts for a range of clients, including companies in the transportation, manufacturing, healthcare and food and beverage sectors.

Strengths

"The team is remarkable. When you reach out for assistance, the turnaround is lightning fast."

"Thompson Hine always provides excellent service even on complex employment matters."

Work highlights Thompson Hine obtained a Temporary Restraining Order for Universal Steel against its former top sales representative.

Notable practitioners

Nancy Barnes (see p.2668) leads the firm's labor and employment practice. She has a wealth of experience handling contentious matters on behalf of employers with recent experience including wage and hour claims and discrimination allegations. **Deborah Brenneman** (see p.2670) is noted for her expert representation of clients in employment discrimination, wrongful discharge litigation and termination agreement cases. **Keith Spiller** (see p.2690) maintains an impressive breadth of expertise across employment matters and labor law concerns. He regularly advises employers on early retirement schemes and the employment aspects of transactions.

Ulmer & Berne LLP

What the team is known for Ulmer & Berne LLP's group expertly represents both public and private employers across the full spectrum of labor and employment matters. The team adeptly handle wrongful termination and FLSA, OSHA, and ERISA non-compliance. Also assist clients in unlawful discrimination and workers' compensation claims,.

Strengths

"The team is knowledgeable and experienced."

Notable practitioners

Jeffrey Dunlap (see p.2673) is well versed in acting for businesses on employment litigation matters pertaining to discrimination and unfair competition. Jeffery also handles high value suits and cease and desist orders on behalf of employers. **Strengths:** *"Jeff does an excellent job."*

Other Ranked Lawyers

Jill Kirila has defended employers against and involving all types of discrimination claims, wage and hour class and collective actions and disputes in federal courts.

Strengths:

"Jill is an excellent attorney."

William Nolan provides expert employment law counsel, as well as representing management-side clients in disputes, such as discrimination claims and FMLA litigation.

Strengths:

"William Nolan is fantastic."

Steven Seasly (see p.2688) of Hahn Loeser & Parks LLP is highlighted for his expert representation of employers in class action wage and hour litigation, as well as health and safety investigations and hearings.

Strengths:

"Steve is always attentive to details, communicative and responsive."

Bill Wahoff is a highly sought-after expert on workplace safety matters, including contentious OSHA proceedings and compliance advice.

Litigation

Litigation: General Commercial

Leading Firms

Band 1
Jones Day

Band 2
BakerHostetler LLP
Squire Patton Boggs
Vorys, Sater, Seymour and Pease LLP
Zeiger, Tigges & Little LLP

Band 3
Calfee, Halter & Griswold LLP
Carpenter Lipps & Leland LLP
Taft Stettinius & Hollister LLP
Tucker Ellis LLP
Ulmer & Berne LLP

Band 4
Benesch
Bricker Graydon LLP
Dinsmore & Shohl LLP
Faruki PLL
Frantz Ward LLP
Hahn Loeser & Parks LLP
Keating Muething & Klekamp PLL
Porter Wright Morris & Arthur LLP
Thompson Hine LLP

** Indicates individual with profile.*
◊ (ORL) = Other Ranked Lawyer.
Alphabetical order within each band. Band 1 is highest.

Litigation: General Commercial

Senior Statespeople

Senior Statespeople: distinguished older partners
Greer David *Bieser Greer (ORL) ◊*
Hill Thomas W *Kegler, Brown, Hill & Ritter (ORL) ◊*
Vander Laan Mark A *Dinsmore & Shohl LLP*

Leading Individuals

Band 1
Blair Mitchell G *Calfee, Halter & Griswold LLP **
Burke James E *Keating Muething & Klekamp PLL*
Carpenter Michael *Carpenter Lipps & Leland LLP*
Little Jr Marion H *Zeiger, Tigges & Little LLP*
Ritts Geoffrey J *Jones Day*
Tigges Steven W *Zeiger, Tigges & Little LLP*
Ungar Michael N *Ulmer & Berne LLP **
Warren Daniel R *BakerHostetler LLP **
Zeiger John W *Zeiger, Tigges & Little LLP*

Band 2
Arnold James S *Arnold Law Firm LLC (ORL) ◊*
Dyer Jim *Sebaly Shillito & Dyer (ORL) ◊*
Fogarty Robert J *Hahn Loeser & Parks LLP **
Ireland D. Jeffrey *Faruki PLL **
Kaufman Steven S *Ulmer & Berne LLP **
Mace Damond R *Squire Patton Boggs*
Sferra Anne Marie *Bricker Graydon LLP*
Williams Christopher S *Calfee, Halter & Griswold LLP **

Band 3
Gilligan John P *Ice Miller LLP (ORL) ◊*
Gladman Michael *Jones Day*
Kane Scott *Squire Patton Boggs*
Kessler Marc *Hahn Loeser & Parks LLP **
Lewis John Q *Nelson Mullins Riley (ORL) ◊ **
Lucchesi Thomas R *BakerHostetler LLP **
Niehaus James B. *Frantz Ward LLP*

Band 4
Campbell Drew *Bricker Graydon LLP*
Castrodale Joseph A *Benesch*
Floriano Goins Frances *Ulmer & Berne LLP **
Koehler Chris *Frantz Ward LLP*
Lipps Jeffrey *Carpenter Lipps & Leland LLP*
Martinsek Amanda *Ulmer & Berne LLP **
Mikula Chelsea *Tucker Ellis LLP **
Porter II William G *Vorys, Sater, Seymour and Pease LLP*
Rathke Sarah *Squire Patton Boggs*
Roach Jennifer *Thompson Hine LLP **
Sayre Russell S. *Taft Stettinius & Hollister LLP*
Trafford Robert W *Porter Wright Morris & Arthur LLP*
Wallace David H *Taft Stettinius & Hollister LLP*

Up-and-coming individuals
Lydon Angela *Frantz Ward LLP **

Band 1

Jones Day

What the team is known for Jones Day is a premier litigation firm in the state of Ohio, regularly utilized by clients for their most high-value and high-stakes disputes. The group leverages its tremendous depth of resources throughout the country to advise on major multijurisdictional disputes. Its clientele is composed of considerable multinational corporations and public entities drawn from an impressive range of industry sectors. The team possesses the capabilities to counsel on commercial litigation, antitrust and white-collar criminal defense.

Strengths

"The team is very strong and very experienced. They're very knowledgeable and very effective for clients in difficult circumstances."

"It's a major player. They have a lot of good and talented people."

"They're top notch in litigation and the attention to detail is there, they do that really well."

Work highlights Jones Day represented FirstEnergy Corp. in multiple civil RICO class action lawsuits stemming from an alleged bribery scheme.

Notable practitioners

Geoffrey Ritts is known in the market for his solid securities litigation expertise. He acts for a range of clients, including large corporations and their directors. **Strengths:** *"Geoff is truly at the top of his game in securities litigation." "An excellent securities lawyer."* **Michael Gladman** is an experienced commercial litigator with a varied disputes practice encompassing construction and breach of contract matters, among others. **Strengths:** *"A detail-oriented advocate who continuously proceeds to impress."*

Band 2

BakerHostetler LLP

What the team is known for BakerHostetler is a highly respected practice with a fine track record in commercial litigation matters, with expertise in areas including securities disputes and class action defense. It is also noted for its deft touch in white-collar criminal defense litigation and handling regulatory investigations. The group offers particular expertise in the representation of financial services organizations, as part of a broad client base which also includes healthcare institutions and insurance providers.

Strengths

"They are fast, efficient and thorough. Moreover, they are very responsive to our needs, no matter the size of the engagement."

"The legal analysis and strategy is very strong."

"I rate BakerHostetler's performance on complex and sophisticated matters as extraordinary. They boil down the complex claims into understandable recommendations and explanations that help me."

Work highlights BakerHostetler represented Lordstown Motors Corporation and 11 of its current or former officers and employees in litigation related to alleged misappropriation and use of confidential and trade secret information.

Notable practitioners

Daniel Warren (see p.2693) is a seasoned litigator and appellate lawyer, who often defends clients in large derivatives and securities litigation as well as trust disputes. He also has experience handling class actions relating to data security. **Strengths:** *"He's a terrific advocate and a really good, persuasive writer." "He is very smart, thoughtful and an absolute pleasure to work with."* **Thomas Lucchesi** (see p.2682) is adept at handling a broad array of commercial litigation, including high-value cases that relate to breaches of contract and fiduciary duty, shareholder disputes and mining rights. He has experience across a wide range of sectors, from energy and healthcare to financial services. **Strengths:** *"He's very practical and levelheaded." "Thomas is a brilliant lawyer."*

Squire Patton Boggs

What the team is known for Squire Patton Boggs is a highly regarded firm whose extensive international reach stems from a rich Ohio heritage. The group is recognized for its representation of clients in sophisticated civil disputes, with significant expertise in commercial litigation, product liability claims and defending a wide range of class actions. The team further calls upon a well-resourced appellate team, with notable experience in disputes heard before the Sixth Circuit. Its clients include large manufacturers and insurance companies as well as high-profile individuals.

Strengths

"They're extremely responsive, there is always someone to assist me."

"We get timely responses with solid advice."

"Their knowledge of contract law, clear and constant communication and advice on strategic decisions is remarkable and reassuring."

Work highlights Squire Patton Boggs represented EG America and its affiliate, Cumberland Farms, in a putative class action case asserting violations of the federal Fair and Accurate Credit Transactions Act.

Notable practitioners

Damond Mace is known for his expertise in complex matters relating to breaches of contract, product liability claims and shareholder disputes. He also has experience handling mass torts and

class actions. **Strengths:** *"He's smart as can be and can handle very complex work."* **Scott Kane** is head of the Ohio litigation group and is experienced in handling a wide range of commercial disputes. He regularly represents corporate clients as well as individual shareholders across a range of different sectors. **Strengths:** *"He's a brilliant strategist and a brilliant tactician. His primary goal is to understand our business and solve the problem." "Kane is really talented."* **Sarah Rathke** enjoys an excellent reputation for her pedigree in trial work, with sources applauding her advocacy skills. **Strengths:** *"Sarah is an exceptional litigator. She combines her breadth and depth of knowledge with empathy, wit and professionalism in a way that is both incredibly energizing and deeply impactful." "An exceptional trial lawyer whose manner works effectively with business-minded objectives."*

Vorys, Sater, Seymour and Pease LLP

What the team is known for With offices in Columbus, Cleveland and Cincinnati, Vorys, Sater, Seymour and Pease provides impressive geographical coverage of the state. It is experienced in representing large clients in a range of matters including class actions, toxic torts, antitrust and False Claims Act litigation. It regularly advises clients in the education and healthcare sectors, among others.

Strengths

"We find Vorys to be extremely nimble and on top of everything."

"It's a solid, credible firm."

"I always find Vorys to be extremely proactive and deft at anticipating questions that clients will have."

Work highlights Vorys led Fifth Third Bank's defense in a case concerning allegations that the bank's breach of its duty to diversify a trust led to a loss of $800 million for the beneficiaries.

Notable practitioners

William Porter is a highly respected litigator who regularly handles complex disputes in the corporate arena, including securities, M&A and governance issues. He often acts on product liability-related disputes and also represents clients before appellate courts. **Strengths:** *"He approachable, but tough as nails."*

Zeiger, Tigges & Little LLP

What the team is known for Zeiger, Tigges & Little is a formidable litigation boutique which houses an impressive roster of trial experts, demonstrating strengths in sensitive commercial litigation. It offers particular expertise in professional liability disputes, alongside wider skills in shareholder litigation and wider breach of contract issues. The group is active across a multitude of sectors on behalf of a diverse base of significant clients, varying from high-net-worth families to large corporations.

Strengths

"It's a strong, experienced team. They provide quick turnaround."

"They offer very strong depth and breadth."

Work highlights Zeiger, Tigges & Little acted for Electronic Classroom of Tomorrow, a large 'eschool', in administrative litigation challenging the Ohio State Board of Education's decision to enforce a new funding standard.

Notable practitioners

Marion Little is a well-regarded commercial litigator, with notable strength in securities litigation and cases that concern alleged breaches of fiduciary duty. He also frequently advises on matters concerning professional liability in the legal sector. **Strengths:** *"Marion is a fantastic litigator. He is smart and insightful."* **Steven Tigges** is an accomplished litigator who often advises clients on cases concerning breaches of contract and fiduciary duties. He has many years' experience as a trial advocate, regularly handling high-value and complex claims in court and at appeal. **Strengths:** *"Steven is very capable."* **John Zeiger** continues to enjoy an impeccable reputation for his handling of business-related disputes, advising significant corporate as well as individual clients. **Strengths:** *"He has wisdom and experience."*

Band 3

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold frequently advises on plaintiff and defense-side commercial litigation matters, offering considerable strengths in securities, product liability, antitrust and construction disputes. The group also offers experience in criminal litigation, defending a range of individuals and businesses facing regulatory enforcement actions. It acts for clients in sectors including healthcare, financial services and manufacturing.

Strengths

"We're very pleased with the firm's breadth of expertise and ability to bring together the right people. I think they are a good balance of practical and strategic."

"They're very responsive. It's an excellent firm."

"The firm does a very good job on the technical and practical elements."

Work highlights Calfee served as lead counsel for Rust-Oleum in litigation involving contract and trade secret dispute arising from a previous commercial relationship between Rust-Oleum Corporation and NIC Industries, involving Rust Oleum's Wipe New products.

Notable practitioners

Mitchell Blair (see p.2669) has considerable experience in securities litigation and contract disputes and is also the firm's vice chair. **Strengths:** *"He's very experienced, organized and detail-oriented." "He's excellent. He gets good results and doesn't leave any stone unturned."* **Christopher Williams** (see p.2694) is well regarded for his expertise in commercial disputes, as well as ERISA and healthcare litigation. **Strengths:** *"He gives good advice and he walks you through everything. He's already thinking of topic five when we're still on topic one." "He's a tough but fair lawyer. He's got a good demeanor, he's a good advocate but also works to compromise."*

Carpenter Lipps & Leland LLP

What the team is known for Carpenter Lipps & Leland is a sought-after litigation boutique based in Columbus, with a wealth of experience in class action claims and wider commercial disputes. The group represents clients in state and federal courts across the country in a diverse sweep of industry sectors, including financial services, energy and utilities and manufacturing.

Notable practitioners

Michael Carpenter is held in high regard for his experience across an array of high-profile commercial disputes, antitrust litigation and product liability claims. **Strengths:** *"I enjoy working with him."* **Jeffrey Lipps** is a skilled litigator and trial lawyer, with over 30 years' commercial litigation experience. He regularly represents corporates and financial institutions, and also has notable expertise in appellate proceedings. **Strengths:** *"He's a commercial litigator who works a case very hard." "He's a really smart, strategic trial lawyer."*

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister provides a well-resourced litigation group with strong capabilities in commercial disputes, offering expertise in areas including environmental law claims, trusts and estates issues, business torts and antitrust matters. It further calls upon notable experience in its white-collar group, drawing from considerable expertise in regulatory investigations and enforcement proceedings. The group represents clients in a range of industries, including healthcare, technology and manufacturing.

Strengths

"They were well prepared and thoughtful. We worked with an excellent lead counsel and a strong bench."

"I'm very happy with the work. They are very timely and concise."

"The team is responsive and pragmatic in the advice it provides."

Work highlights Taft defended Xavier University in a federal class action lawsuit alleging it breached its contract with students enrolled in its nursing program after onsite clinical work was suspended due to the COVID-19 pandemic.

Notable practitioners

Russell Sayre frequently represents business clients in cases concerning breaches of contract, trade secrets and post-transactional issues. **Strengths:** *"He's very knowledgeable and very proactive." "Russell is an outstanding lawyer."* **David Wallace** has a considerable amount of litigation expertise, particularly with regard to IP and employment litigation. He has over 30 years' experience advising clients on disputes as well as helping them to defend major class actions. **Strengths:** *"He's a well-regarded trial lawyer." "We received excellent client service in terms of responsiveness and he is pragmatic in his approach."*

Tucker Ellis LLP

What the team is known for Tucker Ellis offers impressive capabilities in a wide range of commercial litigation work, with notable strengths in intellectual property claims, securities disputes and insurance coverage matters. The group acts for a wide-ranging client base, which includes insurers, industrial companies and consumer goods manufacturers. It regularly handles large class action lawsuits, particularly in the consumer products sector.

Strengths

"All of the attorneys that I work with at Tucker are very knowledgeable. They have a strong sense of the market."
"The team is excellent. We have a consistent group of strong players. They are extremely responsive and they get back to us almost immediately."
"The attorneys at Tucker Ellis are proactive, thorough and zealously advocate for us."
Work highlights Tucker Ellis acted for The J.M. Smucker Company in a counterclaim for fraud and breach of contract against a new vendor which had previously alleged improper termination of contract.
Notable practitioners
Chelsea Mikula (see p.2683) is an accomplished litigator with broad commercial expertise. She is frequently engaged to handle breach of contract disputes. **Strengths:** *"Chelsea is very knowledgeable and responsive. She has helped me through some very tricky issues and has been a trusted partner to bounce ideas off of and to collaboratively develop an approach for all complex issues."*

Ulmer & Berne LLP

What the team is known for Ulmer & Berne offers a strong litigation practice covering all areas related to business litigation, with particular expertise in matters pertaining to the financial services and pharmaceutical industries. It is noted for its strength at both trial and appeal, while also recognized for its experience with alternative dispute resolution. The group represents a wide range of clients, including leading financial institutions, pharmaceutical companies and manufacturers.
Strengths
"Ulmer has seasoned, experienced litigators who know the company and our business. Ulmer lawyers are responsive and proactive."
"We receive great expertise and the ability to quickly understand complex legal issues. They're extremely responsive and excellent at client communication."
"They are very attentive to their clients."
Notable practitioners
Michael Ungar (see p.2692) is an experienced trial lawyer who regularly handles large commercial and financial disputes, and who also has considerable experience in arbitration. He also chairs the firm's litigation department. **Strengths:** *"Mike is a go-to lawyer for complex litigation matters. He thinks outside the box on strategy and is business-minded."* **Steven Kaufman** (see p.2678) is an experienced commercial litigator who regularly handles complex business and finance-related disputes. He also has expertise in litigation relating to alleged professional malpractice. **Frances Goins** (see p.2674) is a skilled litigator who regularly handles complex commercial disputes for both public and private companies. Her expertise includes contractual, shareholder and securities litigation. **Strengths:** *"Fran is a highly experienced attorney with terrific legal expertise as well as great negotiation and communication skills."* **Amanda Martinsek** (see p.2682) is deeply experienced in the representation of companies facing a broad range of commercial disputes. She regularly handles litigation involving product liability and real estate matters.

Band 4

Benesch

What the team is known for Benesch has a strong disputes team with notable commercial litigation expertise, particularly for market-leading clients in the energy and manufacturing sectors. The group handles claims for breach of contract and fiduciary duty and also offers experience in complex antitrust, IP and product liability disputes.
Strengths
"It's a great firm with a diversity of expertise."
"Benesch is extremely useful in helping us with disputes."
Work highlights Benesch defended Endeavor in a fiduciary duty and contract case brought by a professional tennis player.
Notable practitioners
Joseph Castrodale serves as the vice chair of the firm. He is a seasoned commercial litigator with strong credentials as both a trial and appellate lawyer. He represents private and public companies, as well as other clients, in a range of contract and business-related disputes. **Strengths:** *"He's an outstanding litigator who provides good insight into taking complicated matters and putting them into plain English."*

Bricker Graydon LLP

What the team is known for Bricker Graydon offers a broadly experienced litigation team which has strengths in areas including insurance coverage, medical malpractice, bankruptcy and securities claims. It demonstrates particular expertise in the energy and utilities sector, particularly in relation to oil and gas issues and related environmental concerns. The group has a niche specialty in assisting educational institutions with commercial disputes as well as the defense of sexual misconduct claims.
Strengths
"They're very practical and pragmatic. The team is very knowledgeable and solutions-oriented."
"They're excellent professionals."
Work highlights Bricker Graydon handled litigation for Enbridge involving the application of a Most Favored Nations provision and claims that an installed pipeline prevented limestone from being mined.
Notable practitioners
Anne Marie Sferra is an experienced litigator, with marked strengths in handling insurance and business-related disputes. **Strengths:** *"She's a really good appellate lawyer."* **Drew Campbell** defends client in healthcare, insurance and energy-related disputes. He has notable experience in handling the defense of multidistrict litigation and leads the firm's class action practice group. **Strengths:** *"He works very hard and is diligent, as well as a very good writer."*

Dinsmore & Shohl LLP

What the team is known for Dinsmore & Shohl fields a strong Cincinnati-based team with significant capabilities in commercial litigation. The group acts for clients in a wide variety of disputes, including securities, antitrust and product liability matters.
Notable practitioners
Mark Vander Laan has over 40 years' trial experience and continues to advise on a wide range of commercial litigation and other complex disputes. He is also a skilled appellate lawyer. **Strengths:** *"He's a fine attorney."*

Faruki PLL

What the team is known for Faruki is a well-regarded firm which offers broad strengths in commercial litigation matters. Its areas of expertise include antitrust, intellectual property, and environmental claims, alongside deep experience in class actions.
Strengths
"They're responsive and take the time to manage the litigation in a manner that balances business needs with the overall strategy."
"Faruki has a team of intelligent, creative and tenacious litigators who can handle a wide range of complex subject matters."
"It's a strong team with great reputation in business litigation circles."
Work highlights Faruki represented Airtron as the plaintiff in a trade secret and non-compete matter filed against its former employee and the former employee's new employer.
Notable practitioners
Jeffrey Ireland (see p.2677) handles a wide range of commercial disputes, including those related to IP, environmental claims and breaches of contract. **Strengths:** *"He's a trusted advisor who provides good counsel."*

Frantz Ward LLP

What the team is known for Frantz Ward is an accomplished Cleveland-based firm with broad expertise in business disputes. The group is frequently called upon to litigate employment matters, contractual issues and product liability work, among others.
Strengths
"They have a lot of talented people."
"The team always gives good guidance and knows how to show you what's best."
Work highlights Frantz Ward represented the Cleveland Clinic Foundation in a lawsuit filed by a former employee alleging retaliation and wrongful termination in violation of public policy.
Notable practitioners
James Niehaus handles a wide array of litigation, including First Amendment, unfair competition and employment disputes. **Strengths:** *"He works very well with us and is always very responsive."*
Chris Koehler is called upon by clients facing complex business disputes. His broad experience includes breach of contract and trade secrets claims. **Strengths:** *"Chris combines legal guidance and an understanding of commercial position."*
Angela Lydon (see p.2682) enjoys a burgeoning reputation for her litigation practice, which sees her advise both corporate and individual clients in a broad array of commercial disputes. **Strengths:** *"She pays excellent attention to detail."*

Hahn Loeser & Parks LLP

What the team is known for Hahn Loeser & Parks is an effective litigation platform which offers recognized strengths in defending class action claims on behalf of businesses. It also has a

growing expertise in commercial disputes in the technology sector. The team works with well-known Ohio and national clients, active in sectors including insurance, healthcare, construction and financial services.

Strengths

"They provide a very good understanding of the applicable legal theories and strategies. Their legal advocacy and research skills are superior."

Work highlights Hahn Loeser & Parks represented Fidelity National Title of Florida in a defense of a putative class action relating to form purchase agreements for residential real estate.

Notable practitioners

Robert Fogarty (see p.2674) is adept at handling complex pieces of commercial litigation, in addition to class actions. He has particular expertise advising on disputes in the healthcare sector. **Strengths:** *"He's a fierce advocate for clients. He's good and smart, I don't want to be opposite him because he is so good!" "He's a really fine, practical lawyer."* **Marc Kessler** (see p.2679) leads the firm's litigation team in Columbus and has key expertise in complex commercial disputes, including trade secrets and product liability claims. His work covers a range of sectors, including healthcare and telecommunications. **Strengths:** *"He's very professional and knowledgeable, with great trial experience and good business sense."*

Keating Muething & Klekamp PLL

What the team is known for Keating Muething & Klekamp is a Cincinnati-based boutique with a solid reputation for its expertise in commercial litigation matters, drawing from a pool of experienced litigators to advise on disputes concerning product liability, business torts, securities claims and wider commercial litigation. The team acts on behalf of a broad client base made up of individuals, emerging companies and multinationals, alongside notable expertise in representing major financial institutions.

Strengths

"It's a very talented firm."

Notable practitioners

James Burke has many years' experience as a commercial litigator, with notable trial and appellate expertise. He frequently takes on disputes concerning financial and corporate matters, including securities, derivatives and shareholder claims. **Strengths:** *"He gives superb performance and his service is prompt and expert." "He's an excellent trial attorney."*

Porter Wright Morris & Arthur LLP

What the team is known for Porter Wright Morris & Arthur has an accomplished litigation practice which acts for local, regional and national clients in sectors such as public utilities, telecommunications and manufacturing. It offers strength at both trial and appellate level and is noted for its representation of government entities in complex disputes. The group is also recommended for its work in the technology space, frequently acting in disputes related to cybercrime and trade secrets.

Strengths

"They're always willing to assist in both big and small ways. They're very responsive when an emergency or urgent request arises."

"They are aware of the complexities of the situation, understand and explain the different options and navigate the case well. They are always very timely in their responses and keep us in the loop."

"They are responsive and creative."

Work highlights Porter Wright Morris & Arthur represented Rose Acre Farms in industry-wide antitrust trial brought against the nation's largest egg producers.

Notable practitioners

Robert Trafford has extensive experience handling commercial disputes, including securities claims and consumer class actions.

Thompson Hine LLP

What the team is known for Thompson Hine offers clients a talented dispute resolution practice which has notable capabilities in product liability cases, with experience in litigation concerning the medical device, automotive and manufacturing sectors. It demonstrates wider commercial litigation strengths in securities claims, antitrust issues, intellectual property matters and contract disputes. The team acts for a diverse client base which includes financial institutions, industrial companies and real estate developers.

Work highlights Thompson Hine acted as lead counsel for Chemetall USA in a multi-party pulmonary fibrosis death case.

Notable practitioners

Jennifer Roach (see p.2687) is a well-regarded litigator with experience acting for clients in both federal and state trials. She handles a wide range of matters, including IP and antitrust disputes. **Strengths:** *"She's a hard worker and has got credibility in the space."*

Other Ranked Lawyers

James Arnold of Arnold Law Firm LLC has a wide-ranging litigation practice that includes business-related disputes, as well as representing professionals in employment litigation and malpractice suits.

Strengths:

"James is an excellent lawyer who can take on any case. He's truly a trial lawyer."

Jim Dyer of Sebaly Shillito & Dyer handles a wide range of business-related disputes and antitrust litigation, as well as contentious IP and employment matters.

John Gilligan of Ice Miller LLP frequently defends clients in a wide range of commercial and financial disputes, including class actions. He is an experienced trial lawyer and also acts for clients in arbitrations.

Strengths:

"John is good, reasonable and pleasant to work with."

David Greer of Bieser Greer maintains an excellent reputation for his skill at handling business disputes as well as litigation relating to alleged professional malpractice. He can also offer the benefit of his expertise in alternative dispute resolution proceedings.

Strengths:

"He's a really well-respected trial lawyer."

Thomas Hill of Kegler, Brown, Hill & Ritter is a deeply experienced litigator and accomplished trial lawyer who is well regarded in the Ohio market. He regularly handles complex commercial disputes.

Strengths:

"A formidable trial lawyer."

John Lewis (see p.2681) of Nelson Mullins Riley & Scarborough regularly handles the defense of class actions brought by shareholders and consumers, as well as employment litigation and claims of professional malpractice.

Strengths:

"He is excellent and approaches matters very collaboratively. He has a deep understanding and is a concise explainer."

Litigation White-Collar Crime & Government Investigations

Litigation
White-Collar Crime & Government Investigations

Leading Firms

Band 1
BakerHostetler LLP
Jones Day

Band 2
Calfee, Halter & Griswold LLP
Taft Stettinius & Hollister LLP
Tucker Ellis LLP

Senior Statespeople

Senior Statespeople: distinguished older partners
Cascarilla Ralph E *Walter | Haverfield LLP (ORL) ◊*
Synenberg Roger M *Synenberg & Associates (ORL) ◊*
Wooley James R *Hilow & Spellacy LLC (ORL) ◊*

Leading Individuals

Band 1
Kohnen Ralph *Taft Stettinius & Hollister LLP*
McCaffrey John F. *Tucker Ellis LLP* *
Mitchell John *Taft Stettinius & Hollister LLP*
Rendon Carole S. *BakerHostetler LLP* *
Sozio Stephen G *Jones Day* *

Band 2
Berckmueller Fritz *Calfee, Halter & Griswold LLP* *
Brennan Terry *BakerHostetler LLP* *
Jennings Colin *Squire Patton Boggs (ORL) ◊*
Kushner Philip *Kushner & Hamed (ORL) ◊*
Searby Edmund W *Porter Wright Morris & Arthur (ORL) ◊*

Band 3
Crites Michael *Dinsmore & Shohl LLP (ORL) ◊*
Flannery Paul *Flannery | Georgalis, LLC (ORL) ◊*
Herdman Justin *Jones Day*
Hollingsworth Adam *Jones Day*
Kerger Richard *Kerger & Hartman LLC (ORL) ◊*
Roberts Justin *J. Roberts, LLC (ORL) ◊*
Scherzer Donald *Roetzel & Andress, LPA (ORL) ◊* *
Schneider Karl *McNees Wallace & Nurick LLC (ORL) ◊*
Searby Bruce *Searby PLLC (ORL) ◊*
Thomas David *Taft Stettinius & Hollister LLP*

* *Indicates individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Band 1

BakerHostetler LLP

What the team is known for Baker & Hostetler is a large national firm that is well known for its litigation capabilities. It is noted for its strong white-collar criminal defense expertise, including the representation of clients in investigations brought by various governmental agencies.

Strengths

"With a deep bench of individuals, they are uniquely equipped to handle the most sensitive white-collar matters."

"The firm has first-rate lawyers who are diligent and always on top of their clients case."

"The team's sophistication is incredibly high and the work product is excellent."

Work highlights BakerHostetler LLP represented Timothy Jenkins in a federal criminal tax case.

Notable practitioners

Carole Rendon's (see p.2686) impressive practice sees her handling a variety of matters, including regulatory investigations, civil litigation and white-collar criminal defense. **Strengths:** *"She grasps complex commercial issues easily and provides her clients with a confidence that no stone will be left unturned." "She is a fantastic attorney who is laser-focused on providing the best advice to her clients."* Head of the litigation department **Terry Brennan** (see p.2670) is well regarded for his white-collar practice. He has significant experience representing both individuals and businesses in investigations brought by the SEC and DOJ. **Strengths:** *"He is a real great litigator, with sound judgment and strategic mind." "Terry is all about advancing his client's interests."*

Jones Day

What the team is known for Jones Day has a leading white-collar litigation practice, which is well equipped to handle a variety of issues including money laundering, fraud and tax violations. Its clientele comes from a range of sectors including energy and healthcare. The team handles internal investigations as well as representing clients in government investigations.

Strengths

"Jones Day has such a brilliant team of skilled attorneys."

"Jones Day lawyers are very intelligent. They come up with the most creative ways to work through complex investigations."

Notable practitioners

Stephen Sozio (see p.2690) maintains a stellar reputation for his work on government investigations concerning alleged fraud and FCA violations. His clients include leading businesses and healthcare organizations. **Strengths:** *"He is a very smart and strategic attorney who always provides the most accurate results." "He is very effective at getting his clients their desired outcomes. He exceeds expectations."* **Justin Herdman** is well regarded for representing businesses in complex investigations. He is noted for his expertise in the areas of fraud, False Claims Act and FCPA. **Strengths:** *"Justin is extremely knowledgeable. He is a real asset in all circumstances." "He is an incredibly intelligent and talented lawyer."* **Adam Hollingsworth** has extensive expertise acting for businesses and individuals in significant investigations into fraud, FCPA violations and bribery. Clients may benefit from his experience in governmental roles, including as a former Assistant US Attorney. **Strengths:** *"Adam is very intelligent, with a great logical mind and strong interpersonal skills." "He is exceptionally pragmatic in his approach. He provides really helpful advice on how to navigate difficult situations and gets good results for his clients."*

Band 2

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold is a highly sought-after firm for its expertise in white-collar criminal defense and government investigations. The team has ample experience dealing with securities, fraud and money laundering investigations and frequently interacts with a range of governmental agencies, including the FBI.

Strengths

"The team is unbelievably knowledgeable of the law. As well as this, they are dedicated to their work and available all the time for their clients."

Notable practitioners

Head of department **Fritz Berckmueller** (see p.2668) is well regarded for his expertise in white-collar work. He acts for clients in a range of matters including FCA investigations, whistle-blower claims and investigations into bribery and corruption. **Strengths:** *"Fritz is thoughtful and careful in the actions he takes. He is a pleasure to work with." "Fritz is an amazing lawyer who offers his clients the services they require."*

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister maintains a prominent team of litigators who have extensive experience in investigations involving tax and embezzlement. The team frequently represents defendants in criminal cases relating to allegations of bribery and fraud. The firm is noted for its strong presence in both Cincinnati and Columbus.

Strengths

"The firm has a very talented group of individuals; they are a real go-to for individual representation."

Work highlights Taft Stettinius & Hollister represented Steven Masera in the Varsity Blues College Admissions Scandal.

Notable practitioners

Ralph Kohnen is chair of the firm's compliance and white-collar criminal defense group. He provides advice on compliance with the FCPA and other anticorruption statutes, as well as representing clients in investigations and prosecutions. **Strengths:** *"Ralph is among the best white-collar attorneys in the state. He has seen it all." "He is a fantastic lawyer with great client interaction skills."* **John Mitchell** enjoys an excellent reputation for his white-collar criminal defense practice. He offers notable skill acting for corporations and individuals in high-stakes trials, as well as investigations into fraud and corruption. **Strengths:** *"John is a conscientious player with a great attitude and work ethic." "He knows the law, learns the facts and fights incredibly hard for his clients."* **David Thomas** is well regarded for his white-collar criminal defense practice, which includes advising individuals in cases of bribery, money laundering, fraud and drug trafficking.

Tucker Ellis LLP

What the team is known for Tucker Ellis is a excellent firm with a strong white-collar litigation practice. The team is known for representing clients in the healthcare space as well as the energy sector. Its work includes defense against bribery claims and False Claims Act violations.

Strengths

"The team provide their clients with great recom-

mendations on various company matters."

Work highlights Tucker Ellis represented the former Vice President of External Affairs of First-Energy Corp in connection with a bribery scheme.

Notable practitioners

John McCaffrey (see p.2682) is the head of the firm's white-collar criminal defense and corporate investigations group. He is adept at handling cases relating to such issues as alleged fraud, professional malpractice, tax violations and public corruption. **Strengths:** *"John is an excellent communicator who is always on top of things." "His work is impeccable, he never drops the ball or misses a beat."*

Other Ranked Lawyers

Managing partner of Walter | Haverfield LLP **Ralph Cascarilla** maintains a strong reputation for his white-collar criminal defense practice, and remains a go-to attorney for individuals and businesses facing investigations and prosecutions.

Strengths:

"He is an outstanding lawyer."

"He has a great deal of sound judgement."

Michael Crites of Dinsmore & Shohl LLP brings considerable experience to his white-collar criminal defense practice from his time as an Assistant US Attorney for the Southern District of Ohio. He acts for clients facing a wide range of allegations, including money laundering, corruption and fraud.

Strengths:

"Michael does a really nice job when handling clients."

Paul Flannery of Flannery | Georgalis, LLC maintains a broad litigation practice, covering both criminal and civil disputes. He acts for clients facing allegations of securities fraud, corruption and tax violations, drawing on his background as a federal prosecutor.

Strengths:

"Paul is an experienced and bright individual with a deep appetite for this work."

Colin Jennings of Squire Patton Boggs is well regarded for his white-collar criminal defense practice, which includes advising companies on compliance issues as well as representing clients in government investigations.

Strengths:

"He is a top strategic thinker with excellent research skills."

Richard Kerger of Kerger & Hartman LLC is an experienced litigator who represents professionals across a broad spread of complex matters, including alleged white-collar crime and professional malpractice.

Philip Kushner of Kushner & Hamed acts for clients in a range of white-collar criminal defense matters, with particular strength in cases relating to alleged financial fraud.

Strengths:

"He uncovers avenues for defense and strategy, not everyone can see."

"Philip is a real go-to guy in the market."

Justin Roberts of J. Roberts, LLC is a well-regarded white-collar criminal defense attorney who focuses his practice on representing clients facing allegations of fraud, bribery and money laundering. He can draw on his prior experience as an Assistant US Attorney and is adept at handling complex matters with cross-border issues.

Strengths:

"He is a very talented individual with analytical skills beyond his years."

Donald Scherzer (see p.2688) of Roetzel & Andress, LPA is widely respected for handling the defense of white-collar criminal cases as well as advising on complex civil and criminal antitrust disputes. He regularly advises clients in the healthcare industry as well as large corporates.

Strengths:

"Donald is a very knowledgeable, strategic and well prepared lawyer."

Karl Schneider of McNees Wallace & Nurick LLC is noted for his strong white-collar criminal defense practice. He offers years of trial experience and expertise representing clients in fraud investigations.

Strengths:

"When you need someone to represent a high-level executive, Karl is the guy to call. He does a really good job."

Bruce Searby is well regarded for his expertise in white-collar criminal defense. He offers particular experience in matters concerning environmental crimes, as well as allegations of fraud.

Edmund Searby maintains a busy white-collar criminal defense practice, with notable experience representing clients embroiled in complex government investigations.

Strengths:

"He is a very experienced and talented criminal defense lawyer, who genuinely cares for his clients and gives his all to benefit them."

Roger Synenberg of Synenberg & Associates has deep experience in handling white-collar criminal defense as well as acting on civil disputes. He acts for clients in state and federal courts, as well as at the appellate level, including in the Ohio Supreme Court.

Strengths:

"Roger is absolutely phenomenal."

James Wooley handles a range of criminal defense work and also assists clients with internal investigations into allegations of misconduct and fraud.

Strengths:

"James is an excellent lawyer who deserves only praise."

Real Estate

The editorial is in alphabetical order by firm name.

BakerHostetler LLP

What the team is known for BakerHostetler is a well-regarded firm offering real estate services to a broad spectrum of clients ranging from landlords and tenants to developers and lenders. The firm's specific areas of expertise include large public-private developments, mixed-use projects and environmentally sensitive developments. It enjoys a fine reputation for its work in the manufacturing sector. The team possesses notable strength in affordable housing development work, with experience in HUD financing and working with state housing finance agencies.

Strengths

"The firm's ability to pay attention to the subtle details is outstanding."

"The team at BakerHostetler have been versatile and able to handle matters small and large, complex and simple."

Work highlights BakerHostetler represented Big River Steel in the purchase of two properties in Osceola, Arkansas for the construction of a new steel mill.

Notable practitioners

Amy Kellogg (see p.2679) boasts over three decades of transactional experience and is frequently called upon to represent clients in a variety of transactional matters, including the financing of development and construction projects. **Strengths:** *"Amy is an incredible resource. Her level of experience and her dedication, coupled with a warm and positive personality, makes her a pleasure to work with."*

Benesch

What the team is known for Benesch is respected for its broad transactional practice, with recognized strengths in complex development and acquisition work. The firm also offers expert counsel on financing and dispositions of properties. The team represents a wide variety of clients, including companies in the retail arena. It also maintains an active leasing practice on behalf of its property owner, REIT and developer clients, including providing counsel on amendments, termination agreements and assignments. The firm has core experience pertaining to mixed-use, retail, multifamily, office, industrial and hospi-

Real Estate

Leading Firms

Band 1

Thompson Hine LLP

Band 2

Benesch

Bricker Graydon LLP

Band 3

BakerHostetler LLP

Jones Day

Ulmer & Berne LLP

Vorys, Sater, Seymour and Pease LLP

Walter | Haverfield LLP

Band 4

Calfee, Halter & Griswold LLP

Frost Brown Todd LLP

Keating Muething & Klekamp PLL

Kegler, Brown, Hill & Ritter

Porter Wright Morris & Arthur LLP

Singerman, Mills, Desberg & Kauntz Co LPA

Taft Stettinius & Hollister LLP

Tucker Ellis LLP

Senior Statespeople

Senior Statespeople: distinguished older partners

McCreary Charles *Bricker Graydon LLP*

Leading Individuals

Band 1

Coyne Thomas J *Thompson Hine LLP**

Kellogg Amy E *BakerHostetler LLP**

Band 2

Herzberger William A *Jones Day*

Robins Harlan W *Frost Brown Todd LLP*

Smyers Robyn M *Thompson Hine LLP**

Weir William *Thompson Hine LLP**

Band 3

Aronoff James B *Thompson Hine LLP**

Cadwallader John I *Frost Brown Todd LLP*

Cushwa Mara E *Calfee, Halter & Griswold LLP**

Daroff Charles *Walter | Haverfield LLP*

Desberg Gary *Singerman, Mills, Desberg & Kauntz Co*

Hurtuk Edward *Walter | Haverfield LLP*

Intihar Steve *Bricker Graydon LLP*

Kadish Scott P *Ulmer & Berne LLP**

Pittman Haas Lori *Ulmer & Berne LLP**

Raker Keith *Tucker Ellis LLP**

Rogers Karla *Calfee, Halter & Griswold LLP**

Smith J Theodore (Ted) *Vorys, Sater, Seymour and Pease*

Swank Christopher N *Bricker Graydon LLP*

Wild Jeffrey J *Benesch*

Band 4

Curry Robert M *Thompson Hine LLP**

King Stephen M. *Thompson Hine LLP**

Leader Edward *Taft Stettinius & Hollister LLP*

MacDougall Irene *Walter | Haverfield LLP*

Mixter Stephen C *MixterLaw, LLC (ORL) ◊*

Nesbitt Stephen *Ulmer & Berne LLP**

Oakes Jared E *Benesch*

Ondak Robert *Benesch*

Rich Jodi *Ulmer & Berne LLP**

Weber Chaz *Tucker Ellis LLP**

Zoller Golish Elizabeth *Calfee, Halter & Griswold LLP**

Up-and-coming individuals

Hurtuk Josh *Walter | Haverfield LLP*

Associates to watch

Noll Kelly *Benesch*

** Indicates individual with profile.*

◊ (ORL) = Other Ranked Lawyer.

Alphabetical order within each band. Band 1 is highest.

Real Estate: Zoning/Land Use

Leading Firms

Band 1

Berns, Ockner & Greenberger

Smith & Hale LLC

Tucker Ellis LLP

Senior Statespeople

Senior Statespeople: distinguished older partners

Berns Sheldon *Berns, Ockner & Greenberger*

Leading Individuals

Band 1

Berns Jordan *Berns, Ockner & Greenberger*

Brown Jeffrey L *Smith & Hale LLC*

Ockner Ben *Berns, Ockner & Greenberger*

Slagter John *Tucker Ellis LLP**

Suder Sean *Suder, LLC (ORL) ◊*

Tangeman Jill S *Vorys, Sater, Seymour and Pease LLP*

Tepe Thomas *Keating Muething & Klekamp PLL*

tality properties.

Strengths

"Benesch is a leader in terms of providing excellent service and responsiveness. Benesch is highly skilled at prioritizing and setting expectations, always clearly communicating with business teams."

"Benesch is a very well-rounded firm and can tap into experts to assist with specific subject matters that may arise."

"They're our go-to real estate transactional firm. It's a really broad group with a lot of capability."

Work highlights Benesch represented PREP Property Group in connection with a $70 million construction loan for the redevelopment of Hanover Crossing in Massachusetts.

Notable practitioners

Jeffrey Wild is a vastly experienced practitioner who is particularly adept at handling real estate transactions, including project financing and acquisitions. **Strengths:** *"He's prompt, smart and everything you want in a transactional lawyer."* **Jared Oakes** has particular skill in handling complex development and sophisticated financing work, including distressed debt. **Strengths:** *"Jared is outstanding to work with. He is practical, sharp and enjoys his work, which makes working with him a pleasure."* **Robert Ondak** is particularly adept at handling retail leasing deals. He regularly acts for sophisticated retail developers and investors. **Strengths:** *"Robert Ondak is a very good retail leasing lawyer."* **Kelly Noll** is an associate who is held in high regard by clients due to her work assisting with the preparation and negotiation of commercial leases. She possesses additional experience advising clients on real estate acquisitions and dispositions. **Strengths:** *"Kelly Noll is an outstanding lawyer. She is a trusted adviser and is highly skilled at understanding clients' business objectives before applying legal analysis."*

Berns, Ockner & Greenberger

What the team is known for Berns, Ockner & Greenberger is a highly thought-of boutique operating out of Beachwood that commands a great deal of respect from the market for its work in zoning and land use. The firm frequently provides counsel on conditional use permits, municipal development agreements and zoning regulatory challenges.

Strengths

"The firm has really good connections in Cleveland and we refer clients to them."

"The attorneys know what they're doing and they're skilled in this area."

Notable practitioners

Sheldon Berns's illustrious career has seen him act in many of the more sophisticated zoning challenges in the state. In particular, he has represented clients before the Ohio Supreme Court on numerous occasions. **Strengths:** *"Sheldon Berns has a great reputation and a history of success in the space."* **Jordan Berns** is well regarded by market sources due to his sophisticated zoning and land use practice. He regularly assists clients with both contentious and transactional work. **Strengths:** *"Jordan Berns is very skilled and knows what he's doing."* **Ben Ockner** frequently handles a range of contentious and noncontentious mandates within the zoning and land use space. **Strengths:** *"He's responsive to clients and is well connected in the space."*

Bricker Graydon LLP

What the team is known for Bricker & Eckler has a well-regarded practice with strong expertise in a wide range of real estate matters including development, leasing, financing and acquisitions. The firm is particularly recognized for its work on behalf of large developers and financial institutions. The team is also noted for its real estate counsel to hospitals, energy companies and governmental agencies.

Strengths

"Bricker & Eckler has a very broad and strong practice with a number of industry talents."

Work highlights Bricker & Eckler represented First Merchants Bank in connection with a construction loan for a low-income housing tax credit transaction for an affordable housing project located in Columbus, Ohio.

Notable practitioners

Charles McCreary advises lenders and developers on a range of property financing issues. **Steve Intihar** provides counsel on a variety of real estate financing and development matters, as well as sales and leasing. **Strengths:** *"Steve Intihar has excellent skill and an excellent practice."* **Christopher Swank** is noted for his proficiency in assisting with low-income housing tax credit transactions for affordable housing projects. His clients include a number of regional and national banks and financial institutions. **Strengths:** *"Chris is an efficient negotiator and he knows the market well."*

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold has an experienced bench of transactional experts that attracts an impressive roster of lenders, developers and companies, as well as public sector entities. The firm frequently acts on the sale, acquisition and financing of property across a range of asset classes, as well as offering extensive leasing capabilities. It complements its transactional practice with dedicated zoning and land use know-how, allowing for a full-service approach to complex development projects.

Strengths
"Calfee can grasp a challenging situation and have a great way of simplifying complex issues."
"The team at Calfee always provides sound counsel and makes even the most complex matters easier to understand and work through."
"The team provided very detailed answers with a quick turnaround. They always walked through the reasons and ramifications."
Work highlights Calfee, Halter & Griswold assisted The J.M. Smucker Company with the lease and acquisition of approximately 225 acres of real property from Jefferson County, Alabama.
Notable practitioners
Mara Cushwa (see p.2672) has a respected practice which covers industrial leasing, project financing and development work, among other things. She acts for a broad array of clients, including lenders, borrowers and developers. **Strengths:** *"Mara Cushwa is a professional, responsive, practical and extremely knowledgeable lawyer." "Mara provides us with excellent services and sound advice."* **Karla Rogers** (see p.2687) is noted for her proficiency across the full spectrum of real estate transactions. She regularly advises clients on the acquisition and divestiture of real estate assets, as well as lease negotiations and amendments. **Strengths:** *"Karla is a pleasure to work with. She is responsive, knowledgeable and understands the business side of every deal." "Karla is experienced and smart. She understands the intricacies of transactions."* **Elizabeth Zoller Golish** (see p.2694) offers her clients the benefit of extensive expertise in real estate transactions, including acquisitions and development deals. **Strengths:** *"Elizabeth Zoller Golish works hard to get the desired results."*

Frost Brown Todd LLP

What the team is known for Frost Brown Todd has a broad-ranging real estate practice, noted for its adept counsel on developments, financings and sales. The firm acts for an array of clients including developers, lenders, equity investors and property owners. The team represents a fine choice of counsel for shopping center development. It is also noted for its advice on new market tax credit financings.
Strengths
"Frost Brown Todd has a wide variety of resources and expertise. They're also highly responsive."
Work highlights Frost Brown Todd represented Kaufman Development in the acquisition and financing of a 300-unit multifamily and retail development in Columbus.
Notable practitioners
Harlan Robins is an expert in all real estate and financing aspects of big-ticket commercial developments. He acts on behalf of both lenders and developers. **Strengths:** *"Harlan Robins is solution-oriented and very easy to work with." "He is very experienced and knows what he's doing. He is very strong in the courtroom and has a great way with words."* **John Cadwallader** is an esteemed real estate practitioner with a strong track record of representing developer clients. He has an established background of handling transactions involving complex financing arrangements.

Jones Day

What the team is known for Jones Day has an esteemed practice that is highly thought of for its representation of large national and international clients in the real estate aspects of high-value corporate transactions. The firm enjoys a fine reputation for its capital markets expertise and is also recommended for its work with both publicly traded and privately owned real estate developers. It maintains noteworthy strength in the manufacturing sector and is also called upon for its counsel in relation to real estate assets in bankruptcy cases.
Strengths
"It's an excellent firm with skilled attorneys."
Work highlights Jones Day represented Simpson Manufacturing Company in connection with the acquisition of over 40 acres of industrial property for the expansion of Simpson's manufacturing plant in Columbus, Ohio.
Notable practitioners
William Herzberger possesses significant clout in property acquisition and disposition work. He frequently advises on transactions concerning industrial premises and mixed-use developments. **Strengths:** *"William is easy to deal with and he's very pragmatic."*

Keating Muething & Klekamp PLL

What the team is known for Keating Muething & Klekamp is a Cincinnati-based firm with an excellent local reputation. The team demonstrates expertise in the acquisition, development and financing of real estate projects. The firm is also adept at zoning issues.
Strengths
"It's a highly regarded firm within the Cincinnati area."
Notable practitioners
Thomas Tepe of Keating Muething & Klekamp has significant expertise in a range of real estate matters, including issues surrounding entitlements, eminent domain and property tax. He frequently acts on behalf of clients in the healthcare, retail and sports sectors. **Strengths:** *"Thomas Tepe has a lot of experience. He's a strong lawyer and a good advocate."*

Kegler, Brown, Hill & Ritter

What the team is known for Kegler, Brown, Hill & Ritter is a sought-after department particularly active in the Columbus market, with a focus on providing counsel to heavyweight developers in Ohio's central region. The firm also offers expert advice to public and private financial entities in leasing and financing work. The team is noted for its expertise in the retail and construction sectors. It is particularly adept at assisting with the development of opportunity zone projects.
Strengths
"Kegler have the technical expertise to handle all our matters. Whether it's normal business matters or complex technical matters, they have someone who can handle it."
"They always have answers to any questions we have and give great insights."
Work highlights Kegler, Brown, Hill & Ritter represented The Piada Group and its affiliates in connection with its commercial leasing transactions and real estate acquisitions for the operation of multiple Piada Italian Street Food restaurants.
Notable practitioners
Michael Schottenstein is a key contact at the firm.

Porter Wright Morris & Arthur LLP

What the team is known for Porter Wright Morris & Arthur is a respected firm with expertise in land acquisition and development, tax valuations and commercial leasing, among other areas. The firm acts for a diverse client base, including lenders, developers and investors from a wide variety of industries, including construction and telecommunications. The team is also equipped to handle matters in the housing and agricultural real estate spheres.
Strengths
"It's a well-respected firm in Columbus."
Work highlights Porter Wright Morris & Arthur assisted Huntington National Bank with a range of real estate matters, including the sale of existing properties, commercial leasing work and easement agreements.
Notable practitioners
Matthew Moberg is a key contact.

Singerman, Mills, Desberg & Kauntz Co LPA

What the team is known for Singerman, Mills, Desberg & Kauntz has a Cleveland-based team offering advice across a wide field of real estate issues, including acquisitions, dispositions and financing of properties. The firm also has extensive experience in dispute resolution related to real estate. It serves a wide range of clients, including developers, landlords, investors and financing institutions.
Strengths
"It's a very good boutique firm with a reputation for keeping clients happy."
Notable practitioners
Gary Desberg is a seasoned real estate practitioner fielding significant experience in transactional mandates. He represents clients in relation to partnerships, commercial lending, portfolio acquisitions and many other issues. **Strengths:** *"Gary is professional, experienced and really understands the market to an intricate level." "Gary is an excellent lawyer and he's wonderful to work with."*

Smith & Hale LLC

What the team is known for Smith & Hale is a go-to boutique for zoning and land use issues with a respected practice well known for working with clients on annexations and real estate developments across Ohio. The team represents both public and private clients ranging from private individuals to Fortune 500 companies.
Notable practitioners
Jeffrey Brown maintains a diverse land use practice. His experience encompasses everything from major development projects to smaller matters for local businesses and charitable organizations. **Strengths:** *"Jeffrey Brown has been doing this work for a very long time and has great experience in this space."*

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister offers expert advice on acquisitions, leasing, financing and developments. The firm regularly represents clients in the construction, healthcare and retail sectors. The team offers notable expertise in the restaurant and food service arena, negotiating leases specific to the sector and assisting with obtaining requisite permits and licenses.

Strengths

"The team is extremely thorough in reviewing and analyzing issues."

"The firm is well connected to top-tier brokers and has excellent market awareness."

Work highlights Taft Stettinius & Hollister assisted Visconsi Companies with the development of a medical office building for Skagit Regional Health in Mount Vernon, Washington.

Notable practitioners

Edward Leader is based in Cleveland and regularly advises clients on complex real estate transactions. His expertise includes financing matters and acquisitions. **Strengths:** *"Edward Leader is very market aware and has a good business sense." "Ed's a strong lawyer who is really delightful to work with."*

Thompson Hine LLP

What the team is known for Thompson Hine has a market-leading practice with a large stable of experienced and talented attorneys. The firm is sought after for its expertise in strategic real estate counseling, dispute resolution and all matters relating to real estate development, financing and acquisitions. It maintains a fine reputation for its strength in public incentives work. It also possesses an excellent track record in advising on major retail developments. Its clients include developers, Fortune 500 companies and financial institutions.

Strengths

"Thompson Hine has a great practice that is supported by a large footprint."

"The team really know their stuff and they're always available."

Work highlights Thompson Hine assisted Eaton Corporation with the real estate aspects of its $600 million acquisition of Royal Power Solutions.

Notable practitioners

Thomas Coyne (see p.2671) offers notable strengths in foreign and multistate transactions and is often called upon to assist with large-scale development projects. He frequently represents REITs, private equity firms and corporate clients from an array of sectors, including manufacturing and aerospace. **Strengths:** *"He is very skilled, with a deep practice. He's also very knowledgeable and dedicated." "He is an established, smart and practical attorney."* **Robyn Smyers** (see p.2689) is an esteemed real estate practitioner with significant prowess in handling big-ticket acquisitions, dispositions, sales and leasing matters. She acts for a range of clients typically including developers, REITs and other entities possessing large property portfolios. **Strengths:** *"Robyn Smyers is a very smart and committed lawyer with lots of expertise."* **William Weir** (see p.2693) has a strong reputation in real estate finance work. He is sought out for representation by lenders in CMBS loan transactions, tax credit financings and other issues, particularly as they relate to student and affordable housing projects. **Strengths:** *"He's smart, solution-oriented and can always get things done." "He is one of the top real estate finance practitioners."* **James Aronoff** (see p.2668) remains a go-to attorney for property financing matters of all kinds, including REITs and REOCs. He regularly assists clients with transactions relating to an array of properties, including retail, industrial and mixed-use developments. **Strengths:** *"He's a very good lawyer and handles important transactions."* **Robert Curry** (see p.2672) routinely assists large corporate clients with a range of property development matters, including sophisticated financing arrangements and government incentives. His expertise spans transactions involving retail, industrial, residential and mixed-use developments. **Strengths:** *"Robert Curry is excellent. He's very collegial and a very knowledgeable lawyer."* **Stephen King** (see p.2679) is a respected real estate attorney with a strong track record of representing REITs and developers. He frequently assists with the acquisition and development of residential, commercial and mixed-use developments, including transactions involving HUD and TIF financing aspects. **Strengths:** *"Stephen King is excellent. He's a very seasoned, practical lawyer."*

Tucker Ellis LLP

What the team is known for Tucker Ellis houses a respected team with extensive experience assisting with the acquisition, development and financing of various properties. The firm is particularly skilled at assisting with the management of commercial real estate finance credit facilities. The team acts for a broad array of clients, including REITs, investors and developers. The team at Tucker Ellis is also adept at handling zoning matters.

Strengths

"There has always been an attorney there to turn to if an issue comes up outside of the scope of the original engagement."

"The attorneys are responsive and work in a timely manner to meet required deadlines. The level of service we receive from the firm is excellent."

"The team are incredibly knowledgeable and attentive to addressing complex topics."

"The Tucker Ellis lawyers are sophisticated and thoughtful and give great attention to every detail."

Work highlights Tucker Ellis assisted AmCap with its acquisition of Hoffman Plaza Shopping Center in Hoffman Estates, Illinois.

Notable practitioners

John Slagter (see p.2689) enjoys a strong reputation in the market due to his expertise in challenging zoning decisions and assisting with various land use matters. **Strengths:** *"John Slagter is a superlative lawyer in every respect." "John is an excellent attorney. He's extremely intelligent and always aims to resolve disputes effectively for his clients."* **Keith Raker** (see p.2686) offers a comprehensive commercial real estate practice which incorporates transactional, development and leasing experience. **Strengths:** *"Keith Raker is a very knowledgeable attorney with a depth of experience that allows him to solve a number of sophisticated and complex real estate issues." "Keith Raker is a consummate professional."* **Chaz Weber** (see p.2693) has a strong lender-side practice. He regularly advises banks on a range of secured transactions. **Strengths:** *"Chaz Weber is very creative, responsive and always helpful." "Chaz is a strong advocate in negotiations with lenders."*

Ulmer & Berne LLP

What the team is known for Ulmer & Berne is noted for its expertise in tax credit-related projects, including affordable housing. The firm enjoys a strong reputation for its work on historical renovation projects, and also highly regarded for its strengths in the leasing and development of shopping centers. It excels in issues relating to title, survey and reciprocal use agreements, and is additionally noted for its adept work on behalf of restaurant and hotel clients.

Strengths

"The attorneys are excellent negotiators and problem solvers."

"The team at Ulmer are super responsive."

"They're always aware of the present market conditions and current changes in the law."

Notable practitioners

Scott Kadish (see p.2678) is frequently called upon to represent both landlords and tenants in transactions concerning the acquisition, development and leasing of retail premises. **Strengths:** *"He's a very smart, practical and knowledgeable lawyer."* **Lori Pittman Haas** (see p.2685) is recognized for her expert handling of tax credit financing, acquisitions and dispositions. She is particularly active on transactions concerning commercial and retail properties. **Strengths:** *"Lori Pittman Haas is very committed and hard-working." "Lori is very practical and smart, and she's a good leader."* **Stephen Nesbitt** (see p.2684) is based in Cincinnati and acts for a range of clients including landlords, lenders and real estate investors. He provides expert counsel on acquisitions, dispositions and finance. **Strengths:** *"Steve is a skilled, pragmatic lawyer and is good with clients."* **Jodi Rich** (see p.2687) has experience in a wide variety of real estate transactions, including complex shopping center deals. **Strengths:** *"Jodi Rich is extremely responsive, timely and very professional. Jodi is also a wonderful person and a pleasure to work with." "Jodiis a very knowledgeable and conscientious attorney. She is very attentive, quick to respond and listens to her client's needs."*

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease has significant experience in a wide range of matters including financing, lease negotiation and entity structuring. The firm comes recommended for its expertise in HUD financing and joint venture transactions, and maintains a fine track record for its work on condominium development and urban redevelopment projects. The team represents a variety of national and Ohio-based clients. It also continues to be a go-to practice for land use, zoning and eminent domain matters.

Strengths

"They have a deep bench of capable attorneys."

Work highlights Vorys, Sater, Seymour and Pease

represented Cardinal Self Storage in the rezoning and development of four sites in residential areas of Columbus.

Notable practitioners

Jill Tangeman is recognized for her adept handling of the rezoning, acquisition and financing of multifamily development sites. In particular, she frequently advises developers on entitlements and annexations. **Theodore Smith** is noted for his strengths in advising on various aspects of development projects, particularly those involving mixed-use buildings. He has additional experience assisting clients with developments involving tax credits and economic incentives. **Strengths:** *"Ted is always knowledgeable and professional."*

Walter | Haverfield LLP

What the team is known for Walter Haverfield has a noteworthy real estate team with significant experience handling financing, construction and development mandates. The firm is also adept at assisting with commercial leasing matters, particularly in the retail sector. The team represents a broad range of industry clients, including developers, builders and financial institutions.

Strengths

"They have so many lawyers who have deep passion and commitment to the issues at hand but also care deeply about the client relationship."

"The team are always very professional and clear with their advice."

Work highlights Walter Haverfield represented M. Panzica Development in the acquisition and construction financing for a new multifamily apartment project on a former industrial site near Little Italy.

Notable practitioners

Charles Daroff is well reputed for his strong capabilities in various elements of real estate transactional work. **Strengths:** *"He's an effective and straightforward lawyer."* *"Charles Daroff is intelligent, very practical and does good work in the community."* **Edward Hurtuk** comes recommended for his broad capabilities in commercial real estate and finance work. **Strengths:** *"Edward Hurtuk is a very impressive real estate lawyer. He's creative and really constructive."* *"He is one of the most responsive lawyers I have met in 30 years. He's incredibly practical and adapts his advice."* **Irene MacDougall** is noted for her proficiency in advising financial institutions on the financing and development of real estate assets, with a particular focus on bond financings. **Strengths:** *"She's very practical, knowledgeable and has great expertise."* *"She is one of the best lawyers on public financing transactions."* **Josh Hurtuk** advises a broad clientele, including joint ventures, on acquisitions and construction financing transactions. **Strengths:** *"He's a bright lawyer who is good to work with."*

Other Ranked Lawyers

Stephen Mixter of MixterLaw focuses his practice on assisting clients with various corporate real estate matters. He often acts for developers and financial institutions in relation to property acquisitions, leasings and financings.

Strengths:

"He's a skilled lawyer and knows what he's doing."

Sean Suder of Suder offers a highly acclaimed zoning and land use practice, where he is considered an expert on providing solutions to rezoning, land use code and title issues.

Strengths:

"Sean is an excellent and scrupulous lawyer who is committed to bringing value to his clients in the realm of zoning and land use."

"Sean Suder is easy to work with and is one of the best technical attorneys when it comes to zoning matters."

Tax

Tax

Leading Firms

Band 1

BakerHostetler LLP

Band 2

Taft Stettinius & Hollister LLP

Thompson Hine LLP

Vorys, Sater, Seymour and Pease LLP

Band 3

Squire Patton Boggs

Ulmer & Berne LLP

Leading Individuals

Band 1

Bernert Edward *BakerHostetler LLP* *

Callahan Thomas *Thompson Hine LLP* *

Hayden Jeremy A. *Taft Stettinius & Hollister LLP*

Hervey Michelle *BakerHostetler LLP* *

Jaffe Dan L *Vorys, Sater, Seymour and Pease LLP*

Szilvas Alex *BakerHostetler LLP* *

Tavolier David *Taft Stettinius & Hollister LLP*

Thompson Mitch *Squire Patton Boggs*

Ware Nathan *BakerHostetler LLP* *

Widen Frederick *Ulmer & Berne LLP* *

Band 2

Dimengo Steven *Buckingham, Doolittle (ORL)* ◊

Tracanna Richard F. *Benesch (ORL)* ◊

* *Indicates individual with profile.*

◊ *(ORL) = Other Ranked Lawyer.*

Alphabetical order within each band. Band 1 is highest.

Band 1

BakerHostetler LLP

What the team is known for BakerHostetler has a comprehensive and highly accomplished practice with proven tax advisory and transactional skills. The practice also covers the spectrum of controversy mandates, including SALT matters. The team attracts an impressive multinational client base, including major blue-chip corporations and nonprofits. The firm demonstrates additional strength in wealth management concerns.

Strengths

"They're very good to work with and they make the process easy."

Work highlights BakerHostetler represented Millennia in the financing for the redevelopment of the Huntington Building. The team handled the upfront tax and structuring of tax-advantaged investments related to the project.

Notable practitioners

Edward Bernert (see p.2669) is recognized as a leading practitioner in SALT affairs, advising both local and national clients on the impact of diverse Ohio taxes. **Strengths:** *"He is certainly a top practitioner with extraordinary experience."* **Michelle Hervey** (see p.2676) is an esteemed practitioner who works with clients on federal tax controversy mandates, including handling IRS and Tax Court proceedings. She is also adept at providing tax planning counsel in the context of corporate transactions. **Alex Szilvas** (see p.2691) frequently acts on planning, structuring and project financing issues. He is noted for his expertise in both federal and state tax credits. **Strengths:** *"He's very straightforward and analytical."* **Nathan Ware**'s (see p.2693) areas of expertise include tax structuring, tax planning and project finance matters. He co-leads the firm's tax credit finance and economic development incentives team.

Band 2

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister assists a wide range of clients, including several financial institutions, individuals, nonprofit organizations and both public and private corporations, with the tax aspects of commercial transactions. Additional areas of expertise include tax disputes and tax planning matters.

Strengths

"It's a very good firm with excellent lawyers."

Work highlights Taft Stettinius & Hollister advised CSX Transportation on SALT matters.

Notable practitioners

Jeremy Hayden is known for his state and local

tax expertise. He draws on longstanding experience in advocating for his clients in controversies, while also handling transactional mandates. **Strengths:** *"He's a very detail-oriented and technical-minded attorney."* **David Tavolier** is a highly effective practitioner who is frequently sought out for his counsel on the tax elements of M&A transactions. His expertise includes tax benefits, corporate reorganizations and capital market offerings. **Strengths:** *"He's knowledgeable, practical and adopts a common-sense approach."*

Thompson Hine LLP

What the team is known for Thompson Hine has an accomplished practice renowned in the Ohio market for its capabilities in tax controversy. The firm regularly advises both domestic and international corporate clients, as well as tax-exempt organizations. The firm's experience includes advising on transactional tax mandates, with particular strength in cross-border deals.

Strengths

"It's a strong firm with a robust transactional practice."

Notable practitioners

Thomas Callahan (see p.2670) handles IRS audits and other controversies, and is also regularly called on for his experienced counsel on transactional tax structuring. **Strengths:** *"He's an excellent all-around tax lawyer. He's smart and practical." "He navigates cases very well."*

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease handles a range of complex tax matters. The team is experienced in handling federal tax, SALT and economic development incentives-related issues.

Strengths

"The team always grasps complicated issues quickly."

"They're always very quick to respond and handle matters."

Notable practitioners

Dan Jaffe is admired among market observers for his deep-rooted knowledge of tax law. His practice includes wide-ranging corporate transactions such as M&A, joint ventures and workouts. **Strengths:** *"He is good at breaking down tax laws to explain properly and easily what a certain tax code means."*

Ulmer & Berne LLP

What the team is known for Ulmer & Berne has an experienced team that can cover federal, state and local taxation. The firm assists its clients with transactions, tax planning and tax controversy.

Strengths

"The team is very capable of handling complex real estate and partnership tax matters."

Notable practitioners

Frederick Widen (see p.2694) regularly handles complex criminal tax matters, as well as property tax and business succession matters. He is regularly called upon to assist a wide range of clients, including private equity companies and real estate developers. **Strengths:** *"Fred is a creative tax lawyer."*

Band 3

Squire Patton Boggs

What the team is known for Squire Patton Boggs advises on both domestic and international tax matters. The team assists clients with the tax aspects of corporate transactions such as M&A, financings and restructurings.

Notable practitioners

Mitch Thompson is renowned in the market for his in-depth knowledge of corporate and international tax matters. He often advises clients on the tax elements of M&A, financing transactions and cross-border mergers. **Strengths:** *"He's a respected, longstanding leader in the community." "He's one of the best I know. He's a very smart, practical and hard-working tax lawyer."*

Other Ranked Lawyers

Steven Dimengo of Buckingham, Doolittle & Burroughs regularly advises on the state tax implications of commercial transactions, and is also noted for his longstanding experience in handling complex disputes.

Strengths:

"He's a tremendous lawyer who is very easy to work with."

Richard Tracanna of Benesch is based in Cleveland and handles a range of tax issues, including those related to transactions.

Strengths:

"Richard is very smart and good to work with."

Leaders' Profiles in Ohio

AGATI, Andrew
Hahn Loeser & Parks LLP, Cleveland
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Featured in Insurance (Ohio)

Practice Areas: Litigation Complex Commercial Litigation Insurance

Career: Andrew Agati has a history of representing corporate clients in sophisticated, complex, and sensitive matters in a wide variety of industries, disciplines, and jurisdictions. Most recently, Andrew successfully defended a publicly traded company facing a False Claims Act case with potentially hundreds of millions in exposure, and is currently representing subsidiaries of a publicly traded company alleged to have assisted a $400 million Ponzi scheme, which is believed to be the largest Ponzi scheme in the history of San Diego, California. At the same time, and for the past 13 years, Andrew has also spearheaded insurance recoveries for policyholders in a variety of business sectors. In that time, he has helped to recover approximately $400 million for his clients. Andrew's insurance-related experience has included disputes under various state and international laws and under a wide variety of insurance policies, including E&O policies, Financial Institution Bonds (or Crime Policies), Computer Fraud and Cyber policies, EPL policies, D&O policies, Product Recall policies, CGL policies, Property, Builder's Risk, Contractor's Protective Indemnity & Rectification policies, stand-alone Punitive Damage policies, as well as Title Insurance and Reinsurance Treaties. Andrew has tried cases to verdict in Ohio, Florida, and California, and has served as lead appellate counsel in the defense of a class certification denial.

Professional Memberships: ·American Bar Association, Member. ·New York State Bar Association, Member. ·Case Western Reserve University School of Law Pre-Trial Practice, Former Adjunct Professor.

Publications: Who Hacked My Cyber Insurance Policy?, Title News, May 2017 Five Keys To Becoming A Savvy Shopper For Your Business Insurance, Title News, January 2017

ALLOTTA, John J
BakerHostetler LLP, Cleveland
216.861.7660
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Featured in Corporate/M&A (Ohio: North)

Career: John Allotta's practice focuses principally on mergers and acquisitions and financing transactions. John has extensive experience advising private and public companies and private equity firms on complex business transactions, and his financing experience includes counseling clients in a variety of commercial financing transactions, including subordinated debt facilities. In addition to specific transaction-based work, John regularly advises clients in connection with a wide range of day-to-day commercial arrangements. John serves as the firmwide chair of BakerHostetler's Business Group and is a member of the firm's Policy Committee. He is also a member of the Cleveland office's Hiring Committee.

ANDREINI, Mark J
Jones Day, Cleveland
1.216.586.7101
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Featured in Insurance (Ohio)

Career: Among the leading insurance coverage lawyers in Ohio, Mark represents corporate policyholders throughout the country facing high-stakes disputes with their insurers. He has successfully litigated disputes arising under directors and officers liability (D&O), commercial crime, fidelity, buyers-side representations and warranties (RWI), employment practices liability, bankers liability, and commercial general liability policies, and he has vast experience litigating coverage disputes involving environmental, asbestos, and other toxic tort liabilities. Mark regularly advises companies on their placement of D&O and RWI policies, and works with management to maximize insurance recoveries without litigation. Mark has also arbitrated numerous coverage disputes in the United States and in various foreign venues.

APPELBAUM, Jeffrey R
Thompson Hine LLP, Cleveland
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Featured in Construction (Ohio), Sports Law (USA – Nationwide)
Career: For 40 years, Jeff has provided distinguished service to public/private owners, design professionals, construction managers and contractors. He served as lead counsel or project management consultant for hundreds of projects involving billions of dollars of construction, including 29 professional sports facilities; facilitated hundreds of partnering sessions; acted as lead trial counsel for multimillion-dollar claims; and mediated 300+ complex construction disputes. He facilitated the governor's Ohio Construction Reform Panel and participated in creating final legislation that dramatically modified public procurement in Ohio. In 2012, he became the first lawyer inducted into the Cleveland Engineering Society's Hall of Fame.

ARONOFF, James B
Thompson Hine LLP, Cleveland
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Featured in Real Estate (Ohio)
Career: Jim is a partner in the Real Estate group, chair of the firm's Real Estate Capital Markets practice and the former partner-in-charge of the firm's Cleveland office. He represents real estate investment trusts (REITs) and real estate equity funds both transactionally and in evaluating internal structures to maximize value. He also focuses on structuring partnerships, joint ventures and LLCs; commercial real estate financing; shopping center development and construction; gaming and casino-related projects; and acquisitions and divestitures of resort and other lodging properties. A frequent lecturer, Jim is a member of the board of governors of Ohio's Real Property Bar.

ASENSIO, M.J.
BakerHostetler LLP, Columbus
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Featured in Labor & Employment (Ohio)
Career: Mike Asensio has more than three decades of experience representing clients across the country in collective bargaining, representation cases, grievance arbitration and labor litigation matters. He moves fluidly among the groups of people with whom he works to develop strategic solutions and facilitate collaborative resolutions, forging relationships with all levels of individuals, from rank-and-file employees to executives and high-profile public officials. Mike's understanding of his clients' business and cultural values enables him to find solutions to workplace issues that support long-term client strategies.

BARNES, Nancy
Thompson Hine LLP, Cleveland
Featured in Labor & Employment (Ohio)
Career: Nancy is a partner who leads the Labor & Employment practice group at Thompson Hine. Her approach to employment law is to provide tailored solutions to her clients – whether in the context of litigation, counseling or compliance. Nancy is admitted in Ohio, Illinois and the District of Columbia and defends clients in single plaintiff and class action disputes. She has significant experience litigating and counseling clients on employment issues including Title VII, ADEA, FMLA, ADA, FLSA, WARN, ERISA and non-competition agreements, as well as related state law tort claims. In her counseling practice, she leverages her 25 years of experiencing in bringing a practical, cost-effective and proactive approach to problem-solving and dispute resolution. As a trusted advisor, Nancy also designs and presents training programs and conducts internal investigations for clients. She frequently assists employers who are planning reductions-in-force or early retirement incentive programs and consults with companies and individuals in the drafting and negotiation of employment agreements, severance packages, physician agreements and employment policies. She also represents clients in a wide variety of contract disputes, business torts and the enforcement of non-competition and confidentiality agreements. Finally, Nancy serves as a mediator and an arbitrator in employment disputes.

BASH, Brian A
BakerHostetler LLP, Cleveland
216.861.7581
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Featured in Bankruptcy/Restructuring (Ohio)
Career: With involvement in some of the most complex fraudulent schemes this century, Brian Bash has extensive experience in bankruptcy and commercial law. As a trustee and as counsel for trustees, he has focused his efforts on the recovery of assets for the benefit of creditors. His main focus has been on maximizing recoveries for clients in and out of bankruptcy proceedings. Having represented clients on all sides of bankruptcy, Brian has a seasoned perspective that enables him to resolve the most challenging situations.

BATOR, Christopher
BakerHostetler LLP, Washington, DC
Featured in Insurance (Ohio)
Practice Areas: With more than 30 years of experience in commercial litigation, Chris Bator focuses on advising clients concerning insurance coverage issues and the resolution of coverage disputes. He is involved in the litigation, arbitration and mediation of insurance coverage disputes in state and federal forums. Chris has experience on both sides of insurance issues, having counseled and represented policyholders as well as insurance carriers, thus providing unique insight to clients. Chris is certified as a specialist in insurance coverage law by the Ohio State Bar Association and a fellow in the American College of Coverage Counsel.

BEACHDELL, Alexis
BakerHostetler LLP, Washington, DC
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Featured in Bankruptcy/Restructuring (Ohio)
Practice Areas: Alexis Beachdell is a seasoned bankruptcy and commercial law attorney with experience representing trustees and liquidating trusts, secured lenders and financial institutions, buyers and sellers of distressed assets, creditors of distressed or insolvent businesses, and nonprofit entities. Alexis takes a creative and solution-oriented approach to resolving disputes and achieving clients' strategic goals.

BEKENY, Karl
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Featured in Insurance (Ohio)
Practice Areas: •Insurance •Class Action Litigation •Business Litigation •Consumer Product Safety •Mass Tort & Product Liability •ERISA and Pension Litigation •Food
Career: Tucker Ellis Trial Department Chair Karl Bekeny focuses on insurance coverage, commercial litigation, and product liability defense. He has a nationwide class action practice in these areas and beyond, including litigation involving insurance coverage disputes, ERISA, public pension systems, consumer claims, and consumer advertising. When representing insurance carriers, his practice often involves coverage disputes, rescission claims, and insurance bad faith actions. He defends foreign and domestic insurers in connection with claims involving policies ranging from director and officer liability to food contamination.
Publications: Karl is co-author of the leading treatise in Ohio on insurance coverage, Ohio Insurance Coverage (2013-2022), Thomson Reuters.

BENNETT, John
Frost Brown Todd LLP, Cincinnati
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Featured in Intellectual Property (Ohio)
Practice Areas: Patent Litigation, Trademark/Copyright Litigation, Trade Secret Protection & Litigation
Career: John is a patent litigator but also has extensive experience with trademark, copyright, trade secrets, unfair competition, and other intellectual property claims. His cases have involved a wide range of technologies, and he has represented clients in matters before federal district courts throughout the United States, including the largest patent multidistrict litigation in history, as well as before the Patent Trial and Appeal Board (PTAB), the Trademark Trial and Appeal Board (TTAB), and the International Trade Commission (ITC). He also acts as monitoring counsel for patent litigation insurers and serves as an adjunct professor at the University of Cincinnati College of Law.
Professional Memberships: Co-Chair, Intellectual Property Litigation Practice Committee, Cincinnati Bar Association; Programming Committee, Cincinnati Intellectual Property Law Association.
Personal: J.D., University of Cincinnati College of Law; B.A., University of Saint Thomas.

BERCKMUELLER, Fritz
Calfee, Halter & Griswold LLP, Cleveland
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Featured in Litigation (Ohio)
Practice Areas: White-Collar Defense and Investigations Securities Litigation Business, Corporate and Commercial Litigation Compliance/Regulatory Services Privacy and Data Security
Career: Fritz Berckmueller serves as Vice Chair of Calfee's Litigation practice group and Leader of the firm's White-Collar Defense and Investigations practice. In his role leading Calfee's White-Collar Defense and Investigations practice, Fritz focuses on helping corporate clients and individuals navigate criminal investigations and inquiries and other related matters, by both federal and state agencies, including the U.S. Department of Justice (DOJ), U.S. Securities and Exchange Commission (SEC) and Federal Bureau of Investigation (FBI), among others. Fritz has extensive experience in each of the following areas: – FCPA and other bribery and corruption matters, both foreign and domestic – Securities fraud and False Claims Act ("FCA") investigations – Securities fraud class actions, shareholder derivative actions, and proxy challenges – Economic Espionage Act and criminal trade secret theft investigations and prosecutions – Treasury and Office of Foreign Assets Control (OFAC) investigations regarding sanctions lists – Department of Commerce and the Export Administration Act – Whistleblower claims – FINRA insider trading inquiries Additionally, he has significant experience conducting internal corporate investigations for boards and audit committees on governance and other issues. Fritz has defended individuals and corporations against criminal investigations and in criminal actions in courts across the country over charges of securities fraud, copyright infringement, public corruption and theft of trade secrets/economic espionage. He also assists clients in developing policies, providing training and conducting due diligence in many of these areas, including FCPA and other anti-corruption and bribery laws. Fritz also regularly represents businesses and business partners in arbitration and in state and federal courts regarding commercial disputes such as breach of contract, fraud, breach of duty, tortious interference, misappropriation of trade secrets and civil conspiracy. He writes and speaks regularly on issues relating to securities fraud, shareholder derivative actions, corporate compliance and internal investigations. Formerly at a firm in Chicago, Fritz joined Calfee in 2006 and was elected Partner in 2010. He began serving as Vice Chair of the Litigation practice group in 2022.

Professional Memberships: Federal Bar Association, Member and Board Member of the Northern District of Ohio Chapter (2016-present) American Bar Association, Criminal Justice Section and White-Collar Crime Committee

BEREDO III, Cipriano S
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Featured in Corporate/M&A (Ohio: North)
Practice Areas: Corporate Mergers & Acquisitions Public Company Securities
Career: ipriano Beredo, the Americas Chair of the Corporate Practice and a member of the firm's Global Board, regularly advises public companies and privately held businesses on mergers and acquisitions, securities and corporate finance transactions, and a wide range of corporate governance and general business matters. Cip has particular experience representing corporations and private equity firms in leading complex multijurisdictional acquisition and divestiture transactions. He has completed transactions in more than 30 countries and routinely manages teams of professionals across the globe. Cip has led merger and acquisition transactions for acquirers and targets, including The Procter & Gamble Company, Timken, Eaton Corporation, Lincoln Electric, Goodrich Corporation, Visteon, Park-Ohio and Cedar Fair. He has been listed in The Best Lawyers in America since 2011, The Legal 500 US for his expertise in mergers and acquisitions, and in Ohio Super Lawyers since 2011. Cip was also selected by Crain's Cleveland Business "40 Under 40." Cip is a member of the National Asian Pacific American Bar Association, the American Bar Association and is a graduate of Leadership Cleveland, Class of 2014. He is also a member of the Board of Directors of the Diversity Center of Northeast Ohio, the Achievement Centers for Children and the Cleveland Leadership Center.
Professional Memberships: Member of the National Asian Pacific American Bar Association Member of the American Bar Association Member of Cleveland Bridge Builders, Flagship Program Class of 2006 Member of the Board of Directors of the Diversity Center of Northeast Ohio, a not-for-profit that advances diversity and advocates for understanding through education and training Corporate Secretary of Cleveland Development Advisors, Inc., an organization that manages private-sector investment capital to advance economic and community development in the city of Cleveland
Publications: Americas Corporate Practice Demonstrates Market Strength in Recent M&A Highlights Report Surging Ahead: M&A Outlook 2022 and Beyond AAPI Justice in America – Stop AAPI Hate – The Legacy and Path Forward

BERICK, Daniel
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Featured in Corporate/M&A (Ohio: North)
Practice Areas: Daniel Berick is a partner in the Global Corporate Practice and served for many years as its Americas Chair. Dan focuses his practice on mergers and acquisitions, securities law, corporate finance and corporate transactional matters. He counsels public and privately held companies in cross-border and domestic mergers, acquisitions and dispositions; the issuance of equity and debt securities; securities law compliance; and general corporate matters. He regularly advises private equity and venture capital firms and family offices in connection with portfolio company investments, acquisitions and dispositions, fund formation and structuring, and securities and corporate law matters. Dan also represents investment banking firms in public and private offerings of securities and in a wide range of other securities matters, including financial advisory engagements and fairness opinions.

BERNERT, Edward
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Featured in Tax (Ohio)
Practice Areas: Ted Bernert is an experienced tax litigator and advisor on state and local tax matters, incentives and unclaimed funds matters for holders. He has appeared more than 40 times in the Ohio Supreme Court on tax matters and has successfully handled tax controversies at all levels. Ted's practice encompasses the wide spectrum of state and local tax issues, including sales and use, commercial activity, passthrough entity, financial institution, personal income, municipal income, trust, property, public utility and miscellaneous excise taxes. He frequently assists holders for unclaimed fund audits for Delaware or for multiple states. He has drafted and supported legislation to resolve tax issues on behalf of clients and also participated in legislative projects to improve the tax administration process generally. His litigation experiences helps guide his advising of taxpayers.

BEUS, Karl
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Featured in Banking & Finance (Ohio)
Practice Areas: Corporate and Finance Commercial Lending Business Restructuring and Insolvency Information Technology Law Commercial Contracts Private Equity Public/Private Partnership Law
Career: As a Partner and Co-Chair of Calfee's Corporate and Finance practice, Karl Beus counsels and represents borrowers and lenders in corporate and financing transactions. For more than 25 years, Karl has provided legal and transactional advice to a broad group of clients, including Fortune 500 companies, commercial banks, investment banks, private equity firms, government agencies, developers and privately held borrowers in large, complex domestic and cross-border transactions such as leveraged financings, leveraged buy-outs, recapitalizations, acquisitions, refinancings, project financings, public and private debt offerings and restructurings, equipment financings, derivatives transactions, debtor-in-possession financings and workouts. Karl also regularly assists corporate borrowers in capital structure planning and in optimizing domestic and international cash and treasury management systems. In addition to his finance work, Karl works closely with corporate clients in structuring and negotiating complex commercial transactions, including domestic and international supply and distribution agreements, purchase contracts, joint ventures and technology agreements. Karl began his tenure with Calfee in 1992 and was elected Partner in 2002.
Professional Memberships: American Bar Association, Member Ohio State Bar Association, Member Cleveland Metropolitan Bar Association, Member

BIGLER, Jill
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Featured in Labor & Employment (Ohio)
Practice Areas: Employers seek out attorney Jill Bigler to advise and represent them in a broad range of labor and employment litigation matters. She regularly works with clients on matters arising under the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, the Fair Labor Standards Act, Title VII of the Civil Rights Act of 1964, the National Labor Relations Act, and state employment laws. Jill's experience includes litigation in state and federal courts and before administrative agencies. Clients rely on Jill to handle such matters as discrimination and harassment involving race, gender, national origin, age, disability, pregnancy, sexual orientation, and religious or political affiliation; intentional infliction of emotional distress; breach of contract; wrongful termination in violation of public policy; and violations of ERISA. https://www.ebglaw.com/people/jill-k-bigler/

BLACK, Carl E
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Featured in Bankruptcy/Restructuring (Ohio)
Career: Carl Black has played a leading role in Jones Day's representations of debtors and potential debtors, creditors' committees, contract counterparties, equity sponsors, and other significant creditors in many of the nation's largest in-court and out-of-court corporate restructurings. He has substantial experience counseling clients in corporate governance, fraudulent conveyance, illegal dividend, fiduciary duty, piercing the corporate veil, and mass tort, environmental, and legacy liability issues relating to distressed companies, both in and out of bankruptcy. He also has represented a number of entities in the structuring and consummation of spin-offs, secured financings, distressed sales and acquisitions, and ring-fencing transactions.

BLAIR, Mitchell G
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Featured in Litigation (Ohio)
Practice Areas: Business, Corporate and Commercial Litigation Appellate Proceedings White-Collar Defense and Investigations Securities Litigation Real Estate Litigation
Career: Mitch Blair serves as Vice Chairman of the firm. He is a former Chair of Calfee's Litigation practice and leads the Securities Litigation practice. Mitch litigates and tries complex disputes, with special emphasis on securities class actions, shareholder derivative litigation and SEC enforcement defense. As Vice Chairman, Mitch helps manage and support many of the Firm's most significant clients. He oversees major projects to ensure appropriate resources are dedicated to addressing clients' needs and to provide clear communication and reporting. He also helps lead the firm's efforts in developing new and expanded client relationships. Mitch joined Calfee in 1982. He was elected Partner in 1990, a member of the Executive Committee in 2003 and a member of the Management Committee in 2009.
Professional Memberships: Eighth District Judicial Conference, Life Member 50 Club, Member Cleveland Metropolitan Bar Foundation, Past President Great Lakes Science Center, Board Member Great Lakes Theater, Past President of the Board of Trustees Boy Scouts of America, Greater Cleveland Council, Past President Leadership Cleveland, Member National Eagle Scout Association, Member Bluecoats, Inc., Member

BOOHER, Martin T
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Featured in Environment (Ohio)
Career: Marty Booher practices within various industries of the economy, including the mining, steel, coatings, power, pipeline, chemical and refinery sectors. He has significant experience representing clients in and advising on complex environmental litigation, transactions, financing, remediation and project development matters throughout the U.S. With a strong environmental background and understanding of the issues facing the industry, Marty brings a practical, results-oriented approach to his practice. Marty serves as BakerHostetler's Environmental team leader, a team that was named in 2017 as Practice Group of the Year by Law360.

BRANDT, Katherine D
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212.908.3915
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Featured in Banking & Finance (Ohio)
Career: Kathie is the former partner-in-charge in the New York office and a former leader of the Commercial & Public Finance group. She focuses her practice on the development, negotiation and documentation of complex commercial loan transactions, private debt, equity and mezzanine placements, structured finance transactions, creditors' rights matters and sales and other dispositions of assets. Kathie is admitted to the bar in the states of Ohio and New York.

BRENNAN, Terry
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Featured in Litigation (Ohio)
Practice Areas: Terry Brennan is the Litigation Leader for BakerHostetler's Cleveland office, with practice management responsibility for more than 40 litigation attorneys. He focuses his practice on complex business litigation and corporate criminal matters, representing banks, manufacturers and other public and private corporations and individuals in a wide range of complex commercial disputes. In his white collar practice, Terry represents individuals and businesses in connection with investigations and prosecutions conducted by the DOJ, SEC, FDA, FTC and other federal and state law enforcement agencies and regulatory bodies. He conducts internal investigations on behalf of corporate clients, educates clients on compliance matters, speaks on topics ranging from effective depositions to recent developments in white collar law and has served as a state-appointed special prosecutor.

BRENNEMAN, Deborah S
Thompson Hine LLP, Cincinnati
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Featured in Labor & Employment (Ohio)
Career: Deborah Brenneman is a partner in the firm's Labor & Employment and Business Litigation practice groups. She represents management in all areas of employment law, with a focus on trade secret and non-compete cases. She has a wealth of experience in successfully litigating and resolving these matters in state and federal courts across the country. Her practice includes employment discrimination and wrongful discharge litigation; restrictive covenants; fair labor standards; employment and termination agreements; and commercial litigation. Debbie currently serves as national employment counsel for publicly held companies and has served as lead counsel in numerous jury and bench trials, arbitrations, mediations, employment investigations, and forensic employment investigations throughout the United States.

BROWN, Timothy R
Thompson Hine LLP, Cincinnati
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Featured in Employee Benefits & Executive Compensation (Ohio)
Career: Tim is a partner in the Employee Benefits practice group and a member of the firm's Executive Committee. As former chair, Tim led the Employee Benefits & Executive Compensation practice for 12 years. His niche is counseling companies on fiduciary compliance and benefit and executive compensation compliance matters. He has broad-based experience in virtually every aspect of employee benefits and executive compensation, including transactions, retirement programs, compensation arrangements, ERISA litigation, fiduciary compliance/counseling, IRS/DOL audits, welfare plans, pension termination/de-risking strategies and trust/service agreements.

BUTCHKO, Thomas
Thompson Hine LLP, Cleveland
Featured in Banking & Finance (Ohio)
Practice Areas: Thomas Butchko is a partner in the Commercial & Public Finance practice group. He focuses his practice on complex commercial financing transactions involving banks and other financial institutions, as well as public and private companies, in connection with secured and unsecured credit facilities.

CALLAHAN, Thomas
Thompson Hine LLP, Cleveland
+1 216 566 5612
tom.callahan@thompsonhine.com
Featured in Tax (Ohio)
Career: Tom is the chair of the firm's Taxation practice, current Chair of the American Bar Association's Section of Taxation, and past President of the American College of Tax Counsel. He focuses his practice on handling taxpayer controversies with IRS (examinations, appeals, litigation, and criminal tax matters), advising clients on structuring prospective transactions, and obtaining rulings and other technical guidance from the IRS National Office. Tom has significant experience in handling mergers and acquisitions, corporate and partnership tax issues, consolidated return and alternative minimum tax issues, REIT issues, financings and original issue discount, civil fraud audits, and tax related bankruptcy issues including preservation of net operating losses.

CALLESEN, Phillip M
BakerHostetler LLP, Cleveland
216.861.7884
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Featured in Banking & Finance (Ohio)
Practice Areas: Phil Callesen has concentrated his practice on debt financing transactions for more than 30 years. He is the co-leader of BakerHostetler's national Debt Finance team and Business Restructuring Response team. His practice focuses on private equity portfolio company loans and project finance transactions, primarily for investment funds and large corporate borrowers. He represents many of the firm's largest clients in connection with their sophisticated financing needs, including working capital lines, term loans and privately placed notes.

CARESANI, Ann M
BakerHostetler LLP, Cleveland
216 861 6294
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Featured in Employee Benefits & Executive Compensation (Ohio)
Practice Areas: Ann Caresani advises employers and service providers regarding designing and operating executive compensation and employee benefit plans that help attract and retain talent, and comply with myriad legal requirements. She breaks complex concepts down into understandable terms. She also tackles anything that might keep you up at night, such as merger and acquisition transactions, IRS audits, Department of Labor investigations and Employee Retirement Income Security Act (ERISA) litigation. Ann is a trusted advisor to business owners, board members, executives, in-house counsel and professional service advisors. As a business attorney and certified public accountant with an M.B.A., Ann has the business perspective needed to assist clients with their strategic objectives, such as business succession planning and mergers and acquisitions. She works closely with her BakerHostetler colleagues with various areas of expertise to ensure that clients' needs are timely and efficiently met.

CARNEY, Jennifer Nelson
Epstein Becker & Green PC, Columbus
614-872-2430
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Featured in Healthcare (Ohio)
Practice Areas: Hospitals, health systems, dialysis providers, and other health care entities look to attorney Jenny Nelson Carney for their regulatory and business law needs. She advises clients on the balance of minimizing risk while providing good patient care, from intake to discharge. Jenny counsels on issues surrounding the maintenance of patient information, including design and documentation of the medical record, health information technology, promoting interoperability, and information blocking. Clients count on Jenny to help them navigate state and federal regulatory issues concerning mergers and acquisitions of health care entities, including Medicare and Medicaid provider enrollment, changes of ownership and revalidations, Medicare Conditions of Participation, state and accrediting body survey and certification and licensure issues, recovery audit contractor appeals, and medical staff privileging and credentialing. https://www.ebglaw.com/people/jennifer-jenny-m-nelson-carney/

CERNELICH, John R
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Featured in Labor & Employment (Ohio)
Practice Areas: Labor and Employment Labor and Employment Litigation Workers' Compensation and OSHA Compliance/Regulatory Services
Career: John Cernelich, Partner and Chair of Calfee's Labor and Employment practice, represents employers in workplace-related issues and employment litigation in state and federal court. He counsels employers with unionized and non-union workforces on employment relationships, including discipline and termination issues, medical leaves of absence, wage and hour compliance, workplace safety concerns, drug/alcohol in the workplace and conducting internal investigations. John offers guidance regarding non-discrimination laws and addresses claims of discrimination based upon race, sex, national origin, age, religion and other protected characteristics. John serves clients involved with claims of sexual or other discriminatory harassment and provides practical guidance to address and resolve such claims. He assists employers in accommodating persons with disabilities and otherwise complying with the Americans with Disabilities Act. He defends claims of unlawful retaliation based upon employees pursuing civil rights claims. John provides guidance on a regular basis as to rights and obligations under the Family and Medical Leave Act. He has appeared in appellate courts throughout Ohio and before the Sixth Circuit and D.C. Courts of Appeals in federal cases. John assists employers in drafting and promulgating restrictive covenants designed to avoid unfair competition, such as non-compete, non-solicitation and confidentiality agreements. He appears in court to obtain temporary restraining orders and other injunctive relief as to former employees who violate these restrictive covenants. He regularly handles administrative proceedings before the Wage & Hour Office, the OFCCP regarding affirmative action obligations, OSHA, and the Equal Employment Opportunity Commission. He defends employers and management representatives sued in court by former employees claiming "wrongful termination" on a variety of grounds. John's experience representing employers with unionized work forces includes extensive involvement with the National Labor Relations Board, including counseling employers in representation elections and as to unfair labor practice charges. He has extensive first chair experience negotiating labor contracts for several employers involving many different unions, including the Teamsters, UAW, IBEW and the Steelworkers Union. John regularly counsels employers as to contract administration and interpretation and successfully has arbitrated many grievances involving both disciplinary actions and contract interpretation. John advises clients as to a wide variety of issues that arise in the workplace on a daily basis, including discipline/termination and leave-related issues which arise with little advance notice. He recognizes that immediate responsive-

ness is critical to best serve in-house counsel, human resources professionals and management representatives. John drafts and revises employment contracts and personnel policies, including those concerning non-discrimination, the FMLA, electronic communications, and confidential business and technical information. John regularly conducts in-house training sessions for management and supervisors to assist them in complying with the wide array of laws impacting the workplace. John is a frequent speaker at Calfee's regular half-day Labor and Employment seminars and at the firm's "Workplace Breakfast Series" sessions. He serves as a member of the firm's Practice Planning & Growth Committee (formerly known as the Executive Committee).

CHAIKEN, Frank D
Thompson Hine LLP, Cincinnati
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Featured in Corporate/M&A (Ohio: South & Central)

Career: Frank is a partner in the firm and leads Thompson Hine's Corporate Transactions & Securities practice group, which comprises the firm's practices in the areas of Mergers & Acquisitions (M&A), Securities, Investment Management and Funds, Venture Capital, Contracting and General Corporate. He focuses his practice on private M&A, on both the buy and sell sides, including: transactions for private and private equity-backed companies and their sponsors; cross-border transactions (inbound and out-bound); and corporate restructurings. Frank provides general counsel and trusted adviser services to clients and their senior management. He is based in Thompson Hine's Cincinnati office.

CHIRICOSTA, Matthew
Calfee, Halter & Griswold LLP, Cleveland
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Featured in Insurance (Ohio)

Practice Areas: Business, Corporate and Commercial Litigation Employee Benefits/ERISA Litigation Insurance Recovery Appellate Proceedings Litigation Health Care Litigation Insurance Coverage Securities Litigation White-Collar Defense and Investigations

Career: As a member of Calfee's Insurance Recovery practice, Matt Chiricosta provides insurance coverage advisory and litigation services to policyholders in connection with their insurance coverage needs and claims spanning a variety of insurance products, including commercial general liability (CGL), directors & officers liability (D&O), professional errors & omissions liability (E&O) and property insurance. While Matt has significant experience litigating complex insurance disputes on behalf of policyholders when such disputes become unavoidable, he brings a proactive, problem-solving approach to complex insurance coverage matters. Matt's problem-solving mindset seeks to achieve favorable coverage outcomes for clients in lieu of time-consuming coverage litigation. As a member of the White-Collar Defense and Investigations group, Matt represents public and privately held clients in internal investigations and state and federal governmental investigations. As a member of the Employee Benefits Litigation group, Matt represents clients in ERISA disputes in federal court and assists ERISA fiduciaries and plan sponsors in proactively complying with their ERISA obligations. In addition to his Insurance Recovery, White-Collar and Investigations, and Employee Benefits practices, Matt also maintains a diverse general business litigation practice representing closely held and publicly traded business clients on a wide variety of commercial matters. Matt has litigated disputes involving business torts, contracts, employment, and trade secret matters in state and federal courts nationwide at all stages of litigation, including trials, post-trial proceedings, and appeals. Matt is an active participant in the Legal Aid Volunteer Lawyers Program, where he represents underprivileged clients in various litigation matters on a pro bono basis.

Professional Memberships: Legal Aid Volunteer Lawyers Program, represents economically disadvantaged clients in various litigation matters on a pro bono basis

CIPOLLA, John S
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Featured in Intellectual Property (Ohio)

Practice Areas: Patent Litigation Patent Prosecution IP and Technology Transactions Trademark Law Copyright Law Antitrust and Trade Regulation Counseling and Litigation Intellectual Property Litigation

Career: John Cipolla, Calfee Vice Chairman, has 30+ years of experience in patent and trademark law and serves as Co-Chair of the Intellectual Property group, a position he has held for more than 10 years. John's focus is primarily on complex litigation matters that include patents. John has extensive experience in litigation and dispute resolution in all areas of intellectual property. He also provides clients with counseling and strategy concerning the procurement of patents and trademarks. In addition, John has provided numerous opinions in patent and trademark matters. John has successfully handled a diverse range of federal and state litigation claims on behalf of both plaintiffs and defendants in the areas of patents, copyrights, trade secrets, product configuration and trademarks. His experience includes managing cases that involve international and multi-national litigation. He has participated and led teams at trial and Markman hearings in federal courts, and he has argued successfully before the Court of Appeals for the Federal Circuit. The past few years, John has led teams in disputes involving both multiple lawsuits and multiple Inter Partes Review (IPR) proceedings before the Patent Trial and Appeal Board. Using his knowledge and experience, John also helps athletes establish, monetize and protect their Name, Image and Likeness (NIL). John was previously a featured speaker at a Cincinnati Intellectual Property Law Association meeting where he gave a presentation titled "The State of Patent Law and Possible Upcoming Changes." John began working in intellectual property as a Patent and Trademark Coordinator at Bailey Controls in 1985. He began his career as an attorney with Jones Day from 1989-1993. John has served on the Firm's Management Committee since 2010 and Executive Committee since 2006. He was elected Vice Chair of the Firm in 2021.

Professional Memberships: Cleveland State University College of Law's IP Advisory Council, Chair American Bar Association, Member Cleveland Intellectual Property Law Association (CIPLA), Member National Alliance on Mental Illness (NAMI) of Greater Cleveland, President, Board of Directors

COLLIN, Thomas J
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Featured in Antitrust (Ohio)

Practice Areas: Tom formerly led the Antitrust, Competition & Trade Regulation practice in the firm's Business Litigation practice group. He concentrates on antitrust, dealer termination and unfair competition litigation, including price-fixing class actions, and advising on substantive antitrust, distribution and franchise matters, including compliance by distributors and agents with the Foreign Corrupt Practices Act. He has spoken and published widely on antitrust, dealership and franchise law and is an editor of books published by the American Bar Association on antitrust and distribution law: Antitrust Law and Economics of Product Distribution (2006) and Antitrust Handbook for Franchise and Distribution Practitioners (2008).

CORPORA, Corine R
Tucker Ellis LLP, Cleveland
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Featured in Employee Benefits & Executive Compensation (Ohio)

Practice Areas: •Employee Benefits & Executive Compensation •ESOPs •Corporate Law

Career: Corine Corpora has been actively involved in the employee benefits community for over 30 years. Corine represents all sizes of privately and publicly held organizations in the manufacturing, health care, financial, food and beverage, and entertainment industries, among others. She counsels clients on qualified and nonqualified retirement plans, welfare and fringe benefit plans, and executive compensation, as well as incentive and stock-based compensation and rewards programs. She also advises clients on the complex rules governing employee stock ownership plans (ESOPs), represents diverse parties in ESOP corporate transactions, and counsels several wholly and partially ESOP-owned clients. Corine works directly with corporate executives and senior human resource and benefits personnel, as well as clients' accountants, actuaries, and other service providers to resolve corporate and benefits-related issues in an effective, efficient, and understandable manner. Corine also assists clients with mergers and acquisitions, corporate governance and financial matters and serves as an advisor to various Board committees.

Professional Memberships: Corine is honored to be actively involved in professional organizations that both sharpen her skills and allow her to give back to others. •As a member of the Internal Revenue Service TE/GE Advisory Counsel, Corine is among the first to hear about current focus areas and policy changes directly from employees in the various governmental agencies relating to employee benefit plans. She also has developed contacts in specialized departments of the agencies with whom she can connect with questions and proposals. •As a Regular Member of the Advisory Committee on Administration for The ESOP Association (TEA), Corine provides legal counsel to the group relating to the complexities of ESOP administration, and is responsible for producing content to be shared with TEA members throughout the year. As a member and regular attendee of TEA and Ohio Employee Ownership Center conferences, she continues to broaden and deepen her scope of expertise and relationships with other ESOP practitioners. •Corine appreciates the opportunity to contribute to the employee benefits community with her active participation in the Worldwide Employee Benefit Network (WEB), an educational and networking organization for employee benefits professionals. She serves on both WEB's National Board and as a member of her local chapter's (Northeast Ohio) Steering Committee. Corine has been actively involved with strategic planning, programming, membership, leadership training, budgeting, and marketing among other aspects of the organization from the numerous positions she has held over the years, including as WEB's National President for four years.

COYNE, Thomas J
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Featured in Real Estate (Ohio)

Career: Tom has served as practice group leader of the firm's 50-member national Real Estate practice group for over 20 years and has handled billions in commercial real estate transactions across the U.S. He concentrates his practice on transaction planning, strategy and execution. Principal clients include public and private companies, real estate developers, individual and family interests, and institutional and fund

investors. Representative transactions include acquisitions and sales; build-to-suit development; headquarters and large-scale mixed-use development; office, retail and industrial leasing; government incentives; complex easement agreements; borrower financing; broker agreements; brownfields redevelopment; and real estate tax challenges. Tom has spoken and published widely on commercial real estate topics. He is a member of the American College of Real Estate Lawyers. He currently serves as chair of the Real Estate Committee of the United States Law Firm Group and vice chair of the Downtown Cleveland Improvement Corporation. He serves on the board of EDWINS Leadership and Restaurant Institute and is former chair of Family Transitional Housing, Inc. and Cleveland Neighborhood Progress.

CURRY, Robert M
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Featured in Real Estate (Ohio)

Career: Bob is a partner in the firm's Real Estate group. He represents a diverse group of clients, from developers and investors to private companies and governmental agencies. His primary focus is on shopping center, office, industrial, residential and mixed-use developments; commercial leases; acquisitions and sales; and broker/agency law. His experience includes complex urban redevelopment projects, multi-tiered ownership structures, condominiums, master associations and governmental incentives. Bob is co-author of the treatise Ohio Real Property Law and Practice, a former chair of the Real Property Council of the Ohio State Bar Association and a member of ACREL.

CUSHWA, Mara E
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Featured in Real Estate (Ohio)

Practice Areas: Real Estate Law Environmental Law Construction Law Public/Private Partnership Law

Career: Mara Cushwa is a Partner and Chair of Calfee's Real Estate practice and has had responsibility for management and oversight of the practice for more than 10 years. Mara helps clients with their legal needs related to real estate transactions, development and finance. Mara is experienced in representing businesses large and small, public and privately held, in real estate transactions, including real estate law aspects of mergers, acquisitions and divestitures. She works with corporations, nonprofits, government agencies, individuals and other entities as investors and landowners in connection with a broad range of development objectives. Mara counsels clients through property acquisition and assembly, zoning and entitlements, enabling legislation, diligence, development and divestiture. She represents lenders and borrowers in structuring, securing and documenting senior, mezzanine and construction loans. Mara is experienced in commercial, office, retail, industrial and ground leasing. She advises middle-market and smaller companies in creating entities for purposes of managing and investing in real estate. She has experience with private placements and investment syndications. Mara counsels a diverse range of clients on issues involving real property and environmental diligence and compliance impacting real estate transactions, conservation easements, title insurance matters, construction and condominium law. She has worked with hospital clients in connection with acquisitions, development, leasing, structured financings and medical condominiums. Mara is experienced in representing hospitality industry and mining industry clients with sophisticated real estate and finance transactions. She began her tenure with Calfee in 1990, and she was elected partner in 2000. Mara is a member of the firm's Practice Planning and Growth Committee.

Professional Memberships: Urban Land Institute, Member International Council of Shopping Centers, Member American and Cleveland Metropolitan Bar Associations, Member Case Western Reserve University Law Society of Benchers, Member Recovery Resources, Member, Board of Directors and Strategic Space Planning Committee LCLD Success in Law School, Cleveland, Mentor College Now Greater Cleveland, Mentor Private Scholarship Foundation, Adviser

DAY, Steven
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Featured in Employee Benefits & Executive Compensation (Ohio)

Practice Areas: Employee Benefits and Executive Compensation Capital Markets and Public Reporting Tax Law Compliance/Regulatory Services Corporate and Finance ESOP Formation and Operation Government Relations and Legislation Health Care Regulation Federal Government Relations and Policy Investment Management Private Equity

Career: Steve Day is a Partner in the Employee Benefits and Executive Compensation practice group; he advises public, private, governmental and nonprofit clients on tax, securities, ERISA and state law issues related to designing and operating executive compensation arrangements and employee benefit plans. Steve regularly advises clients on: –General design and compliance issues for qualified retirement plans, non-qualified deferred compensation arrangements and health plans –Fiduciary responsibilities for administering benefit plans and investing plan assets –Employee benefits issues that arise in connection with mergers and acquisitions –Executive compensation arrangements and related requirements under the securities laws –Governmental and church retirement and health plans Steve is an active member of the American Bar Association. He is also a member of the Advisory Board of the American Benefits Council and the National Association of Public Pension Attorneys. Steve serves as a director of the Cleveland Metropolitan Bar Foundation and is a member of the Cleveland Metropolitan Bar Association. Steve has served as Chair of its Volunteer Lawyers for the Arts Committee, through which he provides pro bono legal services to members of the local arts community and frequently presents to artists and students on legal issues affecting artists. Steve is a regular lecturer at the Cleveland Institute of Art and the Cleveland Institute of Music, where he teaches classes on business and professionalism in the arts and music industry. Steve is on the Board of Directors of the Swedish American Chamber of Commerce in Ohio.

Professional Memberships: Cleveland Metropolitan Bar Foundation, Board Member American Bar Association, Member American Benefits Council, Member National Association of Public Pension Attorneys, Member Cleveland Metropolitan Bar Association; Volunteer Lawyers for the Arts Committee Chair; Reach Out Committee for Non-Profits Member Swedish American Chamber of Commerce in Ohio, Board Member

DEBITETTO, Rocco
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Featured in Bankruptcy/Restructuring (Ohio)

Practice Areas: Business Law Restructuring, Bankruptcy and Insolvency Nonprofit & Art Law

Career: As chair of the firm's Business Practice Area, Rocco I. Debitetto counsels businesses and individuals in connection with a variety of matters pertinent to all phases of business operations. He has been involved in a variety of commercial transactions from all sides of the table, including asset sales and acquisitions, business start-ups, significant contract negotiations, and commercial and asset-based financings. Several businesses further look to Rocco on a regular basis as their outside general counsel, tasked with addressing day-to-day legal needs and issues. Rocco also is an experienced business restructuring attorney with a practice focusing on creditors' rights, reorganization, workouts, bankruptcy and state court proceedings. He has diverse experience representing debtors-in-possession, secured lenders, lessors and landlords, unsecured creditors, official creditor committees, individual business owners, trustees, and receivers. Finally, Rocco has an established art law practice dedicated to representing museums of all kinds and sizes, private collectors, and trade organizations in connection with buying, selling, commissioning, and lending art; importing and exporting art; procuring gifts of art; and advocating for the interests of museums under the Cultural Property Implementation Act. Professionally, Rocco "grew up" at Hahn Loeser, beginning his career with the firm as a 23-year-old law student, and growing with it for over two decades. ·Partner, Hahn Loeser & Parks LLP, 2010-present; Chair, Business Practice Area, 2019 – present; Commercial Services & Restructuring Practice Group, Member, 2001-present; Director of Legal Personnel, 2013-16; Associate, 2001-09; Summer Associate, 2000. ·Extern, Hamilton County Public Defender's Office, Juvenile Division, 2001. ·Law Clerk, Robert E. Sanders & Associates, P.S.C., 1999-2001. ·United States Army Judge Advocate General Corps, Civilian Law Clerk, XVIII Airborne Corps, 1999. ·Summer Probate Clerk, Weltman, Weinberg & Reis, Co., L.P.A., 1996-98.

Professional Memberships: ·American Bar Association, Business Law Section, Member. ·American Bankruptcy Institute, Member. ·Catholic Lawyers Guild, Member, 2001-present. ·The Justinian Forum, Member, 2011-present. ·Federal Bar Association, Cleveland Chapter, Board of Directors, 2006-present; Bankruptcy Section, Inaugural Chair, 2009-present; Newsletter Committee, Vice-Chair, 2007-09. ·Attorney Constituency Group, United States Bankruptcy Court, N.D. of Ohio, 2006-present. ·Cleveland Metropolitan Bar Association, Member, 2004-present; Young Lawyers' Section, Chair, 2007-08; Bankruptcy and Commercial Law Section, Member; Fall 2008 Seminar, Co-Chair.

Publications: Sit Down, Shut Up and Mind Your Own Business: Controlling Subordinate Lenders in Bankruptcy-ABF Journal, 2017. Chapter 11, Five Cards at a Time: Secured Lenders Hold 'Em or Bust-ABF Journal, 2015.

DEMARCO, Daniel A
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Featured in Bankruptcy/Restructuring (Ohio)

Practice Areas: Business Law Restructuring, Bankruptcy & Insolvency Litigation

Career: Daniel A. DeMarco represents creditors, both secured and unsecured, creditor's committees, indenture trustees, trustees, receivers and debtors in numerous reorganization proceedings. He served as chair the firm's Commercial Services & Restructuring Practice Group and was a member of the firm's Board of Directors. Dan represents secured lenders including The CIT Group, U.S. Bancorp Equipment Finance, Inc., Textron Financial Corporation, BMW Financial Services NA LLC, Foothill Group Inc., U.S. Bank, Fifth Third Bank, Crestmark Bank, FineMark Bank, Seacoast National Bank, Community South Bank, AgriBusiness Finance, Inc., Heritage Bank SSB, Beal Bank SSB, Broadway Bank, Lehman Brothers Holdings Inc., Dell Financial Services LP, and Navistar Financial Corp. He also

represents mortgagees, equipment lessors and accounts receivable factors in connection with numerous workout, composition and extension arrangements and in bankruptcy, receivership and other insolvency proceedings. Dan also has expertise in lender liability, business torts, bankruptcy, mechanics and materialmen's liens, collections and commercial litigation. He has substantial experience with large case litigation, including motion practice, discovery and case management.
Professional Memberships: ·Turnaround Management Association Ohio Chapter, Past President. ·Global Turnaround Management Association, Member, Board of Trustees. ·Cleveland Metropolitan Bar Association, Bankruptcy and Commercial Law Section, Member. ·William J. O'Neil Great Lakes Regions Bankruptcy Institute, Former Co-Chair, 2014. ·American Bar Association, Litigation and Business Sections, Member. ·American Bankruptcy Institute, Member and Healthcare Committee, Former Chair. ·American Board of Certification, Board Member; Standards Committee, Member. ·National Business Institute, Legal Advisory Board Member.
Publications: ·Author, "Trademark Licenses: Is that the Way the Cookie Crumbles?," Cleveland Metropolitan Bar Journal Bankruptcy & Commercial Law Feature, September 2018.

DOYLE, Terry
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Featured in Corporate/M&A (Ohio: North)
Practice Areas: Corporate and Finance Mergers, Acquisitions, Divestitures and Sales Capital Markets and Public Reporting Private Equity Public Company M&A and Board Counseling Emerging Companies and Venture Capital Investment Management
Career: As a Firm Vice Chair and a Partner in Calfee's Corporate and Finance practice, Terry Doyle's practice focuses on counseling public and privately held clients and private equity firms and their portfolio companies with respect to transactional matters, including mergers and acquisitions, equity financings, leveraged buyout transactions and general corporate counseling in a wide range of industries. A significant portion of Terry's practice includes counseling public company clients regarding their ongoing reporting requirements, corporate governance matters and various other matters affecting public companies and their officers and directors. Terry serves as Co-Leader of Calfee's Private Equity practice. The private equity funds with which Terry has worked include Align Capital Partners, Highview Capital Partners, A&M Capital Partners, CW Industrial Partners, MCM Capital Partners and Evolution Capital Partners. Terry also has worked on a variety of mergers and acquisitions transactions and corporate governance matters with public companies such as RPM International, The J. M. Smucker Company, Invacare Corporation and Chart Industries. Terry joined Calfee in 2008.

DUNLAP, Jeffrey S
Ulmer & Berne LLP, Cleveland
+1 216 583 7026
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Featured in Labor & Employment (Ohio)
Practice Areas: Complex Business Litigation, Employment & Labor Litigation
Career: As Vice Chair of Ulmer's Litigation Department, and Co-Group Leader of the Business Litigation Practice Group, Jeff helps lead the firm's team of accomplished litigators and trial lawyers as they represent clients nationwide in complex litigation and arbitration matters. He has more than 30 years of legal experience representing businesses in a wide range of commercial and employment disputes, including complex business, securities, employment discrimination, and unfair competition matters. Jeff represents a national base of clients that operate in an array of industries. Businesses rely on Jeff because of his impressive track record of success obtaining excellent results at all levels of litigation. He has successfully tried many cases before juries, judges, and arbitrators in complex litigation matters across the United States. Jeff also helps clients avoid litigation, counseling businesses on designing and implementing sound employment policies and procedures. Across all of his matters, Jeff routinely demonstrates skill in achieving highly favorable and efficient resolutions. His substantive knowledge of the law coupled with his decades of experience as a litigator allow him to analyze key facts quickly and move decisively in disputes, putting his clients in positions of strength from the start.
Professional Memberships: American Inns of Court (William K. Thomas Chapter), Cleveland Employment American Inn of Court, 8th District Judicial Conference, Court of Nisi Prius

EAGLE, Joel
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Featured in Environment (Ohio)
Career: Joel Eagle is a partner in the firm's Environmental practice group and Automotive Industry practice. He represents public and private entities in the industrial, commercial and manufacturing sectors, where he focuses his practice on all aspects of environmental law including: Regulatory compliance counseling involving CERCLA, state Brownfield and voluntary action program site cleanup laws, including on vapor intrusion remediation and risk management. Mobile Source regulatory counseling, certification support and enforcement defense before U.S. EPA and the California Air Resources Board (CARB). Regulatory development, site remediation and risk management counseling for emerging contaminants, including PFAS. Legislative and rulemaking support and enforcement defense regarding hydrofluorocarbons (HFCs). Compliance counseling and enforcement defense for federal, state and local water, solid and hazardous waste laws and regulations. Environmental due diligence and contract negotiation in connection with the sale and purchase of businesses and industrial properties. Defense of enforcement actions under the Federal Insecticide, Fungicide and Rodenticide Act (FIFRA).

EBLING, Louis K
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Featured in Intellectual Property (Ohio)
Career: Lou is a partner in the firm's Intellectual Property practice group. His practice focuses on all aspects of U.S. and international trademark law, as well as Internet, advertising, data privacy and copyright issues. He has significant experience in global brand creation and portfolio management, IP transactions, licensing, and global IP rights policing and enforcement.

EVENCHIK, Aaron
Hahn Loeser & Parks LLP, Cleveland
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Featured in Construction (Ohio)
Practice Areas: Litigation Real Estate Real Estate Industry Services Construction
Career: Dubbed zealous and creative by opposing counsel, Aaron S. Evenchik specializes in construction and real estate law, where he represents clients in both transactional and litigation matters. Serving as chair of the firm's real estate practice group, his cross-practice technique allows him to help resolve disputes innovatively and effectively. Aaron's experience with transactions and handling multiple first chair litigation/arbitration matters enables him to better understand the goal of the deal and draft transactional documents to avoid problems and disputes. He advocates for and assists clients of all sizes to explore and close on properties, obtain zoning and to grow their businesses and meet their objectives. He has first chair experience in construction, real estate, zoning, and contract disputes as well as in asserting lien and bond claims, defending and prosecuting claims for and against owners, contractors and subcontractors, as well as significant zoning litigation experience. Aaron's degree in Civil Engineering and his experience working as in-house with a construction company allow him to understand construction and real estate clients' business needs, operations and objectives. Aaron represents general contractors, design/builders, subcontractors, developers, owners, specialty trades, suppliers and manufacturers in all aspects of construction and real estate law.
Professional Memberships: ·ACE Mentor Program Cleveland, Board of Directors, Governance and Nominating Committee, Vice Chair, Member. ·Home Builders Association of Great Cleveland, Developers Council, Chairman. ·Ohio State Bar Association, Member. ·Cleveland Metropolitan Bar Association, Member.
Publications: Developer's Council Update: Housing and Zoning Symposium, Home Builders Association, October 2021 Material Price Escalation, Impact on Demand and Risk on Costs, Home Builders Association, April 2021 Permitted Zoning Uses are Entitled to Prompt Approval, Home Builders Association, October 2020 Shelter in Place May Change Layout of Homes and Neighborhoods, Home Builders Association, June 2020 Potential Transfer Tax and Real Estate Tax Changes on Entity Sales, Newsletter, HBA of Greater Cleveland, December 2018 Real Estate Development in Downtown Cleveland, HBA of Greater Cleveland, July 2018 Best Practices with NIMBYs, Newsletter, HBA of Greater Cleveland, April 2018 Loan in Balance Can Be Troublesome, Newsletter, HBA of Greater Cleveland, 2018 Skipping Due Diligence Can Be Costly, Newsletter, HBA of Greater Cleveland, 2017 Make Development Great Again? Newsletter, HBA of Greater Cleveland, October 2015 Just Trying to be Helpful, New Lawyer News, October 2015 Critical Construction Steps You Cannot Ignore, Properties Magazine, August 2014

FAROLINO, Shane A
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Featured in Environment (Ohio)
Practice Areas: Corporate Compliance, Environmental Law, Emergency Response & Crisis Management, Energy, Utilities, Oil & Gas, Environmental Litigation, Liability Defense, Government Relations
Professional Memberships: -Akron Bar Association, Real Property and Environmental Law Committee -Ohio State Bar Association, Environmental Law Committee -Ohio Oil and Gas Association, Environmental Committee -National Association of Industrial and Office Properties, Chair, Environmental Committee

FINN, Terrence
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Featured in Environment (Ohio)
Practice Areas: Corporate Compliance, Emergency Response & Crisis Management, Environmental Law, Energy, Utilities, Oil & Gas, Environmental Litigation
Professional Memberships: Akron Bar Association, Past Chairman of Real Estate & Environmental Law Committee Ohio State Bar Association National Brownfields Association, Past Chairman of the Ohio Chapter's Policy & Legislative Committee

FLANNERY, Sarah
Thompson Hine LLP, Cleveland
Featured in Immigration (Ohio)
Career: Sarah Flannery leads Thompson Hine's Immigration practice. Sarah and her team advise employers across a variety of industries, including those

with R&D centers and a need to recruit STEM talent, food producers and distributors, IT firms, and health care and pharma companies. They also represent artists, musicians and professional athletes, including professional golfers, for whom they secure P-1 visas for the golfers and P-1S visas for support teams (including caddies and tour managers). Sarah helps clients establish strategic talent acquisition and retention immigration policies; devises employee sponsorship strategies for immigrant and non-immigrant visas; represents employers before DHS and DOL agencies to address compliance issues; conducts due diligence to determine immigration issues within corporate transactions; and helps develop and implement training and audit programs.

FLETCHER, Adam
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Featured in Bankruptcy/Restructuring (Ohio)
Practice Areas: Adam Fletcher practices in the areas of bankruptcy, commercial litigation, banking regulatory law and creditors' rights. He primarily represents creditors, creditors' committees and other interested parties in bankruptcies, receiverships and other commercial disputes in the banking and finance, retail, manufacturing, aerospace and energy sectors.

FLORIANO GOINS, Frances
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Featured in Litigation (Ohio)
Practice Areas: Securities & Commodities Litigation, Cybersecurity & Privacy, Securities & Corporate Governance, Compliance Consumer & Commercial Litigation, Complex Business Litigation
Career: Clients turn to Fran to resolve complex business disputes nationwide, including securities, corporate governance, shareholder, fiduciary duty, data breach, contract, and consumer claims. She regularly advises clients on compliance and best practices in the areas of data privacy, breach response, corporate governance, and anti-bribery. She defends SEC and other regulatory enforcement actions, and has conducted many internal corporate and special litigation investigations. Fran has litigated class/mass actions in New York, California, Ohio, Indiana, Colorado, Florida, Georgia, Delaware, and Texas, and has managed dozens of takeover and proxy contests involving public and private companies. Fran co-leads the firm's Cybersecurity & Privacy and Financial Services & Securities Litigation Groups.
Professional Memberships: Chair Emeritus, Director & Officer Liability Committee, Business Law Section, and Member, Advisory Committee to the Standing Committee on Election Law, American Bar Association; Life Member, U.S. Sixth Circuit and Ohio Eighth District Judicial Conferences.

FOGARTY, Robert J
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Featured in Litigation (Ohio)
Practice Areas: Litigation Class Action Litigation Complex Commercial Litigation Tort Litigation Real Estate Real Estate Industry Services
Career: As a partner in Hahn Loeser's Litigation practice, Robert J. Fogarty has extensive experience in complex commercial litigation, ERISA, class action, health care, antitrust, real estate and tort litigation. He represents clients in the insurance, managed care, health care, legal services and manufacturing sectors. Bob is an experienced lead civil trial lawyer and has managed complex litigation effectively and efficiently for individuals and Fortune 50 and 500 Companies. Bob is consistently honored as one of Ohio's top litigators. Since 2009, he has earned recognition by ChambersUSA as one of the top litigators in the state of Ohio. •Partner, Hahn Loeser & Parks LLP, 1984-present, Co-Chair, Litigation Area, 1990-2018; Board of Directors, 1997-2013; Associate, 1982-84. •Assistant United States Attorney, Southern District of Ohio, 1979-82. •Staff Counsel, The Dayton Power and Light Company, 1977-79.
Professional Memberships: •Cleveland Metropolitan Bar Association, Member. •Ohio State Bar Association, Member. •Florida Bar Association, Member. •Judicial Conference of Eighth Judicial District, Life Member. •Irish American Law Society of Cleveland, Founding Member.

FRICKE, Wade M
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Featured in Labor & Employment (Ohio)
Practice Areas: Traditional Labor Relations, Employment Law, Mergers and Acquisitions, Healthcare, Manufacturing
Career: Wade has practiced management-side labor and employment law since 1989. He was one of three attorneys who founded the Cleveland office of the firm. Prior to joining the firm, Wade was a partner in Cleveland's oldest law firm, and before that, he worked for the Cleveland office of a national full-service law firm. Wade represents companies of all sizes across the country in virtually all aspects of employee relations in union and non-union settings. In both settings, Wade's practice focuses on issue avoidance and positive employment practices. In union settings, Wade has extensive experience in contract negotiations and, where necessary, grievance resolution and arbitration, and strike management and resolution. His experience in non-union settings includes extensive employment relations auditing, supervisor training, union representational election work, drafting and reviewing employee handbooks and work rules, sexual harassment and other training, and most aspects of preventative-maintenance labor and employment counseling regarding state and federal regulation of the workplace. Wade's employment counseling experience includes practice before the Ohio Civil Rights Commission, the Equal Employment Opportunity Commission, the Department of Labor and the National Labor Relations Board. Wade is one of eight attorneys serving on the steering committee of the firm's 125-plus member Traditional Labor Practice Group.
Professional Memberships: Cleveland Metropolitan Bar Association Ohio Bar Association American Bar Association Fellow, Cleveland Metropolitan Bar Foundation American Employment Law Council Labor and Employment Relations Association, Northeast Ohio Chapter The Ohio Management Lawyers Association The Court of Nisi Prius

FRIEDMAN, Heidi B
Thompson Hine LLP, Cleveland
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Featured in Environment (Ohio)
Career: Heidi is a partner in the firm's Environmental and Product Liability Litigation practice groups. She focuses her practice on environmental counseling in business, regulatory and legislative matters; environmental and toxic tort litigation; environmental enforcement actions; site remediation; and compliance with environmental regulations. Heidi's niche practice is serving as national environmental counsel to large companies pursuant to value-based pricing arrangements, providing a cost-effective comprehensive approach to managing EHS issues. Heidi is also the founder and co-chair of Thompson Hine's ESG Collaborative, leading a diverse team of lawyers to counsel companies on ESG related issues.

FRYAN, Laura
Brouse McDowell, Akron
Featured in Healthcare (Ohio)
Practice Areas: Laura Fryan is Co-Chair of Brouse McDowell's Health Care practice. She provides strategic and legal advice to help health care providers, hospitals, health plans, health care companies and business owners succeed in today's environment. Her experience includes advice on HIPAA, Stark and Anti-Kickback compliance, vendor agreements and employment contracts, overpayments and government investigations, reimbursement from commercial and government payors, facility bylaws and peer review plans, and state and federal licensing, and on transactions such as joint ventures, leasing of physician practices, and the buying and selling of hospitals, physician groups, and other health care related entities. Laura is the author of Brouse McDowell's article series Compliance Checkup, and she enjoys sharing knowledge through speaking, writing, and her involvement in American Health Lawyers.
Professional Memberships: •Village of St. Edward, Board Member •Pegasus Farm, President and Board Member •Grove City College Alumni Council, Member
Publications: "DOJ Updates to Corporate Compliance Program to Impact Health Care Providers," Co-Author Omar Hazimah, Compliance Checkup, Brouse McDowell Blog (May 2, 2023); "How the Ciox Case Changed Medical Records Requests," Co-Author Nicole Thorn, Compliance Today, Health Care Compliance Association, Article (October 2021)

GARRITANO, Carlos
Tucker Ellis LLP, Cleveland
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Featured in Intellectual Property (Ohio)
Practice Areas: •Intellectual Property •IP Portfolio Evaluation and Management •IP Business Strategy & Agreements •Patent Litigation •Patent Procurement •Patent Prosecution •Autonomous Vehicles & Artificial Intelligence Technologies •Trademarks •IPR •PGR •Opinions •General IP Strategy •Licenses •Copyright Law •Business Acquisitions •Business Mergers •Technology Transfer •Trade Secret Litigation •Health & Life Sciences •Alcoholic Beverages
Career: Carlos Garritano, chair of the Tucker Ellis Intellectual Property Department, practices in the area of intellectual property consultation and strategy. He works closely with clients to create "big picture" plans that provide multiple layers of coverage and protection for their intellectual property (IP) needs, including patents, copyrights, trademarks, contracts, and/or trade secrets. Carlos works with clients ranging in size from Fortune 500 companies to start-up companies to create custom-tailored IP protection plans based on each client's unique needs and business goals. He has extensive experience in the areas of patent litigation, portfolio development, licensing, patent/trademark preparation and prosecution, business mergers, and acquisitions involving IP. Having earned a Bachelor of Science in Electrical Engineering, Carlos is particularly suited to the field of patent preparation and prosecution, which includes evaluating and securing applicable protection for clients, drafting and filing patent applications (utility and design), prosecuting utility and design patent applications, and generating complex drawings for patent applications. He has drafted and prosecuted more than 850 patent applications in advanced technical areas, including computer software, electrical circuitry, portable device applications, data communications, wireless technologies, welding systems, video game technology, radio frequency identification, semiconductors, data search, wireless security, databases, computer hardware, operating system technologies, locomotive systems, battery technology, mechanical devices, electrical devices, and Internet of Things (IoT). Carlos is exceptionally experienced in industrial design protection and often couples design patent with utility patent protection strategies

to provide additional barriers to prevent would-be infringers from copying products, devices, or components. IP landscapes can be overbearing, but Carlos diligently identifies the landscape of client-defined technological areas of interest to assess existing IP or where IP does not exist. These IP landscapes are evaluated with organized and well-planned strategies that involve searches, opinions, and client-specific plans for protection aligned with the client's goods or services. Carlos further is experienced with Post Grant Proceedings (PGP) which allow the validity of issued patents to be challenged. Carlos has extensive experience in advising clients about options with patent litigation which include Inter Partes Review (IPR) and Post Grant Review (PGR). Specifically, Carlos has unique hands-on experience in PGP's by preparing and filing multiple IPR Petitions that are used to advocate for our clients' interests. In addition to continuously perfecting his specialized skill in the IP field, Carlos has gained invaluable corporate world experience through his work on deals and contracts/agreements. He uses his knowledge of patent, trademark, copyright, and trade secret preparation and procurement as a strong foundation to advise clients on commercial and business dealings. Carlos's unique balance of business acumen and IP expertise enables him to seamlessly navigate legal issues in all areas of law. His counsel often sheds light onto how IP may be involved in other types of matters and how rights of such intellectual property may affect the parties. Depending on the scope of the corporate project, Carlos provides legal insight through an IP lens. Carlos has worked on agreements related to supply, services, manufacturing, employment, licensing (both inbound and outbound), consulting, franchise, confidentiality, and purchase, among others.

Professional Memberships: ·Intellectual Property Owners Association: Diversity & Inclusion Committee; Patent Licensing Committee ·Cleveland Intellectual Property Law Association ·American Intellectual Property Law Association ·Cleveland Metropolitan Bar Association ·American Bar Association

GERAK, John
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Featured in Labor & Employment (Ohio)

Practice Areas: Traditional Labor Relations, Employment Law, Wage and Hour, Ethics Compliance and Whistleblower Response, RIF/WARN, Higher Education

Career: John Gerak focuses his practice on employment counseling, including employment policies and practices, reductions in force, executive hires/terminations, and issues arising out of mergers and acquisitions. John also has significant experience handling complex employment litigation, including class and collective action litigation and non-compete matters.

Professional Memberships: National Association of College and University Attorneys (NACUA) (2017-present) Employment Law American Inn of Court APG Alumni Board for the Penn State University Labor Studies and Employment Relations Department

GHERLEIN, John M
BakerHostetler LLP, Cleveland
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Featured in Corporate/M&A (Ohio: North)

Career: John Gherlein is a respected adviser to public and private companies. He leads significant M&A transactions; has extensive experience advising companies on debt and equity offerings, including IPOs; and counsels public companies regarding their disclosure and reporting obligations. John regularly advises boards of directors and their committees on corporate governance matters, including in special circumstances such as change of control settings and accounting inquiries. He has worked closely with the firm's White Collar Defense and Corporate Investigations team in Foreign Corrupt Practices Act issues, options dating, and other accounting inquiries. John is the former firmwide chair of BakerHostetler's Business Group.

GLESSNER, Daniel
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Featured in Healthcare (Ohio)

Practice Areas: Dan is the Managing Partner of Brouse McDowell and a member of the Health Care Practice Group. He focuses on corporate and health care issues for hospitals, physician groups, dialysis centers, ancillary health care companies, and other health care entities. He advises on joint ventures, M&A, long-term care, medical staff and licensure issues, employment, general contracting, policies and procedures, real estate transactions, Medicare, Medicaid and commercial payor audits and reimbursement issues, HIPAA, fraud and abuse, non-profit tax-exempt and managed care issues, contract negotiations, patient-related issues, and regulatory compliance concerns including fraud and abuse, Stark physician self-referral issues and the Anti-Kickback Statute, IRS compliance, private inurement/private benefit and various state law issues. He previously was in-house counsel with Akron General Health System. Dan is certified by the Compliance Certification Board in Healthcare Compliance.

Professional Memberships: ·Member of Medical Group Management Association, Society of Ohio Healthcare Attorneys, American Health Lawyers Association, Health Care Compliance Association and Ohio Hospital Association

Personal: ·The University of Akron School of Law, Adjunct Professor of health care law ·Retired Lieutenant Colonel in the United States Army Reserves ·Hattie Larlham Center for Children with Disabilities Board, Treasurer ·Boy Scouts of America Great Trail Council, Board Member

GOLDFARB, Steven A.
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Featured in Litigation (California: San Diego)

See under California for profile.

GRABAN, Matthew
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Featured in Corporate/M&A (Ohio: North)

Career: Matt Graban focuses his practice on mergers and acquisitions and corporate transactions. He has extensive experience advising private and public companies and private equity firms, foreign and domestic, on all forms of transactions. In addition, Matt routinely counsels clients in connection with commercial and operational issues, agreements and corporate governance matters, acting as principal outside general counsel for a number of privately held businesses. Matt also routinely represents companies and senior management teams in connection with employment agreements, equity-based compensation plans and severance arrangements, and advises high-net-worth individuals on complex issues under federal securities laws in connection with estate planning using publicly traded securities.

GREENBERG, Gary
Jackson Lewis P.C., Cincinnati
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Featured in Labor & Employment (Ohio)

Practice Areas: Management-side labor and employment law representation: preventive practices, non-competes

Career: Jackson Lewis PC: Principal; Denlinger, Rosenthal & Greenberg: Partner (former)

Professional Memberships: Cincinnati Bar Association, Ohio Management Lawyers Association, Ohio State Bar Association, The Federalist Society

Publications: Ohio Employment Law Letter (M. Lee Smith Publishers, 1990-2005) [Editor]

Personal: University of Michigan Law School, J.D. 1978, magna cum laude; University of Pennsylvania, B.A. 1974, cum laude; Hebrew Union College-Jewish Institute of Religion, Board of Governors Executive Committee; Jewish Federation of Cincinnati, President; Southwest Ohio Regional Transit Authority, Member 2016-18.

GUTTMAN, Daniel J
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Featured in Labor & Employment (Ohio)

Career: Dan Guttman represents private and public entities in a variety of litigation, internal investigation, risk management, organization governance, and traditional labor matters. His clients range from Fortune 500 companies to entrepreneurs to sophisticated political subdivisions. He currently serves as retained general or special counsel for several clients, advising on both transactional and day-to-day issues, and as the Chief Labor Negotiator for the State of Ohio. Dan's engagements include protecting important business interests involving noncompetes and trade secrets; handling sensitive internal investigations involving discrimination, harassment, whistleblower and retaliation allegations; and high-stakes litigated matters such as class action defense. Dan also has extensive traditional labor experience. He serves as lead spokesperson at the collective bargaining table and represents management in arbitrations, hearings and organizational campaigns. He regularly assists in-house counsel and human resources professionals on a wide variety of issues, including compliance assessments before problems arise.

HALL III, Arthur C
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Featured in Corporate/M&A (Ohio: North)

Practice Areas: Corporate and Finance Capital Markets and Public Reporting Mergers and Acquisitions, Divestitures and Sales Public Company M&A and Board Counseling Investment Management

Career: Art Hall serves as the Firm Administrative Partner and as Partner-in-Charge of the Cleveland office. As a member and former Co-Chair of the firm's Corporate and Finance practice group, he counsels publicly and closely held corporations on securities, capital markets and general corporate issues that affect their businesses. Art's practice focuses on the representation of public company clients and investment banks with respect to capital raising activities, corporate governance and executive compensation matters and merger and acquisition transactions. His experience includes representing issuers and underwriters in more than 80 public equity and debt offerings, including initial public offerings and 144A offerings, as well as tender offers and exchange offers. He routinely assists public company clients in preparing Securities and Exchange Commission filings, such as Form 10-Ks, Form 10-Qs and proxy statements. Art also advises public companies and their boards with respect to corporate governance and executive compensation matters and provides counsel on fiduciary duties and a variety of federal securities law compliance issues. Art's practice in this area includes counseling on shareholder activism matters, and he has been actively involved in several proxy contests, including a recent high-profile national contest. Prior to practicing law, Art worked as a corporate relationship officer for two money center banks and served as the manager of corporate development for a large energy company. A member of the Cleveland

Metropolitan Bar Association, Art is a frequent speaker on a variety of securities and corporate governance topics. He recently chaired a panel at the 16th annual RR Donnelly SEC Hot Topics Institute. Art is a member of the Board of Trustees of the Great Lakes Theater, Business Volunteers Unlimited and The City Mission. He is a member of the Leadership Cleveland Class of 2021. In 2021, Art was named to Cleveland Magazine's inaugural Cleveland 500, a list of the most influential leaders in the community. Art was previously an associate with the law firms of Vinson & Elkins LLP and Jones Day. He joined Calfee in 1996 and became a partner in 2003. He has served as chair of the firm's Associates Committee, and he is a member of the firm's Management, Practice Planning & Growth, and Diversity, Equity & Inclusion Committees.
Professional Memberships: Cleveland Metropolitan Bar Association, Member Leadership Cleveland Class of 2021 Business Volunteers Unlimited, Board of Directors Legal Aid Society of Cleveland's Capital Campaign, Cabinet Member Great Lakes Theater, Board of Trustees The City Mission, Board of Trustees

HANSELMAN, Suzanne K
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Featured in Corporate/M&A (Ohio: North)
Career: Bringing a holistic view to her practice, Suzanne Hanselman counsels companies on day-to-day corporate issues, ensures compliance with federal securities law and provides guidance to general counsel. Because Suzanne sees her connection with her clients as a partnership, clients feel that she is part of their team while she works to navigate their needs and concerns. Suzanne is the business development leader for BakerHostetler's Cleveland office, a member of the national Women's Steering Committee and the former Cleveland Business Group coordinator.

HARRINGTON, John J
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Featured in Corporate/M&A (Ohio: North)
Practice Areas: John Harrington serves as Co-Leader of the national IPOs and Securities Offerings team and represents clients in connection with capital markets and business combination transactions. John's transactional experience includes IPOs; a variety of registered and exempt offerings of equity and debt securities; tender offers; and public and private mergers, acquisitions and joint ventures. John also provides day-to-day advice on securities reporting and disclosure issues, other SEC and stock exchange requirements, corporate governance, investor relations and activist matters. John's securities and public company practice is informed by the experience and insights he gained during five years in the SEC's Division of Corporation Finance, serving in various roles in the Office of Capital Market Trends, Disclosure Operations and Rulemaking. In these positions, he reviewed IPOs and public company filings, evaluated novel and complex securities and transaction structures, and implemented regulatory and policy initiatives.

HAYMOND, Daniel M
Thompson Hine LLP, Cleveland
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Featured in Construction (Ohio)
Career: Dan is a partner in the firm's Construction practice group who focuses on the litigation of disputes in courts and arbitrations. He has over 25 years of experience representing owners, developers, contractors, architects, engineers, construction managers, construction product manufacturers and other construction professionals. He has acted as first chair trial attorney in jury trials and bench trials in both federal and state court, and first chair attorney in numerous arbitrations. Dan also has significant experience in commercial real estate litigation with particular emphasis on landlord/tenant issues, large commercial foreclosures and court receiverships.

HEAREY, Bruce G
Ogletree, Deakins, Nash, Smoak & Stewart, PC, Cleveland
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bruce.hearey@ogletreedeakins.com
Featured in Labor & Employment (Ohio)
Practice Areas: Employment Law; Litigation; Unfair Competition and Trade Secrets; Wage and Hour; Higher Education; Trial
Career: Bruce Hearey is admitted in New York, New Jersey, California, and Ohio. He has built a reputation as a pragmatic and creative litigator and advisor on behalf of employers. The Chambers USA Client Guide, said that he "provides personal attention and knowledge of the subject area, thorough research and definitive answers. He is a great litigator and quick on his feet – a great strategic thinker."
Professional Memberships: John M. Manos Inn of Court, Master Bencher Cleveland Metropolitan Bar Association, Bar Foundation Trustee President of the Cleveland Metropolitan Bar Association, 2014-2015 Ohio State Bar Association State Bar of California American Employment Law Council (since 1992) American Bar Association College of Labor and Employment Lawyers

HERVEY, Michelle
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mhervey@bakerlaw.com
Featured in Tax (Ohio)
Practice Areas: Michelle Hervey's practice is focused on the tax aspects of planning and structuring complex business transactions, including mergers and acquisitions, debt and equity issuances, private equity and venture capital investments, and restructurings. She has extensive experience advising clients in connection with all facets of federal tax controversies, including IRS audits, IRS appeals, and litigation. Michelle serves as co-leader of both the national Transactional Tax and national Tax Controversy and Litigation teams, leader of the Cleveland Office Tax Group, and is a member of the Hiring and Recruitment Committee for the Cleveland Office.

HESS, W Ashley
BakerHostetler LLP, Cincinnati
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Featured in Corporate/M&A (Ohio: South & Central)
Practice Areas: For nearly 25 years, Ashley Hess has been helping clients execute their strategic growth opportunities, whether through mergers and acquisitions, investments in new technologies or starting or expanding manufacturing capabilities. Ashley is a corporate transactional attorney with broad experience representing public and private companies on matters ranging from mergers, acquisitions and divestitures to joint ventures, corporate governance and complex corporate transactions. He has extensive experience in the automotive industry, including advising clients on issues related to autonomous vehicles, technology acquisitions, supply chain matters, joint ventures and other collaborative development relationships. Ashley is the Cincinnati Office Business Practice Group Leader, chairs the firm's Technology in Manufacturing national industry team and is recognized as a leading corporate and M&A attorney in Ohio. He regularly speaks and writes on transactional legal issues and is active in the ABA's M&A Committee where he serves as the Chair of Programs and Publications. Ashley is the Partner-In-Charge of the Cincinnati office and serves on the firm's Operating Group.

HEWITT, Christopher
Tucker Ellis LLP, Cleveland
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Featured in Corporate/M&A (Ohio: North)
Practice Areas: •Mergers & Acquisitions •Securities & Capital Markets •Corporate Governance •Broker-Dealers •Private Equity & Venture Capital •Financial Services •Hospitality
Career: Christopher Hewitt is a trusted advisor to the boards of directors and management of public and private companies and principals at private equity funds, hedge funds, and family offices. A corporate attorney with an M.B.A. and co-editor of our corporate blog lingua negoti, Chris understands the "language of business" and how executives approach and solve problems. He uses his business acumen to help clients strategically analyze how the issue at hand, whether it be M&A, corporate governance, or the myriad issues clients face every day, relates to and affects their organizations and operations and offers solutions from that perspective.

HILVERT, Kevin
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614-872-2413
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Featured in Healthcare (Ohio)
Practice Areas: When health care providers need advice on transactional, governance, regulatory, or compliance matters, they turn to attorney Kevin Hilvert. He regularly works with clients on structuring, developing, and negotiating a variety of health care transactions, including health system mergers, acquisitions, affiliations, reorganizations, and other sale transactions; equity joint ventures among hospitals, physicians, and post-acute care providers; physician practice acquisitions; service line co-management, quality performance, and call coverage arrangements; physician compensation arrangements; and physician employment and recruitment. In connection with these transactions, Kevin routinely advises clients on matters pertaining to the Stark Law, the Anti-Kickback and Civil Monetary Penalty Statutes, and tax-exemption rules. In addition, Kevin's counsel on these transactions includes advice on and preparation of necessary regulatory filings, including Medicare change of ownership issues and Ohio Attorney General filing matters. https://www.ebglaw.com/people/kevin-m-hilvert/

HUGHES, Maura L.
Calfee, Halter & Griswold LLP, Cleveland
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Featured in Antitrust (Ohio)
Practice Areas: Business, Corporate and Commercial Litigation Compliance/Regulatory Services Antitrust Antitrust and Trade Regulation Counseling and Litigation Appellate Proceedings Health Care Litigation Public Law Litigation
Career: Maura Hughes is a Partner and Co-Chair of Calfee's Litigation Group. She also leads the firm's Antitrust and Trade Regulation Counseling and Litigation Group. Maura's legal practice focuses on complex business litigation, antitrust litigation and antitrust and trade regulation counseling. Clients in a wide range of industries trust Maura's litigation and antitrust experience to help them resolve disputes and problems that can adversely impact their businesses. Whether handling corporate or antitrust litigation, counseling a client regarding its pricing or dealer relationships, or advising as to the competition implications of an acquisition, Maura brings a solution-oriented approach to her diverse clients' benefit. Maura's experience encompasses all aspects of litigation, including pretrial discovery, depositions, significant trial experience in both Ohio and federal courts as well as international arbitration forums and appellate briefing and argument in Ohio Courts of Appeals, the Ohio Supreme Court, and the Sixth Circuit Court of Appeals. Maura's work in the area of antitrust and trade regulation has included both litigation and client counseling on the Sherman Act, Robinson-Patman Act and state antitrust law. Her antitrust work includes handling federal filings and associated investigations under the Hart-Scott

Rodino Act, as well as counseling clients regarding the antitrust implications of potential acquisitions. Maura regularly advises clients with respect to the antitrust and competition law risks associated with minimum resale or advertised pricing programs. She has extensive experience in assisting clients in developing and implementing antitrust compliance programs, including education of executives and employees. Maura is a past Chair of the Antitrust Section Council of the Ohio State Bar Association. For several years, Maura has served on the Board of Trustees of the Art Therapy Studio in Cleveland, where she is a former President of the Board. Since 2008, she has been a Director of The Music Settlement in Cleveland, where she served as Chair of the Board of Directors from 2014-2017. Maura often speaks at seminars on the national, state, and local levels on topics of antitrust counseling and litigation and the ethical obligations of attorneys. She has taught as adjunct faculty at Case Western Reserve University School of Law and Arizona State University College of Law in the areas of appellate advocacy and lawyering theory and practice. Maura served as a law clerk for U.S. District Court Judge Ann Aldrich of the Northern District of Ohio before joining Calfee in 1994. In 1999, she was awarded a Pegasus Scholarship by the American Inns of Court and spent three months at the Inns of Court in London, England. In 2002, Maura was named as a fellow of the Ohio State Bar Foundation. Maura serves as Calfee's General Counsel and ethics partner and counsels colleagues with respect to the Rules of Professional Responsibility and risk management issues. She became a partner at Calfee in 2003, and she was elected to the firm's Management Committee in 2019.

Professional Memberships: Antitrust Section Council of the Ohio State Bar Association, Former Chair Ohio State Bar Foundation, Fellow (2002-present)

HURLEY, Michael
Calfee, Halter & Griswold LLP, Cincinnati
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Featured in Corporate/M&A (Ohio: South & Central)

Practice Areas: Corporate and Finance Mergers and Acquisitions, Divestitures and Sales Capital Markets and Public Reporting Business and Fund Formation Emerging Companies and Venture Capital Privacy and Data Security ESOP Formation and Operation Compliance/Regulatory Services Commercial Contracts Commercial Lending Investment Management Private Equity Wealth Management Law

Career: Michael Hurley counsels privately held and public clients and private equity firms and their portfolio companies on a wide range of business and legal concerns, with a focus on representing both buyers and sellers from a broad cross-section of industries in the merger, acquisition or sales process and assisting clients in accessing capital markets through angel-and venture-funding rounds. Michael serves as Co-Leader of the firm's Emerging Companies and Venture Capital practice. He represents businesses on formation, governance, mergers, acquisitions and sales, and capital structuring arrangements. He provides counsel to private equity funds, private and public companies and investors in such funds and companies. This advice covers the full spectrum of business cycles – from start-up through maturation to exit strategies – and a broad range of industries, including information technology, healthcare, chemicals, construction, energy and consumer products. Michael also serves as outside general counsel to a number of private companies where he advises on a wide variety of day-to-day matters, including commercial contract negotiation, implementation of privacy and cyber-security policies and procedures, corporate governance, organizational structuring, succession planning and ESOP transactions. As part of Calfee's Privacy and Data Security group, Michael has significant experience allocating transactional risks associated with data privacy and security protocols and policies, cross-jurisdiction data transfers and compliance with related laws and regulations. Using his knowledge and experience, Michael also helps athletes establish, monetize and protect their Name, Image and Likeness (NIL). Outside of the office, Michael is active in the community. He presents at seminars and has authored numerous publications. Michael earned his B.A. degree from Yale University and his J.D. and M.B.A. degrees from the University of Cincinnati. Michael joined Calfee's Cincinnati office in 2014 and was elected Partner in 2019. Prior to joining Calfee, Michael worked at Blank Rome, LLP.

Professional Memberships: Association for Corporate Growth – Cincinnati Chapter, Board Member & Deal Maker Committee Co-Chair Cincinnati Yale Club, Board Member Cincinnati Squash Academy, Futures Board Member Goering Center for Family and Private Business, Member

HURYN, Chris
Brouse McDowell, Akron
Featured in Healthcare (Ohio)

Practice Areas: Chris is Co-Chair of the firm's Health Care Practice Group. He provides counsel on strategic planning and guidance, health care integration, transactions and collaborative joint ventures, compliance, and the handling of day-to-day legal needs for hospitals, health systems, physicians, physician practice groups, and other health care businesses. His experience includes medical and hospital transactions; strategic planning; compensation models; mergers; board advice and guidance; ownership buy-in and redemption transactions; professional services, lease and employment agreements; third-party payer contracting and negotiation; vendor contracts; compliance matters including The Stark Law, Anti-Kickback Statute, False Claims Act, Civil Monetary Penalty Law; antitrust laws; HIPAA, HITECH Act; nonprofit and tax exempt issues; compliance programs/audits; medical staff issues, credentialing and disciplinary actions; patient issues; quality and peer review; risk management; and dispute resolution and litigation. Chris is certified by the Compliance Certification Board in Healthcare Compliance.

Professional Memberships:
•Member of American Health Lawyers Association, Medical Group Management Association, and Society of Ohio Healthcare Attorneys

Personal: The University of Akron School of Law, Adjunct Professor, health care law; American Health Lawyers Association, Member; Medical Group Management Association, Member; Society of Ohio Healthcare Attorneys, Board of Directors (2014-present); American Red Cross of Greater Akron and Mahoning Valley, Board of Directors (2013 – 2022); Leadership Akron, Signature Class 33

IRELAND, D. Jeffrey
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937.227.3710
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Featured in Litigation (Ohio)

Practice Areas: Competition and Business Litigation, False Advertising, Antitrust, Employment, Class Actions, Securities, Trade Secrets/Covenants Not to Compete

Career: Jeff Ireland, founding partner, has tried business cases throughout Ohio and the United States for more than 40 years. Jeff is a Fellow of the International Society of Barristers and the Litigation Counsel of America. Jeff is listed in Chambers USA, is recognized as a Litigation Star by Benchmark, and by Best Lawyers in America where he was named "Lawyer of the Year" in the category of "Bet-the-Company Litigation" for 2019. Jeff was recognized in the 4th edition of Benchmark Litigation, Labor & Employment has recognized Jeff Ireland as a Labor & Employment Star. Jeff is on the Advisory Council at the University of Dayton School of Law, formerly chaired the Board of Dayton's Levitt Pavilion and serves on the Board of CET/Think TV, Dayton and Cincinnati's PBS affiliate.

Professional Memberships: International Society of Barristers; Litigation Counsel of America; Fellow, American, Dayton Bar Association--President 2011-2012; Cincinnati Bar Association and American Bar Association --Corporate Litigation Section; Business Section; Environmental Section; Antitrust Section; Tort Trial and Insurance Practice Section

JAKETIC, Bryan
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Featured in Intellectual Property (Ohio)

Practice Areas: https://www.squirepattonboggs.com/en/professionals/j/jaketic-bryan-j

JONES, Christopher
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Featured in Environment (Ohio)

Practice Areas: Environment Law Environmental Litigation and Enforcement Government Relations and Legislation Compliance/Regulatory Services Public Law White-Collar Defense and Investigations Energy and Utilities Law State and Government Relations and Policy

Career: Chris Jones provides firm clients with a seasoned perspective on environmental and regulatory issues, as well as a unique understanding of state and federal environmental regulatory agencies. Chris has more than 30 years of experience in the environmental field, including six years as Director of the Ohio Environmental Protection Agency and four years as Chief of the Ohio Attorney General's Environmental Enforcement Section. While Director of Ohio EPA, Chris was a two-term elected president of the Environmental Council of the States (ECOS), a national organization of all of the directors of state environmental agencies. In this role, he served as the primary liaison between states and the U.S. EPA. This experience gives Chris a unique understanding of both state and federal environmental regulatory agencies and allows him to provide firm clients with a seasoned perspective on environmental and regulatory matters as well as government relations issues. Chris has represented businesses and individuals in enforcement proceeding by both U.S. EPA and Ohio EPA. He has counseled clients on regulatory compliance issues related to the Clean Air Act, the Clean Water Act and both hazardous and solid waste issues under RCRA, and he has counseled clients on brownfield redevelopment projects. He has served as an expert witness in a number of cases, including for a brownfield developer in a dispute over a multi-million-dollar redevelopment. Chris is former board chair and member of the Greater Ohio Policy Center and is the former chair of the board of trustees of the Nature Conservancy, Ohio Chapter. In the past Chris has served as chairman of the Lake Erie Commission, as a governor-appointed member of the Great Lakes Commission, as a member of the Ohio Air Quality Development Authority, the Ohio Water Development Authority and the State Power Siting Board. Chris was an original member of the Clean Ohio Council. Chris is also a member of the Ohio and Columbus Bar Associations.

Professional Memberships: Greater Ohio Policy Center, Former Board Chair and Member Environmental Research Institute of the States (ERIS), Senior Member of the Board of Directors Ohio State Bar Association, Member Columbus Bar Association, Member Nature Conservancy, Ohio Chapter, Former Chair of the Board of Trustees Lake Erie Commission, Past Chairman Great Lakes Commission, Former

Governor-Appointed Member Ohio Air Quality Development Authority, Former Member Ohio Water Development Authority, Former Member State Power Siting Board, Former Member Clean Ohio Council, Former Original Member

JUVAN, Jayne
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Featured in Corporate/M&A (Ohio: North)
Practice Areas: •Mergers & Acquisitions •Health Care M&A Transactions •Corporate Governance •Corporate Law •Securities & Capital Markets •Broker-Dealers •Commercial Finance •Financial Services •Hospitality •Middle Market •Public & Structured Finance •Venture Capital •Private Equity •Health & Life Sciences
Career: Jayne Juvan chairs the Mergers & Acquisitions and Securities & Capital Markets practice groups at Tucker Ellis. Jayne advises investors, boards of directors, and management teams on corporate transactions, regulatory compliance, and fiduciary duties. She counsels public and high-growth private companies, private equity firms, and venture capital firms from initial formation through all stages of the business life cycle. Jayne assists corporate boards in maximizing effectiveness and instituting best practices, and she advises corporate boards during their most challenging situations. She also has assisted activist shareholders in engaging with the board and management of struggling public companies. Jayne navigates complex issues that arise in transactions of all sizes and has been a key advisor on deals valued from approximately $5 million to more than $1 billion.

KADISH, Scott P
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Featured in Real Estate (Ohio)
Practice Areas: Leasing, Retail
Career: Managing Partner of the firm and leader of the Leasing and Retail Groups, Scott represents landlords and tenants in the development and lease up of shopping centers, mixed use projects, and office space across the country. Although Scott focuses primarily on leasing, he counsels clients on a range of real estate and business transactions, and general business law. As Managing Partner, Scott oversees Ulmer's strategic direction, day-to-day operations, and client relationships.
Professional Memberships: International Council of Shopping Centers (ICSC); American College of Real Estate Lawyers; Charter Member, National Business Institute Ohio Advisory Council; University of Cincinnati Real Estate Round Table.
Personal: Knowledgeable speaker, including at the ICSC Ohio, Kentucky, Indiana, Michigan, and Pennsylvania Retail Development & Law Symposium on the topic of "Revisiting Force Majeure: COVID and Supply Chain Issues."

KALLERGIS, Gus
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Featured in Bankruptcy/Restructuring (Ohio)
Practice Areas: Business Restructuring and Insolvency Mergers and Acquisitions, Divestitures and Sales Commercial Contracts Commercial Lending Corporate and Finance Private Equity Public Company M&A and Board Counseling
Career: Gus Kallergis, a Partner and Co-Chair of Calfee's Business Restructuring and Insolvency Practice Group, has significant experience with both large and middle market Chapter 11 and business restructuring and commercial matters. Gus focuses primarily on corporate restructuring, commercial and creditors' rights, workouts, distressed sales and acquisitions and other insolvency-related matters. He has experience representing borrowers, debtors, directors, creditors, buyers of assets and businesses, secured lenders, ad hoc bondholder committees, official creditors' committees, Chapter 7 trustees, lessors, lessees and other parties in commercial, distressed or insolvency-related transactions and litigation both inside and outside of bankruptcy. Gus regularly represents lenders in DIP financing, workouts, loan sales, debt to equity conversion strategies, and collateral dispositions through U.C.C. Article 9 (secured party sales/friendly foreclosure), bankruptcy and receivership. Gus also has extensive experience representing borrowers and lenders in commercial finance matters and also counseling clients with Uniform Commercial Code issues and controversies. A substantial portion of Gus' practice is devoted to representing buyers interested in acquiring assets out of bankruptcy, receivership and other distressed situations, including secured party sales. Gus is a Director (2014–present) and currently serves as President of the Northern Ohio Chapter of the Turnaround Management Association. He is a member of the Bankruptcy and Commercial Law Section of the Cleveland Metropolitan Bar Association, the American Bankruptcy Institute, and ACG Cleveland. He serves on the Parish Council at Saints Constantine and Helen Greek Orthodox Cathedral. He is a trustee of the Cleveland AHEPA Scholarship Fund. Gus also serves on the board of the Shaker Youth Hockey Association (President 2019-2021). Before joining Calfee in 2008, Gus was an associate at Jones Day. He became a Calfee partner in 2011.
Professional Memberships: American Bankruptcy Institute, Member Turnaround Management Association, Board Member of Northern Ohio Chapter Association for Corporate Growth (ACG) Cleveland, Member Cleveland Metropolitan Bar Association, Member

KARZMER, Steven C
Calfee, Halter & Griswold LLP, Columbus
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Featured in Corporate/M&A (Ohio: South & Central)
Practice Areas: Capital Markets and Public Reporting Public Company M&A and Board Counseling Corporate and Finance Emerging Companies and Venture Capital ESOP Formation and Operation Information Technology Law Mergers and Acquisitions, Divestitures, and Sales Private Equity
Career: Steve Karzmer, a Partner with Calfee's Corporate and Finance practice group, counsels clients on a wide range of business law matters, including mergers and acquisitions, venture capital investments, private equity investments, mezzanine debt financings and forming businesses using corporations and limited liability companies. Steve serves as a Leader of the firm's ESOP Formation and Operation group. His practice focuses on counseling primarily privately held company clients with respect to transactional matters including mergers and acquisitions, ESOP formation and a wide range of general corporate, business and finance matters, including corporate governance, early-stage investing and a variety of commercial contracts. Steve effectively serves as outside general counsel to a number of private companies that do not have in-house legal departments. As such, Steve advises clients on a wide variety of day-to-day legal matters, including employment and consulting agreements, non-competition agreements, executive compensation arrangements, and distribution agreements. Steve also serves as a Leader of the firm's Public Company M&A and Board Counseling practice. His clients range from start-ups to public companies and across various industries, including construction, advertising, finance, software and manufacturing. Steve has been selected for inclusion in The Best Lawyers in America© for Corporate Law and Mergers and Acquisitions Law (2013-2023). He has been recognized by Best Lawyers as the 2022 "Lawyer of the Year" for Mergers and Acquisitions Law in Columbus, Ohio. Steve has been a member of the Firm's Executive Committee since 2014. He is active in community matters in New Albany and Columbus. He is a student coach for the Handshake Foundation. Prior to joining Calfee, Steve was an associate with the law firms of Stroock & Stroock & Lavan in New York City and Lucash, Gesmer & Updegrove in Boston. He was a partner with the firm of Goldstein & Manello, P.C. before joining Calfee as a partner in 2000. He is a member of the Ohio, New York and Massachusetts Bar Associations.
Professional Memberships: Handshake Foundation, Student Coach

KASTNER, Elizabeth
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Featured in Healthcare (Ohio)
Practice Areas: Hospitals, hospices, and health plans turn to health care attorney Beth Kastner for advice on contractual arrangements as well as regulatory, operational, and compliance matters. She regularly advises clients on vendor/supply chain relationships, clinically integrated networks, and managed care contracting, including narrow networks, shared saving, and bundled payment models. Beth also routinely advises clients on compliance with health information privacy laws and health care fraud and abuse laws, with a particular emphasis on structuring compliant physician compensation arrangements. https://www.ebglaw.com/people/elizabeth-beth-a-kastner/

KAUFMAN, Steven S
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Featured in Litigation (Ohio)
Practice Areas: Complex Business Litigation, Professional Liability, Real Estate, Financial Services, Trust Litigation.
Career: Steve is a litigator who represents clients in a wide range of high-stakes business litigation. An experienced first-chair trial lawyer, Steve has extensive experience in state and federal courts across the United States and has consistently earned national recognition for his trial and litigation skills and accomplishments. He has tried many bench and jury cases as lead counsel to verdict and has succeeded in many cases, including injunction hearings before the cases advanced to trial. He has diverse experience in matters of complex general commercial, real estate, eminent domain, employment, contract, professional liability, fiduciary duty, financial services, fraud, trade secret, and intellectual property.
Professional Memberships: Past President, Cleveland Metropolitan Bar Association; past Co-Chair of Real Estate Litigation Committee of American Bar Association Litigation Section; past member Judicial Review Commission for the Northern District of Ohio.
Personal: J.D., Case Western Reserve University School of Law; A.B., Colgate University.

KEIPER, Jeffrey B
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Featured in Labor & Employment (Ohio)
Practice Areas: Labor and employment litigation; traditional labor law and arbitration; counseling and training. Discrimination, harassment, and wrongful discharge lawsuits and agency charges; workforce reductions.
Career: Jackson Lewis, P.C., Principal (2006 to present); McDonald Hopkins (1998-2006); Jones Day (1995-1998). Admitted in Ohio, 6th Circuit Court of Appeals, Northern and Southern Districts

of OH, Western District of WA (inactive). Martindale Hubbell – "AV Preeminent"
Professional Memberships: American, Cleveland, Federal, and Ohio State Bar Associations (Labor/Employment and Litigation).
Personal: Ohio State University Moritz College of Law, J.D. 1992, honors, Associate Editor of the Ohio State Law Journal; Indiana University, M.A. 1989, English; College of Wooster, B.A. 1986, Phi Beta Kappa, honors.

KELLOGG, Amy E
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Featured in Real Estate (Ohio)
Career: Amy Kellogg is a problem-solver, offering clients creative solutions and assistance in helping them reach their goals when it comes to real estate ownership, leasing, expansion, development or disposition. Known as an attorney who can get the deal done, she takes the mystery out of the real estate process and efficiently brings a transaction to each clients' desired conclusion. Amy partners closely with clients, both public and private, helping them through a variety of different real estate issues, effectively coping with challenges posed throughout the process. She also handles clients' retail, office, industrial and/or commercial leases, as well as any acquisitions of new businesses and integration of new properties into their existing real estate portfolios. Amy is the Cleveland Real Estate team leader.

KESSLER, Marc
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Featured in Litigation (Ohio)
Practice Areas: Litigation Complex Commercial Litigation Tort Litigation Real Estate Real Estate Industry Services Restructuring, Bankruptcy and Insolvency
Career: Marc J. Kessler is an experienced trial lawyer who is widely regarded as one of the nation's preeminent business litigators. He has extensive experience with large scale, "bet-the-company" matters and is widely recognized for his ability to handle the most complex and critical litigation issues. Marc's expertise includes complex commercial transactions, procurement, healthcare, trade secrets and non-competition, product liability, business torts, real estate, intellectual property rights, and toxic tort defense. During his almost 30 years of practice, Marc has tried, litigated, arbitrated, mediated or otherwise resolved a wide variety of disputes and other client matters across the country. Marc's clients include large publicly traded corporations, healthcare companies, chemical companies, steel manufacturers, financial institutions, accounting firms and a variety of governmental entities. As part of his sophisticated practice, Marc counsels healthcare clients as they navigate the complex regulatory environment and assists clients in resolving disputes with state government entities through administrative litigation. Marc has significant experience representing clients in administrative hearings through contested case hearings and defending favorable decisions through appeals. His representation includes serving as national counsel to one of the largest health insurance providers in the country for more than 12 years. In this representation, Marc has built a reputation based on providing top-notch innovation, quality and service in all aspects of state and local government procurement, including leading the firm's representation of this client in numerous matters where billions of dollars are at stake. In addition to his representation of clients in the healthcare industry, Marc represents a large range of clients in non-compete, non-solicitation, and trade secret matters, helping them protect their competitive advantage. Marc has also achieved significant trial success for his clients in complex, high-stakes product liability litigation. In addition to his thriving litigation practice, Marc is a member of Hahn Loeser's Board of Directors and is the former CEO and Managing Partner of the firm. He leads the firm's Litigation Practice Area in Columbus and mentors other attorneys across the firm's six offices. As part of his national recognition, Marc has been listed in Best Lawyers in America® every year since 2005 and was recently recognized by Best Lawyers as a "Lawyer of the Year" in Columbus for 2022. He is also recognized by Chambers USA as one of the top litigation attorneys in Ohio. He is further consistently recognized as an Ohio Super Lawyer. •Partner, Hahn Loeser & Parks LLP, 2002-present; Chief Executive Officer and Managing Partner, 2017-19; Partner-in-Charge, Columbus, Ohio office, 2011-17. •Vice Chair, Ohio Supreme Court Commission on Certification of Attorneys as Specialists.
Professional Memberships:
•American Bar Association, Member; Forum on the Entertainment and Sports Industries; Young Lawyers Division, Arts, Entertainment and Sports Law Committees, Vice Chair. •Ohio State Bar Association, Member; Sports and Entertainment Law Committee, Chairman; Litigation Committee. •Columbus Bar Association, Member; Construction Law Committee; Sports and Entertainment Law Committee. •Capital University School of Law: Adjunct Professor, Professional Sports Law.

KILLWORTH, Allen
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Featured in Healthcare (Ohio)
Practice Areas: Attorney Allen Killworth helps hospitals and health care facilities navigate federal and state regulatory issues. Health care providers seek his counsel on a variety of survey, certification, and licensure issues. Allen helps clients prepare for and respond to surveys, drafts plans of correction, and appeals adverse determinations. Clients also look to Allen for advice on provider enrollment and regulatory issues related to initial organization, changes of ownership, and mergers and acquisitions of health care entities. Additionally, he assists providers with a wide range of HIPAA privacy and security issues, including full and focused audits, breach investigations, assistance with Office for Civil Rights compliance investigations, policy drafting and implementation, and workforce training. Before joining Epstein Becker Green, Allen was a health care partner at an Ohio law firm. https://www.ebglaw.com/people/allen-r-killworth/

KIM, Eduardo
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Featured in Banking & Finance (Ohio)
Career: Eduardo is a partner in the firm's Commercial & Public Finance practice group. He focuses his practice on commercial lending, representing banks and other financial institutions. Eduardo has significant experience with syndicated senior credit facilities, asset-based and structured finance facilities, project and equipment lease financings, acquisition financings, and financing transactions involving multiple foreign jurisdictions. His financing experience spans most industries, including agriculture, consumer, renewable energy, gaming, health care, manufacturing, service, technology, transportation and retail.

KING, Stephen M.
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Featured in Real Estate (Ohio)
Career: Steve is a partner in the firm's Real Estate, Commercial and Public Finance, and Corporate Transactions & Securities practice groups. His commercial real estate practice focuses on the acquisition, development (mixed use, office and retail), finance and sales of commercial land; commercial leasing; sale/leaseback transactions; zoning and land use planning; and construction contracts. Steve is co-chair of the Development Team of the Real Estate practice group. Steve represents developers, owners, users and operators of office buildings, multi-family projects, shopping centers, industrial and manufacturing facilities, and other mixed use projects on a local, regional and national basis. He represents clients in sophisticated, multi-faceted loan workouts and restructurings. Steve has a wide range of experience with joint ventures and syndications, including involvement with developers, investors and contractors, with an extensive variety of structures. He has been involved with the real estate aspects of, and loan documentation for, New Markets Tax Credit transactions.

KIRKWOOD, Thomas J
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Featured in Construction (Ohio)
Career: Tom has handled private and public sector construction transactions and claims litigation for owners, developers, designers, CMs and contractors since 1974, including major, multi-week jury trials of construction cases. He has served as special counsel to such major developments as Cincinnati's $600 million Banks riverfront project. As a consultant in the firm's Project Management Consultants ancillary business, he has mediated more than 200 construction disputes and has provided field-level consulting to more than 200 projects with budgets totaling more than $8 billion.

KIRSCH, Kevin W
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Featured in Intellectual Property (Ohio)
Career: Kevin Kirsch is the co-leader of BakerHostetler's Patent Litigation team and is the Columbus Intellectual Property Leader. Registered to practice before the U.S. Patent and Trademark Office (USPTO) and having represented companies in more than 150 patent litigation matters venued in more than a dozen states, Kevin is deeply familiar with the environment in which his clients operate, making him a strong advocate for their patent litigation needs. Kevin also has extensive experience representing companies in high stakes trade secret cases and other intellectual property matters.

KLEINMAN, Stephen
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614-872-2410
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Featured in Healthcare (Ohio)
Practice Areas: When hospital and physician leadership need advice on medical staff, credentialing, peer review, and quality improvement issues, they turn to attorney Steve Kleinman. His daily work includes advising hospitals and medical staff leaders regarding best practices with respect to medical staff appointment and clinical privileging matters, conduct and impairment concerns, issues involving summary suspension and formal corrective action, hearings and appeals, and attendant processes and procedures. He routinely works with medical staff leaders to revise and update medical staff bylaws, policies, and rules and regulations. As an attorney with more than 25 years of medical staff experience, Steve brings a real-world practical approach to support his counsel in medical staff matters. Hospice, long-term care providers, and developmental disability service providers rely on Steve's advice regarding regulatory and day-to-day operational issues. https://www.ebglaw.com/people/stephen-steve-r-kleinman/

KOLESAR, Andrew L
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Featured in Environment (Ohio)
Career: Andrew leads the Environmental practice group. He represents companies in matters across the U.S.

involving the defense of environmental enforcement actions; environmental litigation; permitting; environmental, health and safety compliance matters; assisting with cleanups under state and federal programs; counseling on corporate and real estate transactions and brownfields development; and developing proactive environmental compliance programs. Andrew received his J.D., cum laude, from Georgetown University, where he was a law and economics Olin Fellow and associate editor of the law journal. Before becoming a lawyer, Andrew worked as an environmental engineer.

KUHNELL, Clayton
Frost Brown Todd LLP, Louisville
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Featured in Intellectual Property (Ohio)
Practice Areas: Patent Litigation, Patent Prosecution, Drafting & Consultation, IP Licensing
Career: Clay's practice focuses on intellectual property and technology law, with a particular emphasis on protecting and enforcing patents, trademarks, copyrights, and trade secrets before U.S. federal courts, the International Trade Commission, and the U.S. Patent and Trademark Office. He advises public companies, mid-market entities, and entrepreneurs in forming intellectual property strategies that add value, protect critical assets, and further business objectives. Clay partners with his clients to assist them in a variety of ways–from securing and valuing IP rights, to IP due diligence reviews/audits, to IP enforcement and litigation. Clay represents clients in a broad range of industries and technologies, including consumer products, pharmaceutical, wire and cable, agricultural, medical device, telecommunications, and software.
Professional Memberships: Intellectual Property Owners Association (IPO) (current member of Green Technology Subcommittee and past member of International IP Law & Practice Division Subcommittee).

LANG, James
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Featured in Energy & Natural Resources (Ohio)
Practice Areas: Energy and Utilities Law Energy and Utilities–State Regulatory Energy and Utilities–Federal Regulatory Public Utilities, Energy, and Telecommunications Litigation Public Law Litigation Public Law Tax Litigation Tax Law Business, Corporate, and Commercial Litigation Appellate Litigation Government Relations and Legislation State and Government Relations and Policy Information Technology Law Litigation Real Estate Litigation
Career: A Partner and Co-Chair of Calfee's Energy and Utilities practice group, Jim Lang also serves as Leader of the Public Law practice and of the Energy and Utilities industry team. He provides litigation counsel to a wide range of clients, including public utilities, municipalities, private-property owners and publicly and privately held businesses. Jim's multi-disciplinary legal interests include constitutional law, telecommunications and energy, campaign finance and lobbying compliance, gaming, class actions, property taxation and municipal and public law. He has represented clients before trial and appellate courts at both the state and federal level, the Public Utilities Commission of Ohio (PUCO), Ohio Power Siting Board, Ohio Board of Tax Appeals, county boards of revision, private mediators and AAA and NASD arbitrators. Jim has lectured in public and private forums to representatives of companies and public agencies regarding electronic discovery challenges and effective records management. Jim is a member of the Ohio State and Cleveland Metropolitan Bar Associations. He is a 2002 graduate of LeadDIVERSITY, a diversity and leadership training program operated by the Diversity Center of Northeast Ohio. Prior to entering law school, Jim served as a production coordinator for U.S. News and World Report magazine and as a research assistant for Martin P. Stevens J.P., M.P., in England's House of Commons. Jim began his tenure with Calfee in 1992 and was elected Partner in 2002.
Professional Memberships: Ohio State Bar Association, Member Cleveland Metropolitan Bar Association, Member LeadDIVERSITY, Diversity Center of Northeast Ohio, 2002 Program Graduate

LAWLER, Kevin
Calfee, Halter & Griswold LLP, Columbus
Featured in Corporate/M&A (Ohio: South & Central)
Practice Areas: Corporate and Finance Business and Fund Formation Commercial Contracts Emerging Companies and Venture Capital Mergers and Acquisitions, Divestitures and Sales Investment Management Private Equity
Career: KJ Lawler, an Associate Attorney with Calfee's Corporate and Finance practice, has experience with a wide array of contractual and transactional matters. Prior to joining Calfee in 2021, KJ was an Associate in the Venture Technology Group of a global law firm's New York office. He has experience advising clients on a variety of contractual and transactional matters across the lifespan of startups, including organizational documents, commercial contracts, and investments and acquisitions. KJ served as a Law Clerk and Summer Associate with McCarter & English, LLP in Philadelphia after spending time as a Law Student Counselor for the Detkin Intellectual Property and Technology Law Clinic and as a Legal Intern for the Corporate Law Group, Intellectual Property Section at the City of Philadelphia. In addition, he served as a Legal Intern for the Commercial and Intellectual Property Law Group at NASA in Washington, D.C. KJ earned his J.D. from the University of Pennsylvania Law School, where he served as Board Editor (2018-2019) and Associate Editor (2017-2018) of the Journal of Law & Innovation, as well as the Senior Symposium Advisor of the Penn Intellectual Property Group. In addition, during law school, KJ was a student member of the Penn Law Inn of Court. He received his B.S., magna cum laude, in Aeronautical and Astronautical Engineering with a minor in English from The Ohio State University.

LAWNICZAK, James
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Featured in Bankruptcy/Restructuring (Ohio)
Practice Areas: Business Restructuring and Insolvency Commercial Lending Corporate and Finance
Career: Jim Lawniczak has more than 40 years of experience representing clients in complex corporate reorganizations and bankruptcy and creditors' rights, as well as commercial business and finance matters. Jim represents secured and unsecured creditors, debtors, liquidators, receivers and unsecured creditors' committees in all aspects of corporate and insurance insolvency and workout proceedings. His practice also encompasses working with domestic and international clients on transactional matters in the commercial business and finance arena. Jim has successfully handled complex bankruptcies and reorganizations for private and public companies in the steel, manufacturing and retail industries. His work includes serving as debtors' counsel in the successful reorganization of the Wheeling Pittsburgh Steel Corporation, a company that restructured hundreds of millions of dollars of debt in Chapter 11. Jim also facilitated the 363 sales of Republic Storage Systems Company and Concord Steel Inc.; his guidance enabled them to achieve their goal of selling their businesses, while preserving critical assets and jobs. Jim is a contributing author to the 16th Edition of Collier on Bankruptcy–the leading national treatise on bankruptcy law. Jim also has written the authoritative, comprehensive treatise, Collier Lending Institutions and the Bankruptcy Code (2d. ed.), published by LexisNexis. It covers all aspects of loan origination, workouts and bankruptcy from the perspective of lending institutions. The Collier series has long been recognized as the leading legal authority in the U.S. on bankruptcy and related topics impacting entities in the U.S. and globally. Jim has authored bankruptcy and related chapters of Lexis's Asset Based Financing, Business Organizations with Tax Planning (including chapter 154 on alter ego claims), and Franchising treatise. He is the Editor-in-Chief of LexisNexis Debtor-Creditor Law treatise. Jim was a featured online contributor to the "LexisNexis Expert Commentaries" series, providing insight on significant, high-profile bankruptcy cases, and he has been a featured panelist in Financier Worldwide. He also has published multiple articles in professional and legal journals, and he frequently lectures on bankruptcy and commercial finance issues at professional seminars and conferences. He is a former trustee and program committee chairman of the Northern Ohio Chapter of the Turnaround Management Association. Jim is a member of the Cleveland Metropolitan Bar Association, having served as a trustee from 2005-2009. He is a member of its Bankruptcy and Commercial Law Section (chairperson 2003-2004) and served as chair of its Lawyer-Client Fee Dispute Resolution Committee (2011-2012). He also served as chair (2009-2010) of the Association's 3R Committee, which directs an award-winning educational program for high school students. He served (2007-2016) as legal adviser to Shaw High School's mock trial team, which repeatedly advanced to the state tournament in those years. He was a longtime trustee (treasurer 2004-2007) of the Fairmount Center for the Arts. Jim was a partner with the Chicago firm of Mayer, Brown & Platt in its bankruptcy and restructuring group prior to joining Calfee as a partner in 1988.
Professional Memberships: Turnaround Management Association–Northern Ohio Chapter, Former Trustee and Program Committee Chair Cleveland Metropolitan Bar Association, Member and Former Trustee (2005-2009) Cleveland Metropolitan Bar Association's Bankruptcy and Commercial Law Section, Member and Former Chair (2003-2004) Cleveland Metropolitan Bar Association's Lawyer-Client Fee Dispute Resolution Committee, Former Chair (2011-2012) Cleveland Metropolitan Bar Association's 3Rs Committee, which directs an award-winning educational program for high school students, Former Chair (2009-2010)

LEBOWITZ, Todd H
BakerHostetler LLP, Cleveland
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Featured in Labor & Employment (Ohio)
Career: Who Is My Employee? Todd Lebowitz has built a practice niche helping companies nationwide answer that question. Independent contractor misclassification and joint employment claims can be costly. Todd helps businesses create common sense, customized solutions that limit risk. His in-depth understanding of the many classification tests that apply to different laws, different industries, and different states has made him a go-to resource for Fortune 500 companies, regional and local businesses. Todd leads the firm's national Contingent Workforce Practice Team. Todd has successfully defended misclassification claims of all sizes, obtaining outright dismissals in numerous class actions and reaching settlements as low as zero dollars, often based on programs Todd had developed for the same client. Todd advocates a proactive

review of contracts with independent contractors, staffing agencies, and other providers of non-employee labor. Steps can almost always be taken to reduce risk and create the facts needed to successfully defend a classification dispute. Todd's award-winning blog, WhoIsMyEmployee.com explores issues related to independent contractor misclassification and joint employment, providing valuable information about risks, tips, trends and developments (sprinkled with vaguely related classic rock and '80s pop culture references). Todd also serves as a trusted advisor to clients on a broad range of complex employment law issues, including background checks, hiring, disability and accommodation issues, medical leaves, discipline, terminations and reductions in force. Todd closely follows the maze of federal, state and local background check laws and has designed nationwide background check compliance programs for large national employers. His approach to employment law is to help companies solve legal problems in a way that makes business sense. He strives to be responsive, attentive, and proactive, and he aims to partner with his clients in understanding their business needs and helping them to anticipate problems before they arise.

LEOPOLD, David
Ulmer & Berne LLP, Cleveland
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Featured in Immigration (USA – Nationwide), Immigration (Ohio)

Practice Areas: Immigration, Employment & Labor, Litigation & Dispute Resolution

Career: David has more than 20 years of experience counseling domestic and foreign businesses, health care institutions, law firms, religious institutions, nonprofits, and other entities on issues related to U.S. immigration, visa, and citizenship law. A nationally recognized immigration policy expert, writer, and public speaker, David has testified as an immigration law expert before Congress. He also serves as an immigration policy consultant to major national immigration reform groups, including America's Voice, and was a member of Immigration Working Groups for the Biden-Harris transition team and presidential campaign. David serves as a "go-to" analyst of cutting-edge immigration issues for major national and international media outlets, and regularly handles high-profile, politically charged matters that draw national attention.

Professional Memberships: Immigration Policy Counsel, America's Voice; Founding Member, Latino-Jewish Leadership Council, American Jewish Committee; Board Member, Global Cleveland; Past President and General Counsel, American Immigration Lawyers Association; Former Member, AILA Administrative Litigation Task Force; Former Board Member, American Immigration Council; Former Adjunct Professor of Immigration Law, Case Western Reserve University and Cleveland State University.

Personal: J.D., Case Western Reserve University School of Law; B.A., University of Michigan.

LEPENE, Alan R
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Featured in Bankruptcy/Restructuring (Ohio)

Career: Alan is the former leader of the firm's Business Restructuring, Creditors' Rights & Bankruptcy practice group and a former member of the firm's Executive Committee. He focuses his practice on bankruptcy (primarily Chapter 11 reorganizations), workouts and commercial litigation. Alan has significant experience representing senior lenders in major bankruptcy cases and workouts and creditors' committees and debtors in numerous cases under Chapter 11 of the Bankruptcy Code. He previously served as chair of the Banking, Commercial and Bankruptcy Law Committee of the Ohio State Bar Association and is a Fellow in the American College of Bankruptcy.

LEPENE, Scott
Thompson Hine LLP, Cleveland
Featured in Bankruptcy/Restructuring (Ohio)

Practice Areas: Scott is a partner in Thompson Hine's Business Restructuring practice. His client-centric approach to his practice focuses on understanding a client's business and its underperforming areas and then developing and executing a strategic service delivery plan that addresses the issues at hand. Scott is nationally known as a leader in the assignment for the benefit of creditors' field, has produced groundbreaking results benefitting secured creditors and assignees of assignment estates, and enabled companies to implement an efficient bankruptcy alternative. His work in distressed M&A and investing has allowed him to advise private equity firms on the best courses of action to leverage a rapidly changing economic market to deploy dry powder in a strategic manner that yields results. Scott holds a J.D. from Vanderbilt University and a B.S. from Ohio University. He is licensed in Ohio and New York and spends considerable time in New York.

LEWIS, John Q
Nelson Mullins Riley & Scarborough LLP, Cleveland
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Featured in Litigation (Ohio)

Practice Areas: State Attorneys General Actions Commercial Litigation & Business Torts Premises Liability Products Liability – Consumer & Mechanical Products Liability – Pharmaceuticals & Medical Devices Securities & Enforcement Professional Liability Class Action & Multi-Claim Litigation

Career: John is an experienced trial lawyer who has represented clients in high-stakes, complex disputes throughout the world. He has secured trial wins for public and private company clients against America's top trial lawyers in jurisdictions around the country. But he also has frequently initiated innovative legal strategies that have led to early pre-trial exits for clients at the motion to dismiss or summary judgment stages of litigation, resulting in savings of millions of dollars in litigation expenses and verdicts. John's experience includes delivering creative resolutions to complex disputes, including large-scale business solutions, protective court-approved class action settlements, and global resolution of all or major parts of multidistrict litigation. John on multiple occasions has defended against challenges to class settlements by objectors claiming the settlements were too favorable to clients, including the U.S. Department of Justice and state attorneys general. Clients engage John on both plaintiff-side and defense-side matters. On the defense side, he often heads up trial teams and national coordinating counsel representations in product liability, class action, and contract-related lawsuits, including those involving FDA-regulated devices and medicines, consumer products, recurring contract and property-related claims, and environmental and toxic tort actions. He also leads defense-side legal teams in one-off sophisticated commercial disputes, including transaction-related shareholder derivative and class actions, employment litigation related to non-compete and trade secret matters, professional liability and ethics-related claims, and complex supply and distribution agreement disputes. On the plaintiff side, John has represented clients and their legal departments in various types of contract and business tort matters, including joint venture, LLC and corporate governance disputes, post-closing disputes involving commercial transactions, pre-closing private equity and sophisticated shareholder class actions, professional negligence claims, trade secret and intellectual property litigation, and vendor and customer supply disputes.

Professional Memberships: Northern District of Ohio Advisory Group Co-chair, Access to Justice Committee Member, Civil Rules Committee Board Member, Legal Aid Society Cleveland Metropolitan Bar Association Past Section Chair Judicial Selection Committee The Judge John M. Manos American Inn of Court Defense Research Institute Ohio State Bar Association

Personal: Duquesne University School of Law, JD, cum laude (1996) Order of Barristers Law Review Chairman, Moot Court Kalamazoo College, BA (1993)

LINVILLE, Ronald G
BakerHostetler LLP, Columbus
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Featured in Labor & Employment (Ohio)

Career: Ron Linville focuses his practice on management-side labor and employment matters, utilizing more than 40 years of knowledge and experience to help clients solve their distinct concerns. He has developed one of the largest public-sector practices in Ohio and works with high-profile entities such as airports, cities and transit systems in the negotiation of their labor contracts and labor arbitration litigation. His private-sector work includes the defense of several Fortune 100 companies in employment-related litigation and the day-to-day counseling of major corporations, advising them on how best to avoid litigation and the resolution of issues quickly and efficiently should any occur. Ron ensures that matters are resolved in a way that satisfies his clients' immediate goals while also supporting long-term business strategies. Through treating all involved parties with respect, he is able to discern the facts of a matter directly and collaborate to determine the most practical way to solve workplace issues.

LOESCH, Robert
Tucker Ellis LLP, Cleveland
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Featured in Corporate/M&A (Ohio: North)

Practice Areas: •Securities & Capital Markets •Corporate Governance •Financial Services •Mergers & Acquisitions •Middle Market •Private Equity •Venture Capital

Career: Bob Loesch is a corporate lawyer focusing on securities compliance and general corporate and M&A matters. He has more than 25 years of experience counseling both public and private companies in securities and corporate compliance matters, including M&A, SEC reporting, corporate governance, board matters, securities offerings, proxy matters, investor relations, corporate laws, exchange listings, executive compensation, and commercial matters. Bob began his legal career at the United States Securities and Exchange Commission's Division of Enforcement in New York City, where he investigated and prosecuted violations of the federal securities laws.

Professional Memberships: •Society for Corporate Governance

LOVE, Julia Ann
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Featured in Employee Benefits & Executive Compensation (Ohio)

Career: Julia leads the firm's Employee Benefits & Executive Compensation practice and has almost 30 years' experience counseling businesses on employee benefits and executive compensation issues, including ERISA compliance, defined benefit and defined contribution retirement plans, health and welfare plans, executive employment agreements and non-qualified deferred compensation arrangements. She has significant experience advising on defined benefit pension plan de-risking transactions, employee benefits issues in mergers and acquisitions, Affordable Care Act compliance, and issues relating to multiple and multiemployer pension and health and welfare plans. Julia was inducted as a Fellow of the American College of Employee Benefits Counsel in 2016.

LUBOW, Susan N
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Featured in Employee Benefits & Executive Compensation (Ohio)
Practice Areas: Practicing in the area of employee benefits and executive compensation for over two decades, Susan Lubow handles all areas of employee benefits law, including matters related to qualified and nonqualified retirement plans, health and welfare plans, executive compensation and Employee Retirement Income Security Act (ERISA) compliance. She counsels employers regarding the implementation, design and administration of their employee benefits programs, finding practical solutions for clients when legal compliance and business challenges arise. By providing information in an understandable way, Susan helps her clients process the often complicated aspects of employee benefits compliance, enabling them to better focus on their business objectives. Susan strives to highlight all available options for meeting employee benefits goals and resolving benefits challenges in order to give her clients the knowledge and ability to make fully informed decisions for each unique situation.

LUCCHESI, Thomas R
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Featured in Litigation (Ohio)
Career: Tom Lucchesi has more than 35 years of experience as a trial lawyer representing clients in commercial disputes. He has represented plaintiffs and defendants in state and federal courts, including bankruptcy courts, throughout the United States. Tom has participated in more than 25 trials and in dozens of arbitration and mediation proceedings and has appeared before numerous state and federal appellate courts. His litigation experience includes contract, general commercial, landlord-tenant, intellectual property, construction, fraud, negligence, legal malpractice and bankruptcy issues involving a wide range of clients, from sophisticated financial and healthcare institutions to individuals and entrepreneurs.

LUKE, Erin
Thompson Hine LLP, Cleveland
Featured in Construction (Ohio)
Career: Erin is a partner in the firm's Construction practice group. She counsels owners, construction managers, design-builders, architects and engineers on large and complex projects in a broad range of industry sectors, including energy and infrastructure, sports stadia, hospital and medical facilities, event and entertainment facilities, hotel and resort developments, and casino and gaming developments. Her experience includes project delivery and structuring advice, contract negotiating and drafting, insurance and risk management counseling, and operational project management advice.

LYDON, Angela
Frantz Ward LLP, Cleveland
Featured in Litigation (Ohio)
Practice Areas: Litigation; Transportation and Logistics; Cannabis; ERISA Counseling, Arbitration, and Litigation; Entrepreneurs and Growing Businesses
Career: Angie is an experienced litigator who represents businesses and individuals throughout the United States, with a focus on commercial disputes, transportation law, business torts, products liability, and insurance issues. She handles all stages of civil litigation, including navigating discovery, dispositive briefing, trial, and appeals. She has tried cases in both state and federal court. Angie's favorite aspect of being an attorney is working closely with clients and colleagues to find creative solutions to complicated issues. Angie earned her J.D., magna cum laude, from Case Western Reserve University School of Law and her B.A., cum laude, from Miami University. She has been named to The Best Lawyers in America "Ones to Watch" and to the Ohio Super Lawyers "Rising Star" lists.
Professional Memberships: PROFESSIONAL AFFILIATIONS -Ohio State Bar Association — Member (2011-Present) -Cleveland Metropolitan Bar Association — Member (2011-Present) -FDCC Ladder Down Cleveland Program –Class of 2019 COMMUNITY INVOLVEMENT -Caring Cubs — Board Member (2021-Present) -Case Western Reserve University — Adjunct Associate Professor (2020-Present) -Early Childhood PTA — Rules and Regulations Committee Chair (2013-Present) FIRM INVOLVEMENT -Vice-Chair, Litigation Practice Group – Frantz Ward LLP
Publications: "Actions Speak Louder than Words, and Can Get You in More Trouble: Ohio Supreme Court Holds That Litigation Privilege Does Not Apply to Actions Taken by Corporation's Board of Directors," Frantz Ward Client Alert (December 2020) "Anticipated Reopening Creates Risks for Third-Party Liability – Do You Have Insurance Coverage for That?" Frantz Ward Client Alert (April 2020) "Brewer's Beware: When It Comes to Claims of False Advertising, Cola's May Not Be Safe Harbors," Frantz Ward Client Alert (October 2016) "Ohio Supreme Court Confirms Scope of Spoliation Claim," Frantz Ward Litigation News Item (May 2018) "Civil Liability For Criminal Acts: Unravelling the Mystery of R.C. 2307.60," Cleveland Metropolitan Bar Journal (February 2015) "Professionalism in Depositions," Cleveland Metropolitan Bar Journal (November 2014)

MALONE, Raymond M
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Featured in Employee Benefits & Executive Compensation (Ohio)
Career: Ray Malone has more than 35 years of experience handling all facets of employee benefits and executive compensation matters for clients ranging from multinational public corporations to large and mid-market public and private corporations, private equity funds and portfolio entities, to large tax-exempt organizations such as research universities and hospital systems. He helps his clients attain their desired goals and solve problems in the area of employee benefits, including retirement plans, health and welfare plans, transactional benefit work, multi-employer pension plans and collectively bargained plans. Ray's depth of experience in this area enables him to handle matters covering most aspects of the design, implementation, maintenance, operation and termination of qualified and nonqualified retirement plans and programs, executive compensation arrangements, C-suite employment agreements and tax-exempt organization plans. He has particular experience with employee benefits in merger and acquisition transactions.

MARRERO, Michael
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Featured in Intellectual Property (Ohio)
Practice Areas: Mike concentrates his practice in trademark law, such as trademark clearance, prosecuting trademark applications and office actions before the U.S. Patent & Trademark Office, opposition and cancellation actions, and litigation. Besides trademarks, his areas of expertise include copyrights and licensing, business planning, shareholder and investor relations, mergers and acquisitions, cybersecurity and data privacy, advertising and promotional law, and administrative law. He has extensive experience representing closely held corporations in business matters, venture-capital funding, acquisitions, and divestitures. Mike co-leads Ulmer's Cybersecurity & Privacy Group.
Career: Previously, Mike served as in-house counsel at both Bristol-Myers Squibb and Johnson Wax where he focused on intellectual property, business and corporate law, administrative law, and truth-in-advertising matters.
Professional Memberships: Member, Intellectual Property Owners Association; Trustee, Legal Aid Society of Greater Cincinnati; President, Board of Trustees, Community Law Center.
Personal: Trustee, Cincinnati Opera.

MARTINSEK, Amanda
Ulmer & Berne LLP, Cleveland
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Featured in Litigation (Ohio)
Practice Areas: Complex Business Litigation, Financial Services, Class Actions, School Law Litigation
Career: Amanda is a seasoned trial lawyer with more than 30 years of experience litigating complex cases including class actions, shareholder derivative claims, product liability suits, real estate matters, and a variety of other disputes and claims. Her experience encompasses a range of commercial disputes including breach of contract, fraud, tortious interference, covenants not to compete, supplier agreements, and other business issues. She has both prosecuted and defended shareholder derivative and direct shareholder claims, and has represented directors and officers against claims brought under federal securities laws and various state laws. She also has experience representing policyholders against their insurers both in active litigation and through negotiation. She has been involved in the litigation of public works contracts, trust and estate issues, professional liability claims, construction and manufacturing disputes, school law claims, and employment issues. In addition to her significant trial experience, Amanda has represented public and private clients in administrative proceedings and arbitrations.
Personal: The Cleveland Orchestra Advisory Council (Member)

MCCAFFREY, John F.
Tucker Ellis LLP, Cleveland
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Featured in Litigation (Ohio)
Practice Areas: ·White Collar Criminal Defense & Corporate Investigations ·Business Litigation ·Trial & Litigation
Career: John McCaffrey's practice focuses on complex business litigation and white collar criminal defense. He has tried more than 70 cases and argued numerous appellate matters. He handles white collar crime cases including antitrust, public corruption, securities and banking offenses, cyber-crime, economic espionage and trade secret offenses, healthcare and government contract fraud, tax, and environmental crime. John has handled numerous False Claims Act cases as counsel for the qui tam relator and as defense counsel. He is a former Special Agent of the FBI and prosecutor. He is a Fellow of the American Board of Criminal Lawyers and also a Fellow of the American College of Trial Lawyers where he currently serves as the Vice-Chair of the Ohio State Committee.

MCDOUGALL, Mark
Calfee, Halter & Griswold LLP, Cleveland
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Featured in Intellectual Property (Ohio)
Practice Areas: Intellectual Property Intellectual Property Litigation Patent Prosecution Patent Litigation Technology Transfer Information Technology Litigation IP and Technology Transactions Trademark Law Copyright Law Information Technology Law
Career: Mark McDougall uses his consulting and engineering background to provide pragmatic advice on IP matters, focusing primarily on complex litigation matters, patent counseling and strategy concerning the procurement of patents. Co-Chair of the IP practice, Mark secures valuable rights protecting clients' investment and competitive advantage. He helps clients monetize and enforce IP rights and defends clients against risks related to competitors' intellectual property. A substantial portion of Mark's practice is devoted to litigation

matters on behalf of both plaintiffs and defendants. He has experience in both state and federal court, including all facets of district court litigation and appeals to the Federal Circuit. Mark has been lead counsel in multiple patent cases securing favorable outcomes for his clients. He also regularly handles inter partes review proceedings before the Patent Trial and Appeal Board. Mark's experience helps him find creative business solutions to his clients' intellectual property related issues. He leans on his litigation experience when asked to provide counsel on patent clearance and due diligence matters, including patent portfolio analyses, validity and infringement opinions. Mark also utilizes his engineering experience to help businesses develop new products, strengthen their intellectual property positions for product lines and build the overall value of their portfolio. Mark also enjoys providing counsel and strategy to clients on the procurement of intellectual property rights. He prepares and prosecutes patent applications on a diverse range of innovations in areas such as industrial and consumer products, electrical devices, building materials, medical devices and equipment, automotive and computer-related technologies. He works with clients to manage their worldwide patent portfolios and has experience with complex prosecution matters such as reexamination proceedings. Using his knowledge and experience, Mark also helps athletes establish, monetize and protect their Name, Image and Likeness (NIL). Mark received his law degree, cum laude, from Case Western Reserve University with honors in his concentration of law and technology. Mark's professional background working as a mechanical engineer for General Motors Corporation and as a business consultant at Accenture Ltd. helps shape his understanding of his clients' business needs and ultimately contributes to finding unique solutions to support their goals. Mark joined Calfee in 2006, was elected Partner in 2015, and began serving as Vice Chair of the Intellectual Property practice group in 2020 and Co-Chair in 2021.

MCGOWAN JR, John J
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Featured in Employee Benefits & Executive Compensation (Ohio)

Practice Areas: John McGowan has almost 40 years of Employee Retirement Income Security Act (ERISA) and related employment, tax, healthcare and securities law experience, representing benefit plans (and plan-covered individuals), plan sponsors, plan fiduciaries and executives. He is particularly adept at handling the challenges and disputes that plan sponsors, plan fiduciaries and other stakeholders face when things go wrong, regardless of the root cause, including private litigation, and regulatory inquiries and enforcement actions. John considers all aspects of matters facing his clients and crafts practical, long-term solutions that can withstand challenge. Particular areas of experience include multiemployer plan disputes (both plan disputes and disputes with others over responsibility for plan-related liabilities), health care reform (including the Affordable Care Act) and related tax sanctions, worker misclassification matters, high stakes ERISA litigation and executive compensation arrangements.

MCINTYRE, M Scott
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Featured in Labor & Employment (Ohio)

Career: Scott relies upon his successful trial, arbitration and appellate experience throughout the U.S. to aggressively advocate for his clients when disputes arise and to guide them in a practical and efficient manner concerning compliance and risks in order to avoid legal disputes. As a Board-Certified Specialist in Employment and Labor Law, he draws from his broad experience defending class and collective actions, whistleblower claims, non-compete and trade secret litigation, privacy related litigation, high stakes international litigation, single plaintiff employment and commercial litigation matters, and government and administrative investigation matters to tailor creative strategies for each, regardless of where it is pending. Scott's creative and customized solutions to legal problems begin with his dedicated listening to and understanding clients' legal and broader business goals, as well as their corporate culture and reputational risks. He is a trusted advisor to clients on a broad range of employment and workplace issues, including the protection of confidential information, data and digital assets, privacy and monitoring issues, biometric issues (including BIPA), remote work, hybrid workforce matters, wage and hour compliance, social media compliance, disability and accommodation issues, medical leaves and the protection of medical information, hiring and background checks, as well as misclassification issues. While he aggressively litigates when in his clients' interest, he partners with his them to fully understand the source of problems and to identify long-term solutions to avoid litigation in the first place. Scott conducts training and investigations and helps clients with developing arbitration programs and regularly arbitrates claims. Scott also has been selected as an arbitrator himself to resolve disputes. Scott leads the Cincinnati Labor and Employment practice and the firm's Employee Privacy team.

MCMAHON, Brian
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Featured in Banking & Finance (Ohio)

Practice Areas: Commercial Lending Corporate and Finance Business Restructuring and Insolvency Commercial Contracts Private Equity

Career: Brian McMahon is a Partner with Calfee's Corporate and Finance practice group. He structures and negotiates highly leveraged and asset-based financings, syndicated loans, multinational and multi-currency credits, asset securitization transactions and mezzanine placements. Brian also counsels clients with bankruptcy and creditors' rights issues and in negotiating and structuring sales, distribution and supply agreements. His experience includes representing various lending and financial institutions and publicly and privately held businesses. Brian has been selected for inclusion in The Best Lawyers in America© (2010-2022) in the area of Banking and Finance Law. Brian is a member of the American, Ohio State and Cleveland Metropolitan Bar Associations. A certified public accountant, Brian was a staff accountant with Deloitte & Touche from 1989 to 1991. He served as a law clerk for Judge James H. Williams, the chief bankruptcy judge for the Northern District of Ohio, prior to joining Calfee as an associate in 1996. He became a partner with the firm in 2005.

Professional Memberships: American Bar Association, Member Ohio State Bar Association, Member Cleveland Metropolitan Bar Association, Member

MERKLIN, Marc
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Featured in Bankruptcy/Restructuring (Ohio)

Practice Areas: Marc is the immediate past Managing Partner of the firm and the Chair of the Business restructuring, Bankruptcy & Commercial Law Practice Group. He focuses on general business counseling, commercial law and business reorganizations. He represents creditors, debtors, committees and trustees in Chapter 11 reorganizations, as well as borrowers in loan transactions and bankruptcy and commercial litigation. Marc also works on the sale and acquisition of financially distressed companies. Marc was named as a Fellow in the 30th Class of the American College of Bankruptcy, a prestigious recognition for those who have exhibited professional excellence and have made substantial contributions to the bankruptcy and insolvency practice.

Professional Memberships: Graduate of Leadership Akron, Class XIV Akron, Cleveland Metropolitan, Ohio State, and American Bar Association, Member Team NEO, Board Member National Board Member, Jewish Community Centers Association of North America Past Chair: Greater Akron Chamber of Commerce Past President: Shaw Jewish Community Center of Akron Past President: Akron Bar Association Past Board Chair: Child Guidance & Family Solutions Past Board Chair: United Way of Summit County Past Board Chair: Akron Community Foundation Past Board Chair: County of Summit, Alcohol Drug Addiction & Mental Health Services Board Past President: Jewish Community Board of Akron

MERSOL, Gregory V
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Featured in Labor & Employment (Ohio)

Career: Greg Mersol thrives on developing creative solutions to complex workplace disputes. With more than 30 years of class action litigation experience representing employers, he has handled matters encompassing virtually every kind of workplace issue, ranging from discrimination claims, to benefit plan disputes, to wage and hour litigation. Greg writes and speaks extensively on class action topics and is the editor of BakerHostetler's Employment Class Action Blog. He also serves as the Cleveland Labor and Employment Leader and is the practice team co-leader of BakerHostetler's Employment Class and Collective Actions team.

MESKO, Jennifer
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Featured in Insurance (Ohio)

Practice Areas: ·Insurance ·Class Action Litigation ·Business Litigation ·Life Sciences Litigation

Career: Jennifer Mesko represents businesses in complex civil litigation throughout the United States with a particular focus on class action defense and insurance coverage. Jennifer has steered class action litigations spanning a variety of areas, including insurance, consumer claims, and warranty and product liability litigation. She also represents clients in complex insurance coverage and extra-contractual matters under commercial general liability, professional liability, automobile, and various specialty policies, including malicious product tampering/accidental product contamination and kidnap and ransom. Jennifer briefs legal issues in trial and appellate courts across the country, including innovative preemption and jurisdictional arguments, and presents arguments in federal and state trial and appellate courts.

Professional Memberships: ·American Bar Association, National Institute on Class Actions, Co-Chair; Class Actions and Derivative Suits Section: Consumer Law Subcommittee, Co-Chair ·Cleveland Metropolitan Bar Association

MIKULA, Chelsea
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Featured in Litigation (Ohio)

Practice Areas: ·Business Litigation ·ESOP ·Consumer Product Safety ·Commercial Asset Recovery & Protection

Career: Chelsea Mikula represents clients nationwide in all aspects of commercial litigation. As a general commercial litigator, she has taken several cases to verdict at trial and in arbitration. Chelsea has represented clients in complicated breach of con-

tract actions and other business-related torts across a wide range of industries. Complementing her business litigation work and skills as a trial lawyer, Chelsea represents corporations and employee stock ownership plan (ESOP) trustees in litigation across the country. She also advises clients on compliance, reporting obligations, and recall effectiveness and in advertising disputes before the National Advertising Division of the Better Business Bureau and the National Advertising Review Board.

Professional Memberships: ·Ohio Employee Ownership Center ·The ESOP Association ·Cleveland Metropolitan Bar Association ·American Bar Association (Business and Corporate Litigation Section)

MILLER, Robert
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Featured in Employee Benefits & Executive Compensation (Ohio)

Practice Areas: Employee Benefits and Executive Compensation Tax Law Compliance/Regulatory Services Private Equity

Career: Bob Miller is a Partner and Chair of Calfee's Employee Benefits and Executive Compensation practice group. He counsels publicly traded and closely held businesses regarding qualified and non-qualified employee benefit plans, including pension, profit sharing and 401(k) plans; medical and welfare benefit plans; and executive compensation arrangements. Bob provides advice in dealing with plans through their entire life cycle, from design and implementation through merger or termination, for companies ranging from large, multinational corporations to professional service organizations. He is experienced in dealing with tax issues associated with retirement plans, deferred compensation plans, IRAs and welfare plans and in analyzing coverage and nondiscrimination testing for qualified retirement plans. Bob also counsels clients regarding benefit plan issues in connection with mergers, acquisitions, dispositions and transitions to new plan designs (such as from traditional defined benefit plans to cash balance plans, pension equity plans or cross-tested profit-sharing plans). Bob has been inducted into the American College of Employee Benefits Counsel, an organization of attorneys who have focused on employee benefits for at least 20 years and who have written or spoken extensively on employee benefit issues. Bob has presented at organizations such as Worldwide Employee Benefits (WEB), the Cleveland Tax Institute, Cleveland Tax Club, Private Equity Roundtable, Columbus CEO Forum, and the American Society of Pension Professionals and Actuaries (ASPPA). He has presented to the ABA on a broad range of topics including hybrid plans, health care reform, qualified plans as investors in private equity funds, using retirement plans as part of a business entrance or exit strategy, the deferred compensation rules under Section 409A, M&A issues, the Pension Protection Act, financial aspects of qualified plans, and IRAs, joint venture employee benefit issues, cross-tested and age-weighted profit sharing plans, investment advice, investment and fee disclosures and fiduciary issues. Bob is an active member of the American Bar Association. He is a former chair of both the Employee Benefits Committee of the American Bar Association's Section of Taxation, and also the Employee Benefit Plans and Other Compensation Arrangements Group of the ABA, Section of Real Property, Trust and Estate Law, as well as a former member of the ABA Joint Committee on Employee Benefits. He has previously served as chair of the Employee Benefits Subcommittee on Defined Contribution Plans of the ABA Tax Section. Bob was an associate with the law firm of Letson & Jarrett before joining Calfee in 1988. He became a partner in 1996.

Professional Memberships: American College of Employee Benefits Counsel, Fellow American Bar Association, Member Employee Benefits Committee of the American Bar Association's Section of Taxation, Former Chair Employee Benefit Plans and Other Compensation Arrangements Group of the ABA, Section of Real Property, Trust and Estate Law, Former Chair ABA Joint Committee on Employee Benefits, Former Member Employee Benefits Subcommittee on Defined Contribution Plans of the ABA Tax Section, Former Chair

NATALE, Andrew J
Hahn Loeser & Parks LLP, Cleveland
(216) 274-2320
anatale@hahnlaw.com
Featured in Construction (Ohio)

Practice Areas: Litigation Construction Law Construction Litigation

Career: Andrew J. Natale devotes his practice solely to construction law, where he represents general contractors, design/builders, surety companies, subcontractors, specialty trades, suppliers, manufacturers, developers, lenders, owners, and design professionals in all aspects of construction law, including arbitration, mediation and complex commercial litigation. Andy has extensive experience with construction-related litigation, mediation, arbitration, claims management and avoidance, insurance coverage, and contract negotiation. His national recognition comes from his experience as an arbitrator and mediator for complex construction disputes. Andy's significant experience includes representing and counseling clients in construction project risk management and project documentation, claims development and defense, lien and bond claim issues, schedule disputes, extra work and defective work issues, insurance coverage matters, and competitive bid contests.

Professional Memberships: ·American Arbitration Association's Forum on Construction Industry, Panel Member, Construction Industry Arbitrator, Mediator, 1993-present. ·Construction Employers Association, Member. ·Cleveland Metropolitan Bar Association, Member. ·Ohio Contractors Association, Member. ·Surety Association of Ohio, Member.

Publications: ·Author, "Managing Condominium Conversion Risks", Properties Magazine, October 2016.

NAZETTE, Adam R
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Featured in Banking & Finance (Ohio)

Practice Areas: With a focus on commercial financing transactions, Adam Nazette advises banks, financial institutions, borrowers and sponsors both domestically and internationally and across a broad range of industries. His experience includes syndicated and bilateral credit facilities, senior and subordinated credit facilities, asset-based loans, senior and mezzanine debt placements, general working capital facilities, acquisition and project financing, real estate financing, loan restructurings, workouts and other complex financing transactions.

NEARY, Douglas A
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Featured in Corporate/M&A (Ohio: North)

Practice Areas: Corporate and Finance Mergers and Acquisitions, Divestitures and Sales Capital Markets and Public Reporting Public Company M&A and Board Counseling Investment Management Private Equity

Career: Doug Neary is Chairman of the firm and serves as a Senior Partner in the firm's Corporate and Finance group. For decades Doug has served as trusted adviser to his clients, with a practice covering mergers and acquisitions, corporate governance, capital raising, public disclosure, corporate finance and compliance for a stable of public and private companies and financial sponsors and lenders. Doug sits by his clients' side to assist on mergers, acquisitions and divestitures; corporate governance, SEC, capital formation (including private and public offerings); NYSE and NASDAQ listing requirements; corporate finance; venture capital; and general corporate matters. He is knowledgeable on general contracting issues, commercial transactions, joint ventures and strategic alliances, and provides counsel with respect to organizational and structuring matters for corporate clients. As Chairman, Doug also helps to manage and support many of the Firm's most significant clients. He helps to oversee major projects so as to ensure that all appropriate resources are dedicated to addressing the client's needs and to provide clear communication and reporting. Doug also helps clients with public disclosures, securities filings, and Securities Act and Exchange Act compliance work. Quite frequently, Doug counsels clients on corporate governance matters, as well as Sarbanes-Oxley Act and listing standards issues. Doug also handles equity and debt private placements, including the necessary securities law compliance, and has significant experience negotiating and consummating venture capital financings. With an active private equity practice, Doug has represented numerous private equity, venture capital and mezzanine financing sources in making their purchases, sales, loans or investments, dealing regularly with issues of valuation, governance, management and exit strategies. Using his knowledge and experience, Doug helps athletes establish, monetize and protect their Name, Image and Likeness (NIL). Doug joined Calfee in 1985, and was elected Partner in 1993. He has served as a member of the firm's Executive Committee since 2002, and as a member of the Management Committee since 2009. Doug was elected Vice Chairman of the firm in 2017 and Chairman in 2019.

Professional Memberships: Invacare Corporation (NYSE), Corporate Secretary (former) KPMG Audit Committee Institute, Ohio Co-Chair American Bar Association, Corporate and Securities Law Sections Ohio State Bar Association, Corporate and Securities Law Sections Cleveland Metropolitan Bar Association, served on the Corporate and Securities Law Sections Greater Cleveland Sports Commission, Chairman of the Board United Way Campaigns, Multi-Year Team Captain United Cerebral Palsy, Former Chair of Governance/Nominating Committee and Executive Committee Member

NESBITT, Stephen
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Featured in Real Estate (Ohio)

Practice Areas: Real Estate, Acquisition & Dispositions, Leasing, Financial Services

Career: Steve counsels private and publicly held companies, developers, lenders, sponsors, investors, landlords, and tenants in the acquisition, disposition, leasing, development, construction, and financing of diverse properties. His expertise includes real estate development, leasing, financing, property taxation, and abatement. He also assists clients with matters involving all types of commercial properties with a particular focus on addressing the legal needs of clients in the retail, restaurant, and multifamily industries.

Professional Memberships: International Council of Shopping Centers, Commercial Real Estate Women (CREW), Greater Cincinnati Chapter, National Association of Industrial and Office Properties (NAIOP), University of Cincinnati Real Estate Roundtable

OFF, Emma
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Featured in Corporate/M&A (Ohio: South & Central)

Career: Emma is a partner in the firm's Corporate Transactions & Securities practice. She is an experienced transactional attorney with a broad-based general corporate and securities background. Emma is an indispensable advisor who counsels private investment firms and funds and U.S. and international public and private companies across various industries on matters involving complex commercial arrangements, reorganizations, mergers, acquisitions and divestitures, joint ventures, entity formation and corporate governance, fiduciary matters, and capital raising and investment.

OSCAR, Lawrence E
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Featured in Bankruptcy/Restructuring (Ohio)
Practice Areas: Business Law Restructuring, Bankruptcy and Insolvency
Career: Lawrence E. Oscar, former CEO and managing partner of Hahn Loeser & Parks and currently the firm's Ohio Regional Coordinating Partner, and Business Enterprises Practice Area Co-Chair, serves as a key advisor to executive management at NYSE and Fortune 1000 companies. He provides counsel for a wide range of situations and issues, including overall strategy, dispute resolution, employee relations, mergers and acquisitions, political developments and pricing strategies, among others. Ranked as one of the top Bankruptcy/Restructuring lawyers in Ohio, according to Chambers USA, Larry's clients praise his "unique ability to see the most important aspects of a case or situation before others," and appreciate that he "truly grasps the economic situation and places business issues at the fore." Larry's significant knowledge and business acumen has made him a trusted counselor to businesses, secured and unsecured creditors, creditors' committees, debtors and trustees in reorganization and insolvency matters; financial institutions, vendors and other creditor or debtor interests in connection with numerous workout, composition and extension arrangements; and acquirers of financially distressed businesses inside and outside of bankruptcy proceedings. •Partner, Hahn Loeser & Parks LLP, 1989-present; Chief Executive Officer and Managing Partner, 2009-17; Past Co-Chair, Creditors' Rights, Reorganization and Bankruptcy Area; Board of Directors, 1999-2017; Associate, 1981-89.
Professional Memberships: •Greater Cleveland Partnership, Equity & Inclusion, Board Member. •American Bar Association, Business Law Section, Commercial Financial Services and Business Bankruptcy Committees. •Ohio State Bar Association, Banking, Commercial and Bankruptcy Law Committee. •Cleveland Metropolitan Bar Association, Member. •American Bankruptcy Institute, Member.

PALMER, Todd F
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Featured in Labor & Employment (Ohio)
Practice Areas: Labor and Employment Labor and Employment Litigation Private Equity
Career: Todd Palmer serves as Vice Chair of Calfee's Labor and Employment practice group. He has more than 25 years of experience counseling management of publicly traded and privately held businesses to drive employment law compliance and solve sensitive, complex and high-risk employment problems. Todd defends employers against discrimination, retaliation, breach of contract and other employment litigation claims. He represents employers in labor contract negotiations, arbitrations, unfair labor practice charges and NLRB election proceedings. He enforces noncompetition and related covenants and pursues remedies for misappropriation of trade secrets. He designs risk reduction strategies for discipline and discharge of protected-class employees and works closely with clients to develop employee handbooks and personnel policies, including drug testing, workplace harassment and disciplinary policies. He provides training to employers on a variety of topics, including the ADA, FMLA, employee discipline and discharge, workplace harassment and workforce reductions. He is an active member of the American Bar Association's Labor & Employment Law Section, along with the Ohio Management Lawyers' Association. He has served on the boards of local charities, a private club and his church. Todd also serves as counselor to Calfee's management on the Firm's employment matters. In that role, Todd gains a unique perspective on the operational and business ramifications of advice on employment issues. Todd joined Calfee in 1995, was elected Partner in 2000, and began serving as Vice Chair of the Labor and Employment practice group in 2020.
Professional Memberships: American Bar Association's Labor & Employment Law Section, Member Ohio Management Lawyers' Association, Member

PASIADIS, Charlotte
BakerHostetler LLP, Washington, DC
cpasiadis@bakerlaw.com
Featured in Corporate/M&A (Ohio: North)
Practice Areas: Charlotte Pasiadis focuses her practice on mergers and acquisitions, securities offerings and compliance, financing transactions and corporate governance matters. She has substantial experience conducting purchaser and seller due diligence, and has worked on a broad range of transactions in a variety of industries, including aerospace, machinery and equipment, steel and waste management. Charlotte's attention to detail directly benefits clients' corporate transactions.

PETERS, Patrick
Jackson Lewis P.C., Cleveland
patrick.peters@jacksonlewis.com
Featured in Labor & Employment (Ohio)
Practice Areas: Patrick O. Peters is a principal in the Cleveland, Ohio, office of Jackson Lewis P.C. He maintains an active, diverse, management-side employment law practice covering the full spectrum of the employment relationship. Pat counsels clients in the power management, manufacturing, insurance, contingent staffing, financial services, transportation and logistics, building materials, construction, technology, and retail industries, among others. He advises clients on hiring, promotion, discipline, and termination decisions; negotiates executive employment agreements; drafts and reviews employee policy manuals for compliance with state and federal law; and manages multi-state employment law compliance projects. Pat defends employers before state and federal administrative agencies and in courts throughout the United States in claims involving breach of contract, discrimination, harassment, retaliation, wrongful discharge, and state and federal wage and hour and leave of absence laws.
Career: In addition to his first chair trial work and counseling practice, Pat leverages his years of management-side employment law experience into a growing specialty practice focused on helping national employers who rank among the largest companies in the world.

PETRIE, James
Epstein Becker & Green PC, Columbus
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Featured in Labor & Employment (Ohio)
Practice Areas: Employers across numerous industries rely on attorney Jim Petrie to represent them in employment-related disputes and litigation, including allegations of discrimination or harassment and wrongful termination. Jim mediates and negotiates settlements of claims against employers of all sizes, from small businesses to national corporations, and provides regular training on how to maintain compliance and avoid costly litigation. Jim has extensive experience counseling clients on leave and accommodation issues, taking an approach to ensure employers remain compliant with the regulations governing leave and accommodation, including the Americans with Disabilities Act and the Family and Medical Leave Act, while being able to meet staffing and operational needs. Clients look to Jim for advice on the full gamut of labor and employment issues arising under federal and state laws. https://www.ebglaw.com/people/james-jim-g-petrie/

PIERCE REISZ, Lisa
Epstein Becker & Green PC, Columbus
614-872-2440
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Featured in Healthcare (Ohio)
Practice Areas: Attorney Lisa Pierce Reisz counsels health care organizations regarding their health information technology (HIT) and data use issues, including information security and privacy practices. Her business-focused, practical advice helps clients navigate regulatory compliance and licensing issues, government investigations, and complex disputes. Lisa advises a wide range of health care clients on regulatory compliance. Her practice has a particular focus on HIT and data use issues, including health information privacy and security under HIPAA/HITECH, state confidentiality laws, and 42 C.F.R. Part 2; data breach response; electronic health records contracting and implementation issues (including meaningful use compliance); complex data sharing arrangements; telehealth; and information blocking under the 21st Century Cures Act. Clients also value her extensive experience with physician licensure, physician contracting, and medical staff governance issues, as well as the peer review process. https://www.ebglaw.com/people/lisa-pierce-reisz/

PITTMAN HAAS, Lori
Ulmer & Berne LLP, Cleveland
+1 216.583.7432
lhaas@ulmer.com
Featured in Real Estate (Ohio)
Practice Areas: Real Estate, Leasing, Tax Advantaged Investments
Career: Group Leader of Ulmer's Real Estate Practice, Lori represents buyers and sellers in the acquisition, disposition, and development of commercial property, including convenience stores with fuel facilities, retail centers, office buildings, warehouse facilities, and mixed use developments. In addition, she represents commercial property owners in the financing of development projects utilizing Historic Tax Credits, New Markets Tax Credits, construction financing, and conventional financing. Lori also represents landlords and tenants in leasing matters. Her practice encompasses the resolution of complex real estate issues, including eminent domain. Prior to attending law school, Lori was the Real Estate Manager for a convenience store chain with approximately 1,000 stores located throughout seven Midwestern states. In this role, she managed the real estate portfolio, worked with the development team on new store development, and subsequently played a key role in the company's Chapter 11 bankruptcy and sale under Section 363 of the U.S. Bankruptcy Code. Lori's clients find her business experience particularly useful when evaluating legal issues from a management and operational perspective.
Professional Memberships: Member and Past President, Commercial Real Estate Women, Cleveland Chapter; International Council of Shopping Centers (ICSC).

PROAÑO, David
BakerHostetler LLP, Washington, DC
Featured in Energy & Natural Resources (Ohio)
Practice Areas: David Proaño represents clients in the utility and energy

industries on regulatory compliance, commission investigations, retail energy contracts, commercial disputes and business issues, and has years of experience with multiple facets of the retail energy industry. David routinely appears and practices before the Public Utilities Commission of Ohio on regulatory and litigated matters and has served as lead defense counsel in several major PUCO investigations of certified retail energy suppliers. David also represents energy brokers and commercial and industrial energy consumers on regulatory and business issues, and serves as outside general counsel for a major energy broker. David combines candid advice, strong writing skills and powerful advocacy to achieve the best possible outcomes for clients.

RAKER, Keith
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Featured in Real Estate (Ohio)

Practice Areas: •Real Estate •REITs •Retail •Joint Ventures •Real Estate Finance •Public & Structured Finance •Commercial Finance •Financial Services •Hospitality •Construction

Career: Keith Raker chairs the Tucker Ellis Real Estate practice group. His practice emphasizes real estate development, finance, acquisitions, sales, like-kind exchanges, and leasing. He also represents clients in structuring transactions involving the syndication of Low Income Housing Tax Credits and Historic Tax Credits. Keith has closed real estate transactions in more than 40 states and is a frequent author and speaker on real estate topics. He is an Ohio State Bar Association Certified Specialist in Business, Commercial and Industrial Real Property Law and a member of the Real Property Law Specialty Board.

Professional Memberships: •International Council of Shopping Centers •Building Owners and Managers Association •Commercial Real Estate Women (CREW) Network

RAULERSON, Billy
Calfee, Halter & Griswold LLP, Columbus
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Featured in Intellectual Property (Ohio)

Practice Areas: Patent Prosecution Intellectual Property Litigation Information Technology Litigation IP and Technology Transactions Technology Transfer Trademark Law Copyright Law Information Technology Law Intellectual Property Patent Litigation

Career: Billy Raulerson, Co-Chair of Calfee's Intellectual Property practice group, is an experienced, results-oriented patent and trade secret attorney representing clients' intellectual property rights in the U.S. and abroad. Every client's invention and new technology is important to Billy. He works closely with clients to identify the specific outcomes they seek, and he is driven to attain successful resolutions. Billy's current practice is primarily in the electrical/mechanical space, and he has a strong background in software technology. Billy has worked with many Fortune 100 and Fortune 500 companies and has extensive experience managing large, global patent portfolios. He regularly represents multi-national, multi-division corporations with diverse, global patent portfolios and supervises client teams consisting of multiple dedicated IP attorneys, paralegals and support staff. He provides significant value supplementing clients' IP departments, working side-by-side with busy in-house legal and technical staff and corporate leaders. A significant portion of Billy's time is dedicated to helping clients explore the often-competing benefits obtained through patent protection and trade secret protection. He is involved with innovation harvesting, meeting with inventors to understand the potential for protecting their inventions. A registered patent attorney since 2002, Billy has significant experience preparing and prosecuting patent applications relating to computer software and the electrical, mechanical, and chemical arts, as well as trademark applications spanning a wide range of goods and services. He has a remarkable success rate in appealing adverse examiner decisions to the Patent Trial and Appeal Board. Billy provides opinions on patentability, clearance/freedom-to-operate, non-infringement, and invalidity. He has been involved in several patent disputes, including complex multi-patent, multi-venue litigation. Billy works closely with his corporate, estate planning, and other colleagues and applies his extensive knowledge of intellectual property law to advise his clients across an evolving range of topics, such as name, image, and likeness (NIL); non-fungible tokens (NFTs); non-practicing entities (NPEs); and data privacy. Billy has authored several articles on intellectual property legal topics, and he has delivered numerous presentations to various companies and organizations. A member of the Ohio, D.C., and Columbus Bar Associations, Billy is also associated with the American Intellectual Property Law Association (AIPLA) and the International Trademark Association (INTA). Billy was employed with Sughrue Mion, PLLC prior to joining Calfee in 2005. He became a Partner in 2011 and currently serves on the firm's Practice Planning & Growth Committee (formerly known as the Executive Committee). Billy began serving as Vice Chair of the Intellectual Property practice group in 2020.

Professional Memberships: American Intellectual Property Law Association (AIPLA), Member Cleveland Intellectual Property Law Association (CIPLA), Member Ohio State Bar Association, Member D.C. Bar Association, Member Columbus Bar Association, Member 2021 Virtual Patent Pro Bono Day Program, Volunteer Patent Counsel –Provided patent counsel to Ohio inventors in pro bono program hosted by the Cleveland Corporate IP Counsel and Ohio Invents

Publications: "What in the (COVID) World Are Apple and Google Up To? Data Privacy in Times of Public Crisis," Calfee, Halter & Griswold LLP, Webinar (July 8, 2020) "How to Do a Patent Search," Inventors Network, Columbus State Community College, Westerville, Ohio (March 7, 2017) "Trade Secrets and the Defend Trade Secrets Act of 2016," Calfee, Halter & Griswold LLP, Columbus, Ohio (October 13, 2016)

REMINGTON, Rob
Hahn Loeser & Parks LLP, Cleveland
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Featured in Construction (Ohio)

Practice Areas: Litigation Appeals & Critical Motions Class Action Litigation Complex Commercial Litigation Compliance Investigations & Regulatory Investigations Fiduciary Litigation Tort Litigation Construction

Career: Rob Remington maintains a national legal practice encompassing a broad range of business disputes with a focus on complex commercial, construction and real estate litigation. Sophisticated clients with national litigation management experience describe Rob as a "class A" trial lawyer. He has a proven style when it comes to developing cases for trial, jury selection, and connecting with juries on even the most complex of issues. Rob represents contractors, owners, lenders, material suppliers, design professionals and sureties in a wide variety of construction-related matters. He has significant experience in all aspects of construction law, including construction claim defense, management and avoidance, geotechnical issues, construction defects, contracts, labor issues, competitive bid compliance and protests, guaranty, payment and performance bond issues, mechanics' liens and attested accounts, and alternative dispute resolution. Rob's practice includes acting as national construction counsel to a Fortune 100 contractor, a major international underground contractor, and the design and construction division of the largest ethanol manufacturer in the United States. Rob has handled litigation in Ohio, Mississippi, New York, California, Illinois, Connecticut, Massachusetts, Michigan, Tennessee, Colorado and Hawaii. Rob also focuses on commercial litigation in state and federal courts and regulatory agencies throughout the state of Ohio and nationally. Rob, a partner and career-long member of Hahn Loeser, is founder and chair of the firm's construction law practice group, co-chair of the litigation practice area and a member of the firm's board of directors. ChambersUSA has recognized Rob as a Top lawyer in Ohio since it began publishing in the U.S. in 2004. According to Chambers, Rob is described by his clients as being "a straight shooter who doesn't make mistakes" and leads "a 100% excellent . . . group." Rob has also been consistently recognized as a leading lawyer in his field by The Best Lawyers in America® and Ohio Super Lawyers®. The firm has received recognition from Rob's clients as a Go-To Law Firm® for Top 500 Companies by American Lawyer Media (ALM). Rob is a frequent speaker and author on a variety of construction-related topics. He has provided extensive training for clients nationally on construction law topics, including construction contract terms and conditions, claims avoidance and management, project documentation, mechanics' liens, bonds, bond claims and project delivery methods. Rob was one of the inventors of the claims matrix, which was developed 10 years ago to offer construction clients a fast, comprehensive, consistent and cost-effective preliminary evaluation of construction claims. Clients nationally have used the matrix on dozens of construction claims. On July 30, 2013, Hahn Loeser & Parks LLP was issued a U.S. Patent (No. 8,498,945) for the Firm's Claim Evaluation Methods, Systems, Products and Data-Structures, which is a method for evaluating a potential claim using a computerized platform. •Partner, Hahn Loeser & Parks LLP, 1997-present; Board of Directors, June 2007-present; Co-Chair, Litigation Area, 1997-present; Chair, Construction Law Practice Group, 1995-present; Chair, Recruiting Committee, 1995-2000; Associate, 1988-96. •Intern, United States District Court, Northern District of Ohio, the late Chief Judge Frank J. Battisti, 1987-88.

Professional Memberships: •American Arbitration Association, AAA Large and Complex Construction Cases, Panel Member; Construction Advisory Council, Past Chair; Keynote Speaker, ACE Arbitrator Training for Ohio. •American Bar Association, Appointed, ABA Section of Litigation Leadership 2003-present; Construction Litigation Committee, Former Co-Chair; Real Estate Litigation Committee, Former Co-Chair; Sound Advice Committee, Member, 2013-present; Membership and Marketing Committee, Member, 2010-12. •American Bar Foundation, Fellow. •Cleveland Metropolitan Bar Association. •District of Columbia Bar Association. •Dispute Resolution Board Foundation, Neutral. •International Institute for Conflict Prevention and Resolution, Neutral. •Association of General Contractors, Associate Member; Consensus DOCS Green Addendum Taskforce. •National Building Association. •Ohio State Building Association. •Cleveland-Marshall College of Law Alumni Association, Board of Trustees 2007-2012; Development Committee, Co-Chair, 2009-12; Visiting Committee, 2013-present.

RENDON, Carole S.
BakerHostetler LLP, Cleveland
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Featured in Litigation (Ohio)

Practice Areas: Former United States Attorney for the Northern District of Ohio, Carole Rendon possesses a wealth of experience in a range of matters, including criminal prosecution, private defense and civil litigation. As the first woman to serve as the

First Assistant U.S. Attorney for the Northern District of Ohio, and later as the United States Attorney, Carole both supervised and personally handled high-profile, crisis-level litigation, much of which involved intense public and media scrutiny. As the chief federal law enforcement officer, Carole enforced a wide range of criminal and civil statutes, including False Claims Act litigation and the prosecution of public corruption, civil rights, consumer fraud and violations of the Foreign Corrupt Practices Act (FCPA). She also oversaw and personally handled high-profile civil litigation, including as lead counsel on the Consent Decree providing comprehensive reform for the Cleveland Division of Police.

RICH, Jodi
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Featured in Real Estate (Ohio)
Practice Areas: Retail, Real Estate Finance, Acquisition & Dispositions
Career: With more than 20 years of experience in real estate law, Jodi assists clients with matters involving all types of commercial properties with a particular focus on addressing the legal needs of clients in the retail, restaurant, and hospitality industries. She represents a wide variety of clients in commercial real estate transactions, including buyers, sellers, landlords, tenants, borrowers, and lenders in the acquisition, sale, development, leasing, and financing of commercial properties. Taking the time to understand the intricacies of her clients' businesses, Jodi has particular skill representing restaurant clients in complex real estate matters, and represents both franchisors and restaurant entrepreneurs. Jodi has experience representing clients with a diverse range of commercial properties, including shopping centers, apartment complexes, and skilled nursing and assisted living facilities. She has extensive experience with 1031 exchanges, has negotiated transactions involving distressed and contaminated properties, and has navigated deals with creditor rights issues.
Professional Memberships: Commercial Real Estate Women
Personal: Cleveland Restoration Society (Board of Trustees), The Park Synagogue (Board of Trustees)

RITCHIE, Alan
Thompson Hine LLP, Cleveland
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Featured in Construction (Ohio)
Career: Alan is partner in and co-chair of the firm's Construction practice group and a partner in the firm's Real Estate practice group. Alan is also on the board and is a member of the firm's wholly owned subsidiary, Project Management Consultants. Alan is also one of the founding members of the firm's public-private partnership (P3) practice group. He has served as developer and sponsor counsel on Ohio's first transportation and infrastructure P3 projects. Alan's construction practice includes project delivery counseling, the preparation of all "front-end" documents and creating risk management and insurance programs on behalf of owners, developers, architects, engineers, construction managers, contractors and subcontractors, and participation in dispute resolution of claims. As project counsel, he has worked on many community impact projects, including many major league and professional sports facilities, convention centers and mixed-use projects. Alan's real estate practice includes the representation of public owners, lenders, borrowers, developers and other corporations in connection with public/private development transactions, zoning and project entitlement, public and private finance, wind, solar and other renewable energy transactions, new market and historical tax credit transactions, build-to-suit and sale leaseback transactions, acquisitions and sales, development, leasing and other general corporate real estate matters.

ROACH, Jennifer
Thompson Hine LLP, Cleveland
Featured in Litigation (Ohio)
Career: Jen is a partner in the Antitrust, Competition & Distribution and Business Litigation practice groups. She focuses her practice on litigating unfair competition, intellectual property, trade secret misappropriation, distribution and antitrust matters, and providing advice and guidance to clients concerning distribution, antitrust, advertising and unfair competition issues and the protection of intellectual property. She has trial experience in both federal and state courts, and she has drafted numerous agreements related to product distribution in the United States and internationally.

ROBBINS, Eric
Frost Brown Todd LLP, Cincinnati
513.651.6850
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Featured in Intellectual Property (Ohio)
Practice Areas: Patent Prosecution, Drafting & Consultation, Trademark/Copyright Prosecution & Portfolio Management, IP Licensing, Patent Litigation
Career: Chair of the Intellectual Property & Technology Group and member of the firm's Management Committee, Eric counsels sophisticated clients in a wide range of industries who trust him to oversee their IP matters involving an array of diverse technologies. His experience overseeing the entire international patent portfolios of several corporate clients provides Eric with a globally-informed perspective toward establishing, preserving, defending, and commercializing proprietary IP rights. Eric's years of experience working as an applications engineer in the industrial control industry helps him understand the technical intricacies and business realities of his clients' technologies. Drawing on this experience, he provides counsel on securement, ownership, licensing, infringement, dispute resolution, and enforcement of patents, trademarks, and copyrights. He also prepares and facilitates ongoing prosecution of patent applications at the USPTO, and has patent litigation experience in federal and International Trade Commission cases.
Professional Memberships: Intellectual Property Owners Association.

ROGERS, Karla
Calfee, Halter & Griswold LLP, Cleveland
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Featured in Real Estate (Ohio)
Practice Areas: Real Estate Law Construction Law Corporate and Finance Mergers, Acquisitions, Divestitures and Sales Commercial Lending Private Equity Environmental Law Public/Private Partnership Law
Career: As Vice Chair of Calfee's Real Estate group, Karla Rogers counsels publicly and privately held clients on all aspects of real estate and commercial finance law. She represents clients in property development, acquisitions, mergers, leasing and dispositions involving real property holdings. Karla enjoys getting to know her clients and their businesses in order to provide practical and creative solutions to their real estate, commercial, finance and corporate law needs. She counsels clients in all aspects of real estate acquisitions and divestitures, including structuring transactions, land assemblage, land use, zoning and permitting compliance. Karla works extensively on all real estate components of corporate acquisitions, mergers and divestitures. She counsels clients on purchase and sale agreements title, survey and other real estate matters in connection with individual and multi-site acquisitions and sales. Karla is experienced in negotiating and drafting commercial, industrial and retail leases on behalf of both landlords and tenants. She also represents institutional lenders and public and privately held borrowers in connection with structuring, negotiating and drafting real estate financing agreements and facilitating secured financing transactions.
Professional Memberships: Ohio State Bar Association, Member Cleveland Metropolitan Bar Association, Member Leadership Council on Legal Diversity, Volunteer Mentor Shoes and Clothes For Kids, Former Board Member Chicago Title Insurance Company Advisory Board, Former Member

ROME, Peter A
Tucker Ellis LLP, Cleveland
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Featured in Corporate/M&A (Ohio: North)
Practice Areas: ·Mergers & Acquisitions ·Private Equity ·Venture Capital ·Corporate Governance ·Securities & Capital Markets ·Middle Market ·Health & Life Sciences
Career: Peter Rome has a passion for helping clients achieve their goals. He is an enthusiastic dot-connector with more than 35 years of experience working with businesses of all sizes and stages, including emerging growth companies, entrepreneurs, family offices, business incubators and accelerators, venture capital and private equity firms, large middle-market businesses, and public companies. Peter works with clients on strategic planning, debt and equity offerings, private equity and venture capital fund transactions, and securities offerings; executive leadership issues; board and governance counseling; executive and incentive compensation; corporate succession planning; business combinations, including mergers and acquisitions, joint ventures, and strategic alliances; and exit strategies.

ROSE, Paul A.
Brouse McDowell, Akron
330.434.6935
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Featured in Insurance (Ohio)
Practice Areas: Insurance Recovery
Career: Paul is Chair of Brouse McDowell's Insurance Recovery Practice. He is an experienced business litigator focusing in particular on cases concerning complex insurance coverage disputes. He often assists clients in obtaining insurance recoveries without resorting to litigation. Paul has counseled policyholders in leading insurance coverage cases in Ohio and other states, including GenCorp v. Aetna Casualty & Surety Company, Uniroyal Goodrich v. Home Insurance Company, The Goodyear Tire & Rubber Company v. Aetna Casualty & Surety Company, and The B.F. Goodrich Company v. Commercial Union Insurance Company. He has appeared on behalf of policyholder amicus curiae parties in many cases and has served as an expert witness on Ohio insurance coverage law, testifying in the High Court of Justice in London. He has practiced in trial and appellate courts throughout Ohio and other states and the Ohio Supreme Court and has appeared in various federal courts, including the Sixth Circuit Court of Appeals and the United States Supreme Court. Paul previously was president of the Scanlon Inn of Court and is certified as a Specialist in Insurance Coverage Law by the Ohio State Bar Association.
Professional Memberships: Akron Bar Association; Ohio State Bar Association; American Bar Association, Litigation Section, Insurance Coverage Committee Member.
Personal: Musical Arts Association (The Cleveland Orchestra), Blossom Music Center Board, Member; Tarry House, Former Board Chairman.

ROSENBERG, Thomas L
Roetzel & Andress, LPA, Columbus
614 723 2006
trosenberg@ralaw.com
Featured in Construction (Ohio)
Practice Areas: Construction Law, Complex Business & Commercial Litigation, Government Relations
Professional Memberships: Chair, American Bar Association, Forum on Construction Law (2018-2019) Fellow, American College of Construction Lawyers (elected 2016); Board of Gov-

ernors (2021-2024) American College of Construction Lawyers – Fellow; Board of Governors (2021-2024) American Arbitration Association, Arbitrator – Large, Complex Construction Cases Panel American Bar Association, Forum on Construction Law; Division 4 – Project Delivery Systems, Chairperson (2009-2011); Faculty Member, Construction Forum Trial Academy (2012-2013); Program Co-Chairperson, Annual Meeting (2012); Governing Committee (2013-2016); Chair-Elect (2017-2018); Chair (2018-2019) Builders Exchange of Central Ohio, Lawyers Group, Former Chair Columbus Bar Association, Construction Law Committee, Former Chair Ohio State Bar Association, Government Contracts and Construction Law Committees

Publications: Book: The Effective Use of Forensic Experts in Construction Litigation – ABA Book Publishing (August 2019) What Makes A Good Arbitrator? What Makes A Bad Arbitrator? – Modern Contractor Solutions (November 2018) Dispute Resolution Clauses are Out of Control! – Modern Contractor Solutions (August 2018) Have our Contracts Become too One-Sided? – Modern Contractor Solutions (May 2018) Do I Need An Expert Witness? How Do I Find One – Modern Contractor Solutions (February 2018) Payment and Performance Bonds: Are They All They Are Cracked Up To Be? – Modern Contractor Solutions (November 2017) Settlement Clauses --Buyer Beware – Modern Contractor Solutions (August 2017) The Spearin Doctrine Is 100 Years Old – Modern Contractor Solutions (May 2017) Everyone in the "Hot Tub" – Experts Only – Modern Contractor Solutions (March 2017) Becoming Ethical: A Contractor's Dilemma – Modern Contractor Solutions (December 2016) Construction Ethics? You Bet! – Modern Contractor Solutions (October 2016) What Does it Mean When I See a Copyright on an Architect's Drawings? – Modern Contractor Solutions (July 2016) Is Arbitration All It's Cracked Up To Be? – Modern Contractor Solutions (May 2016) North American Microtunneling Association Seeks to Improve the Industry – TBM: Tunnel Business Magazine (Aug 1, 2012) Design-Build Desk Book – ABA Forum on Construction Industry (2010) Allocating the Risk of Subsurface Conditions on Underground Construction Projects – Microtunneling Institute/Colorado School of Mines (2009 (Revised)) Building Information Modeling – Legal Issues that Impact this New Collaborative Design – Microtunneling Institute/Colorado School of Mines (2009 (Revised)) Ethical Considerations in Construction – The Newsletter of the ABA Forum on the Construction Industry (August 2008) Essential Construction Contract Terms – Real Estate Finance Journal (Aug 20, 2007) Is the Spearin Doctrine Dead in Ohio or Just Wounded? – The Columbus Daily Reporter (Oct 20, 2005) Should I Copyright My Drawings? Part II – The Columbus Daily Reporter (Oct 13, 2005) Should I Copyright My Drawings? Part I – The Columbus Daily Reporter (Oct 6, 2005)

ROSENTHAL, Daniel G
Jackson Lewis P.C., Cincinnati
513-621-3440
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Featured in Labor & Employment (Ohio)

Practice Areas: Management-side labor and employment: general employment litigation; labor and preventive practices.

Career: Principal in the Cincinnati, Ohio office of Jackson Lewis P.C.

Professional Memberships: Ohio Management Lawyers Association, Founding Member.

Personal: Duke University, J.D. 1977, with distinction; Wittenberg University, B.A. 1974, magna cum laude.

RUPP, Robert K
BakerHostetler LLP, Columbus
614.462.2688
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Featured in Healthcare (Ohio)

Career: Bob Rupp is a business lawyer who facilitates the growth and success of businesses by helping them finance their operations and expansions, assisting in the buying and selling of businesses, structuring joint ventures and other business transactions. His broad-based knowledge, combined with his creative and innovative problem-solving skills, has clients relying on Bob for counsel and advice regarding business issues arising in day-to-day operations. Bob is the former Columbus Business Leader. He is a Certified Public Accountant (inactive and nonpracticing).

RYAN, Laura
Thompson Hine LLP, Cincinnati
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Featured in Employee Benefits & Executive Compensation (Ohio)

Career: Laura is a partner in firm's Employee Benefits & Executive Compensation practice group. She focuses her practice on the design, maintenance and termination of tax-qualified retirement plans and trusts; analysis of employee benefit issues in the context of corporate mergers and acquisitions; welfare plan and flexible benefit plan administration and documentation; various aspects of executive compensation including establishment and maintenance of non-qualified deferred compensation plans; IRS and Department of Labor plan audits; governmental reporting obligations; compliance with ERISA fiduciary and prohibited transaction rules; and corrective actions under regulatory relief programs.

SCHERZER, Donald
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Featured in Litigation (Ohio)

Practice Areas: Corporate Compliance, Eminent Domain, Complex Business & Commercial Litigation, Environmental Litigation, Securities Litigation

Professional Memberships: – Ohio State Bar Association, Chairman, Board of Governors and Antitrust Law Section (1997-1998) – Federal Bar Association (Antitrust and Trade Regulation Section, Chairman (1986-1987); Northern District of Ohio Chapter, President (1984-1985) – American Bar Association, Antitrust and Litigation Sections – Cleveland Metropolitan Bar Association – Life Member of the Sixth Circuit Judicial Conference – John M. Manos Inn of Court, Master Bencher

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SEASLY, Steven
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Featured in Labor & Employment (Ohio)

Practice Areas: Labor and Employment Employment Contracts & Employment Policies Labor and Employment Class Action Affirmative Action Plans EEOC & State Administrative Compliance Employment Litigation OSHA Construction

Career: A partner in Hahn Loeser's Cleveland office since 2007 and current Chair of the Firm's Labor and Employment Group, Steven E. Seasly has over 20 years of labor and employment law experience – exclusively representing and counseling employers across the country on the wide variety of employment and labor law issues that typically confront employers. His breadth of experience includes complex employment law litigation, collective and/or class action wage and hour litigation, labor arbitrations, union avoidance campaigns, wage and hour audits and investigations, health and safety investigations and hearings, Title IX investigations, workers' compensation hearings, collective bargaining sessions, employment law training seminars, and counseling clients on day-to-day employment and labor issues. Steven has represented mom and pop as well as large, national companies in the technology, manufacturing, transportation, higher education, energy, food services, health care and nursing home industries with issues arising in the ever-increasing complex world of employment litigation and labor arbitrations. Steven possesses a wide-range and sophisticated knowledge and experience of both federal and state law civil litigation – including the defense of management in various Title VII, Title IX, wrongful termination, discrimination, sexual harassment, retaliation, wage and hour, trade secret, health and safety, workers' compensation and non-competition litigation. Steven also has successfully defended management clients in Ohio and all across the country in complex employment and labor related disputes before various administrative agencies, including the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission, the Ohio Department of Education, the Industrial Commission of Ohio, the Ohio Bureau of Workers' Compensation, the Department of Labor and OSHA, the Food and Drug Administration, and the National Labor Relations Board. In addition to his national employment law litigation practice, Steven advises clients across the country in all aspects of employee relations, employment law and risk avoidance initiatives, including hiring and termination, discipline, employee handbook drafting, employee policy implementation and enforcement, litigation avoidance strategies and proactive compliance with diverse employment laws, rules and regulations. Steven also has presented over 250 labor and employment law seminars and training sessions to his clients and various trade associations, human resources groups, and chamber of commerce organizations. Steven also maintains a strong and robust union avoidance practice – having represented and counseled employers in Ohio, Indiana, Illinois, Kansas, South Dakota, Georgia, and Iowa in union organizing drives and/or secret ballot elections before the National Labor Relations Board. Steven takes great pride in the fact that all of his management side clients who were subject to secret ballot elections during his legal career remain undefeated and union free. Steven is admitted to practice in Ohio, the United States Supreme Court, the United States Court of Appeals for the Sixth Circuit, and the United States District Courts for the Northern and Southern Districts of Ohio. He has been admitted pro hac vice in several other state and federal jurisdictions across the country, including Florida, Nevada and Pennsylvania, to ensure protection of his clients' interests.

Professional Memberships: Ohio State Bar Association, Member Cleveland Bar Association, Member Bowling Green State University's Alumni Association, Member Association of Independent Colleges & Universities of Ohio (AICUO), Member

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SEGER, Ann
Calfee, Halter & Griswold LLP, Cleveland
aseger@calfee.com
Featured in Banking & Finance (Ohio)

Practice Areas: Corporate and Finance Commercial Lending Private Equity Public Law Business Restructuring and Insolvency

Career: As a Partner and Vice Chair of Calfee's Corporate and Finance practice group and a Leader of the Private Equity practice, Ann Seger advises banks and credit funds, as well as private equity clients and corporate borrowers in a variety of commercial credit transactions. Ann leads finance transactions in all sizes, types and structures, with a particular focus on sponsor-backed acquisition financings. Ann has significant experience in senior and subordinated debt facilities, asset-based financings, syndicated loan transactions, acquisition financing and cross-border and multi-currency transactions. During her years of practice, Ann has represented clients in financing transactions totaling over $3 billion across an array of industries. Ann is licensed in Ohio and Illinois and is a member of the ACG Women in Transactions (WiT) committee. She received her J.D., magna cum laude, from the University of Toledo College of Law,

where she served as the Note & Comment Editor of the University of Toledo Law Review. Before joining Calfee as a Partner in 2019, Ann was an Associate at a global law firm. She now serves as Chair of Calfee's Associates Committee and as a member of the firm's Practice Planning & Growth Committee.
Professional Memberships: Association for Corporate Growth, WiT Committee Member Cleveland Young Professionals of the American Cancer Society, Past Committee Member

SESNOWITZ, Douglas
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Featured in Corporate/M&A (Ohio: North)
Practice Areas: Mergers & Acquisitions, Private Equity & Venture Capital, Capital Markets & Securities Transactions, Banking & Commercial Finance
Career: As Co-Group Leader of Ulmer's Business Law Practice Group, Doug is highly skilled in corporate, commercial, and finance law. He counsels public and private companies in a wide range of industries on a variety of corporate matters, and has served as general counsel and advisor to many closely held and middle market companies in the manufacturing, distribution, retail, and service industries. Doug also has significant experience representing financial institutions and borrowers in various types of financing transactions and representing clients in connection with private equity, debt, and other securities offerings. He also assists clients with mergers, acquisitions, divestitures, and joint ventures. In addition to his demanding practice, he serves on Ulmer's Management Committee, as Chair of Ulmer's Committee on Legal Opinions, and is an active member of several bar associations.

SHADLEY, Frederic X
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Featured in Construction (Ohio)
Practice Areas: Construction Litigation, Complex Business Litigation, Product Liability, Catastrophic Loss
Career: Fritz brings more than 30 years of litigation experience and the knowledge of a degreed engineer to his much-honored practice representing parties in construction, environmental, product liability, and toxic tort litigation. Fritz has substantial experience in environmental and toxic tort litigation, and the defense and prosecution of personal injury claims, including his work securing the largest known, single victim, personal injury settlement in the history of Kentucky or Ohio for a plaintiff who suffered burns from a spontaneous explosion of pool chemicals. He represents both plaintiffs and defendants across a wide range of construction-related disputes, including those involving claims of defective construction, defective design, fraud, and negligence, as well as Fair Housing Act cases.
Professional Memberships: Federation of Defense and Corporate Counsel, The Fellows of the American Bar Association, Construction Lawyers Society of America.
Personal: Outside the courtroom, Fritz is involved in a number of philanthropic endeavors and thoroughly enjoys giving back to the community.

SHEPHERD, Amy
BakerHostetler LLP, Cleveland
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Featured in Corporate/M&A (Ohio: South & Central)
Practice Areas: Amy Shepherd practices in the business area, with a primary focus in mergers and acquisitions, securities, corporate governance and general corporate and commercial matters. She is experienced in advising clients in various segments of the healthcare and insurance industries in acquisitions and divestitures, SEC reporting requirements and general corporate matters. She focuses on meeting the needs of clients in an efficient and timely manner, maintaining a thorough understanding of their industries to deliver the most effective service to meet corporate needs.

SHLONSKY, Patricia A
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Featured in Employee Benefits & Executive Compensation (Ohio)
Practice Areas: Employee Benefits, ERISA Litigation, Executive Compensation.
Career: Patty serves as Partner-In-Charge of Ulmer's Cleveland office. In addition to guiding the office's development, client service, business, and operations efforts, Patty is a member of the firm's Management Committee and leads the Employee Benefits and Tax Practice Groups. With more than 30 years of experience, Patty's practice focuses on assisting clients in the establishment qualification, and maintenance of all types of employee benefit plans. She advises clients regarding employee benefit compliance issues, benefits issues in mergers and acquisitions, privacy and data security issues under HIPAA, health benefits, executive compensation, and represents clients involved in governmental and private dispute resolution. Patty also has comprehensive experience handling all types of ERISA litigation.
Professional Memberships: Member, WEB (Working in Employee Benefits); Former Vice President and Trustee, American Society of Pension Actuaries Benefits Council of Cleveland; Fellow, American College of Employee Benefits Counsel.
Publications: Author of book review blog www.frombriefstobooks.com.
Personal: Board of Trustees, Cuyahoga County Public Library; Vice President, Board of Directors, The City Club of Cleveland; Board of Directors, Planned Parenthood Advocates of Ohio.

SKUPSKI, George
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Featured in Banking & Finance (Ohio)
Practice Areas: Focusing on debt finance, real estate and project development and finance and related matters, George Skupski leverages his diverse experience to serve clients as a trusted finance advisor by delivering creative, timely and practical results and solutions. George has substantial experience structuring, negotiating, documenting and counseling clients on senior and subordinate term and revolving loan facilities, real estate bank, debt fund, CMBS and agency debt financings, note issuances, taxable and tax-exempt bond issuances, equipment financings and equity joint ventures. In his real estate and project finance practice, George represents project sponsors and financing providers implementing sophisticated financing structures using both traditional and alternative financing sources that are often vital to the execution of transformational projects, including new markets tax credit, historic tax credit and low income housing tax credit financing, and various government-sponsored subsidies and incentives. With his broader background advising on business formations, mergers, acquisitions, dispositions and reorganizations, capital raising, corporate governance and commercial contract matters, clients frequently turn to George in an outside general counsel role for guidance on significant transactional and day-to-day business needs.

SLAGTER, John
Tucker Ellis LLP, Cleveland
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Featured in Real Estate (Ohio)
Practice Areas: •Real Estate: Zoning/Land Use •Real Estate •Real Estate Litigation
Career: John Slagter has dedicated his 30-year career to protecting clients' property rights and achieving their real estate and business goals. While practicing in all facets of real estate, John has particular and significant experience in land use and zoning, where he represents clients on a daily basis in land use matters, including applications for site approvals, variances, conditional use approvals, rezonings, takings, economic development incentives and litigation related to these issues. He uses his extensive knowledge to develop and implement strategies to overcome objections by governmental authorities and community activists to secure approvals for his clients in some of the most controversial and difficult cases. John is actively engaged in the real estate community on a local and national level, including his engagement as a frequent speaker, writer and contributor on real estate and land use issues. In his real estate practice, John represents national and regional clients in industry sectors including commercial, office, retail, industrial, and residential. He is experienced in real estate acquisition, disposition, leasing, finance, construction, eminent domain, and real property tax.
Professional Memberships: International Council of Shopping Centers •Case Western Reserve University School of Law, Society of Benchers •Cleveland Metropolitan Bar Association: Board of Directors; Real Estate and Litigation Sections; Legal Fee Dispute Committee; Real Estate Institute Planning Committee •American Bar Association: Litigation, Real Property, and Construction Law Sections •Ohio State Bar Association: Real Estate and Litigation Sections; Governmental Law Subcommittee, Past Chairman; Council of Delegates for Real Estate Law Committee

SMYERS, Robyn M
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Featured in Real Estate (Ohio)
Career: Robyn is a partner in Thompson Hine's Real Estate practice group, as well as a member of the firm's Executive Committee. Robyn's practice focuses on commercial real estate transactions, particularly shopping center, urban redevelopment, multifamily housing, distribution center, hospitality and public-private-partnership (P3) deals. Her forte is coordinating complex transactions, particularly multi-site, multi-state acquisitions and divestitures and ground-up developments. Her practice also focuses on counseling corporations on environmental, social and governance (ESG) initiatives, real estate strategies and dispositions of environmentally contaminated assets. Robyn brings a commitment to efficiency and predictability to her representation of leading public and private companies through value-based pricing and legal project management.

SOLIMINE, Louis F
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Featured in Bankruptcy/Restructuring (Ohio)
Career: Louis is a partner in the firm's Business Restructuring, Creditors' Rights & Bankruptcy practice group and has extensive experience in significant Chapter 11 reorganizations, commercial workouts, foreclosure cases, receiverships and assignments for the benefit of creditors. He has represented debtors, creditors' committees, secured lenders, equipment lessors, landlords and tenants, trade creditors, health insurers, prospective acquirers, preference defendants and other interested parties in numerous major Chapter 11 cases throughout the United States. Louis also focuses his practice on related matters arising under the UCC including sales, personal property leases, letters of credit, security agreements and secured party sales.

SOZIO, Stephen G
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Featured in Litigation (Ohio)
Career: Steve Sozio represents businesses, health care organizations and their employees during investigations by federal and local governmental authorities for potential criminal charges; civil actions concerning allegations of fraud, false claims and other business-related wrongdoing; and advises health care and corporate clients regarding compliance issues to avoid governmental sanctions. He has also conducted dozens of internal investigations for Boards of Directors, Board Committees and Senior Management on a variety of highly sensitive issues.

SPILLER, Keith P
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Featured in Labor & Employment (Ohio)
Career: Keith is a member of Thompson Hine's Executive Committee and the former leader of the firm's Labor & Employment practice group. He focuses on representing employers in all areas of labor and employment law, including employment discrimination and wrongful discharge litigation; preventative counseling and employee training; practicing before the Equal Employment Opportunity Commission, Ohio Civil Rights Commission and Office of Federal Contract Compliance Programs; and handling arbitrations, collective bargaining agreement administration and negotiations with labor unions, as well as defending unfair labor practice charges and representation petitions before the National Labor Relations Board.

STANSBURY, Ronald C
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Featured in Employee Benefits & Executive Compensation (Ohio)
Practice Areas: ·Employee Benefits & Executive Compensation ·ESOPs ·Nonprofit Organizations
Career: Ronald Stansbury practices in the area of employee benefits and executive compensation. Ron represents entities ranging from publicly and privately held corporations to tax-exempt entities – including their boards of directors and trustees and compensation committees – to individual executives and executive teams. He partners with clients to develop and revise executive compensation arrangements and employee benefit plans in multiple situations, including within the context of initial public offerings, mergers, and acquisitions. Ron has amassed a wealth of experience over his more-than-four-decade legal career, including having chaired the employee benefits committee of a major regional law firm for more than 20 years. In this role, Ron worked closely with senior human resources executives and other members of management to resolve compensation, employee benefits, and related issues from the employer perspective rather than merely as an outside consultant. Ron also has served in the employer role as board chair of a local private school. He recently served on the board of the local chapter of a major charitable organization including serving as chair during its merger with the national organization. Ron's ESOP experience includes a billion-dollar private placement and a billion-dollar public offering for a large ESOP, ESOPs of public companies funded with defined benefit plan surplus, collectively bargained ESOPs with joint labor/management boards of trustees, establishing 100% S corporation ESOPs for closely held businesses, and analyzing alternative ESOP plan structures and defending sponsors of ESOPs in connection with IRS and Department of Labor audits and investigations. Ron's experience in the health and welfare benefit area includes working with employers and others in the establishment and maintenance of individually designed self-insured major medical plans, PPOs, dental plans, cafeteria plans, and long-term disability plans. Ron also advises the employer sponsors of such plans regarding all manner of operational issues and legal compliance, including Affordable Care Act and HIPAA compliance, as well as the establishment and compliance of numerous voluntary employee beneficiary associations (VEBAs). In addition, Ron has assisted an employer coalition covering over two million individuals in negotiating pharmacy benefit manager (PBM) agreements with two national PBMs. Ron's experience in the nonprofit area includes advising benefit plan fiduciaries and officers and directors of tax-exempt entities concerning governance and fiduciary issues.
Professional Memberships: ·Internal Revenue Service TE/GE Advisory Council, Great Lakes Region, Emeritus Member ·Worldwide Employee Benefits Network (WEB), Cleveland Chapter ·Ohio Employee Ownership Center ·Cleveland Law Library Association: Board of Directors, Vice President; Strategic Planning Committee, Chair

STARKEY, J Shane
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Featured in Employee Benefits & Executive Compensation (Ohio)
Career: Clients enjoy working with Shane on executive compensation matters because he is responsive, efficient and practical. Shane represents more than 20 public companies, with market caps between $30 million and $60 billion. He addresses complex compensation issues across various industries and identifies best practices as they evolve. As a result, he is well-positioned to provide a concise legal analysis, along with alternative and creative approaches, for emerging issues. Shane leverages this experience to drive cost-effective solutions for his clients in a predictable and transparent manner. He handles a large spectrum of executive compensation matters, including equity-and cash-based incentive plans; director compensation programs; employment and change-in-control agreements; SEC disclosures (including proxy statements, Forms 8-K and Forms 4); compensation policies (including stock ownership, anti-hedging, clawbacks, risk assessments, etc.); deferred compensation plans; and tax planning (including the golden parachute rules). He also helps private companies navigate the compensation "tune-up" phase of the IPO process, manages compensation programs for portfolio companies owned by private equity firms, and represents management teams in private equity buyouts. A recognized leader, Shane served as partner-in-charge of Thompson Hine's Cincinnati office for 10 years and in top board positions for various nonprofits in the region.

STEINER, Edward E
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Featured in Corporate/M&A (Ohio: South & Central)
Practice Areas: Corporate Mergers & Acquisitions Private Equity Financial Services Insurance & Reinsurance Corporate Securities
Career: Ed Steiner is a member of the Global Corporate Practice Group. The focus of his practice is corporate, securities and financing law, where he has extensive experience in mergers, acquisitions and divestitures representing both public and closely held corporations and other entities, including statutory public benefit entities. He also represents investment-limited partnerships in venture capital and private equity investment transactions. He has significant experience in initial and follow-on public offerings of securities, and in representing issuers and investors in private placements of securities. He has been an expert witness on matters of corporate governance and transactional matters. Prior to joining Squire Patton Boggs, Ed was a partner from 1993 to 2017 at Keating Muething & Klekamp. He also served as an Adjunct Professor at the University of Cincinnati College of Law, where he taught Corporate Finance (2005-2007), Venture Capital & Private Equity (2008-2013) and Mergers & Acquisitions (2014-2015).
Professional Memberships: Member, Business Law Section of the American Bar Association Member, Corporation Law Committee of the Ohio State Bar Association Member, Cincinnati Bar Association Member, Hamilton County Tax Levy Review Committee, 2011-2017 Board of Directors, Armstrong World Industries, 2009-2010 Board of Directors, Medical Technology Enterprise Consortium (MTEC) 2017- Board of Directors, Cincinnati Public Radio, Inc. 2022-
Publications: Ohio: Sale of Substantially All the Assets of a Failing Business Corporate Governance in an Emergency The SEC's Evolving Posture Toward Proxy Advisors: What It Will Mean for the Upcoming Proxy Season Delaware Court Concludes Shareholder Appraisal Action Is a "Securities Claim" Under a D&O Policy

STEPANOVIC, Ronald A
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Featured in Corporate/M&A (Ohio: North)
Career: Ron Stepanovic has particular experience in the acquisition and disposition of privately held companies. He also has significant experience representing real estate related companies, including representation of real estate funds and hospitality and retail REITs. Additionally, Ron provides ongoing day-to-day advice and counsel to the portfolio companies acquired by private equity clients, a role that requires him to serve informally as general counsel.

STITT, Scott
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Featured in Employee Benefits & Executive Compensation (Ohio)
Practice Areas: ·ERISA Litigation ·Employee Benefits & Executive Compensation ·ESOP ·Business Litigation ·Class Action Litigation ·Financial Services Litigation ·Health Care ·Labor & Employment ·White Collar Criminal Defense & Corporate Investigations
Career: Scott Stitt's national litigation practice focuses on three overlapping areas: ERISA and executive compensation and benefits disputes, employee stock ownership plan (ESOP) matters, and business and employment litigation. As lead trial counsel, Scott has represented corporations, ESOP and defined benefit plan trustees, physicians and medical practice groups, Fortune 500 companies, and individuals in complex class action litigation. His ERISA and employee benefits litigation experience includes ERISA criminal and civil disputes; DOL and IRS audits and investigations; benefit claim disputes; breach of fiduciary duty claims regarding issues such as defined benefit plan collections and calculations and the fees incurred in 401(k) plans; and alleged prohibited transactions. He also has extensive executive compensation litigation experience, such as disputes regarding bonuses, the vesting of restricted shares, and other deferred compensation issues.
Professional Memberships: ·The ESOP Association, Ohio/Kentucky Chapter: Executive Committee Member and Vice President of Government Relations

SULLIVAN, James
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Featured in Insurance (Ohio)
Practice Areas: Insurance Coverage Insurance Recovery Business, Corpo-

rate and Commercial Litigation Private Equity

Career: As leader of Calfee's insurance recovery practice, James Sullivan counsels corporate insurance policyholders on insurance coverage issues and litigates insurance coverage disputes. He also litigates and helps resolve clients' general business disputes. James' primary focus is providing insurance coverage services to corporate policyholders. He also represents closely held and publicly traded business clients on a variety of other matters, including: Litigating contract, business tort, and equitable claims Advising on contract interpretation Facilitating alternative dispute resolution efforts James has litigated in many Ohio appeals and trial courts, as well as numerous federal trial and appeals courts. James is one of 24 Ohio lawyers certified as an insurance law specialist by the Ohio State Bar Association. Multiple times he has served as an expert witness on insurance coverage issues. James joined Calfee in 2001 and was elected Partner in 2010. He serves as Chair of Calfee's Associates Committee and is a member of its Associate Compensation Committee; Diversity, Equity & Inclusion Committee; and Practice Planning & Growth Committee. He also serves as a formal and informal mentor to other Calfee attorneys.

Professional Memberships: Cleveland Metropolitan Bar Association's Insurance Law Section, Past Chair Legal Aid, Numerous Pro Bono Representations of Under-Served Clients Cleveland Metropolitan Bar Association's Committee on Mental Health and Wellness, Annual Seminar Presenter and Past Chair 2008 Cleveland Bridge Builders Civic Leadership Program, Alumnus

Publications: James speaks and writes regularly, including: 14 insurance coverage presentations in past two years for clients, insurance brokers, Ohio State Bar Association, Cleveland Metropolitan Bar Association, and Akron Bar Association Co-authored articles included in the Cleveland Metropolitan Bar Association's 2021, 2020, and 2019 Insurance Law editions of its monthly "Bar Journal" periodical Quoted in a multiple national articles on insurance coverage topics, including approximately 10 articles pertaining to COVID-19 issues

SWAN, Timothy M
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Featured in Corporate/M&A (Ohio: South & Central)

Practice Areas: Tim Swan advises technology companies on practical approaches to fit their specific needs and goals. He works with life science and software companies on their corporate, commercial and fundraising activities, and brings an understanding of their interaction to each task. Tim assists clients in understanding, negotiating and closing complex technology transactions. He also helps clients on both buy and sell-side M&A transactions, with a focus on technology dependent targets. In addition, Tim shepherds companies and investors through financings, including convertible notes, SAFEs and preferred equity rounds, and corporate governance matters. Having worked with private equity and venture capital funds, and having advised many of their portfolio companies, Tim is able to succinctly counsel companies as they navigate the unique dynamics of their relationships with investors and owners. Tim Swan advises technology companies on practical approaches to fit their specific needs and goals. He works with life science and software companies on their corporate, commercial and fundraising activities, and brings an understanding of their interaction to each task. Tim assists clients in understanding, negotiating and closing complex technology transactions. He also helps clients on both buy and sell-side M&A transactions, with a focus on technology dependent targets. In addition, Tim shepherds companies and investors through financings, including convertible notes, SAFEs and preferred equity rounds, and corporate governance matters. Having worked with private equity and venture capital funds, and having advised many of their portfolio companies, Tim is able to succinctly counsel companies as they navigate the unique dynamics of their relationships with investors and owners.

SWEENEY, Patrick J
Thompson Hine LLP, Cleveland
216.566.5793
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Featured in Construction (Ohio)

Career: Pat is a partner in the firm's Construction and Real Estate practice groups. His transactional construction practice includes the negotiation and preparation of construction and design professional agreements along with counseling clients on project management and risk control on a variety of large projects, such as regional shopping malls, industrial projects, offices, hotels, convention centers and major sports venues such as MLB parks, NFL stadia, NBA arenas and NHL arenas. He has represented owners, contractors, architects and engineers. A significant portion of his practice also involves commercial real estate development, including acquisitions, dispositions, financing and leasing.

SWIFT, Christopher J
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Featured in Healthcare (Ohio)

Career: Chris Swift has more than 40 years' experience as a healthcare and tax lawyer who counsels the healthcare industry and other businesses by guiding them through governmental, tax and regulatory issues. He keeps nonprofit organizations tax-exempt, assists all taxpayers in reducing state and local taxes, and finds tax and regulatory incentives to grow companies. Chris has substantial experience in both the financial situations facing clients and the particular concerns faced by clients in the healthcare industry. He finds practical solutions to problems and tax-saving opportunities for his clients. Chris is the former national co-leader of the firm's Healthcare Industry team and the former coordinator of the Cleveland office's Tax, Personal Planning and Employee Benefits group.

SZILVAS, Alex
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Featured in Tax (Ohio)

Practice Areas: Alex Szilvas is a tax partner who has practiced law at BakerHostetler for more than 30 years. He has significant experience dealing with the tax aspects of real property transactions and is co-chair of the firm's Tax Credit Finance and Economic Development Incentives team. Alex advises regularly on the tax considerations and structuring of transactions involving real estate, as well as on partnerships and other legal entities that own, operate, develop, lease and manage real estate. Alex works extensively in the areas of tax planning and structuring for projects seeking to utilize federal and state tax credits, especially historic tax credits and new markets tax credits, and other nontraditional funding sources. He assists a wide range of clients with their tax planning, from major public corporations to closely held developers and other businesses and their owners to investors and nonprofit organizations.

TENEROWICZ, Matthew
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Featured in Banking & Finance (Ohio)

Practice Areas: Matthew Tenerowicz has substantial experience representing clients in financing transactions and mergers and acquisitions. As a trusted adviser, Matt is able to provide practical advice on a wide range of legal issues. He regularly represents clients in sophisticated M&A transactions, including in the healthcare, manufacturing and financial services industries. Matt also represents financial institutions and borrowers in financing and capital markets transactions, including senior and subordinated credit facilities, public and private note offerings, commercial loans, construction loans, trade receivables securitizations, commercial mortgage-backed securities loans and acquisition facilities. Matthew is the Managing Partner of BakerHostetler's Cleveland office and is a leader of BakerHostetler's Financial Services: Lending Industry team. He previously led the national Emerging Companies team and is a member of the Cleveland office's Hiring Committee. Matt has been named one of America's leading business lawyers by Chambers USA and is listed in The Best Lawyers in America® in Cleveland Banking and Finance Law.

TOTH, Ellen
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Featured in Labor & Employment (Ohio)

Practice Areas: Employment Law, Arbitration and Alternative Dispute Resolution, Workplace Investigations and Organizational Assessments

Career: Ellen Toth resides in the Cleveland office where she defends employment discrimination lawsuits for clients in the private and public sector. Ellen also defends charges brought before the EEOC, the Ohio Civil Rights Commission and other state and federal agencies. She provides counseling and training on a wide variety of employment issues. Prior to joining Ogletree, Ellen worked in-house as labor and employment counsel for a Kansas City-based international transportation company. There, she partnered with operations and human resource personnel to reduce legal spend and integrated legal strategies between various subsidiaries and a newly acquired business. Also, she was responsible for supervising outside counsel, managing internal investigations, handling administrative proceedings and providing training and litigation avoidance counseling to human resources and operations executives and managers.

Professional Memberships: Federal Bar Association, Northern District of Ohio Chapter – Board of Directors (2001 to present); Chapter President (2008-2009); Diversity Committee Chair U.S. Equal Employment Opportunity Commission – Pro Bono Mediator (2008 to present) Cleveland Employment Inn of Court – Master of the Bench (2008 to present) United States District Court, Northern District of Ohio – Advisory Committee, Appointed Member (2008-2010) and (2014-2017) Judicial Conference of the Eighth Judicial District, Cuyahoga County, Ohio – Life Delegate (2005 to present)

TUCKER, Todd
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Featured in Intellectual Property (Ohio)

Practice Areas: Intellectual Property Intellectual Property Litigation IP and Technology Transactions Patent Litigation Private Equity Technology Transfer

Career: Todd Tucker, Intellectual Property Partner and Director of International Business, has served as lead trial counsel in patent litigation actions before district courts, the Federal Circuit, and the International Trade Commission. Todd focuses his practice on intellectual property litigation and intellectual property counseling. He counsels companies on the procurement of IP assets and management of worldwide IP portfolios with a particular focus on protecting IP assets in China. He provides Chinese companies general counseling on doing business in the U.S. Todd's first-chair patent trial experience includes securing a jury verdict of

non-infringement for a snow plow manufacturer, obtaining a non-infringement judgment for a maker of house arrest bracelets and obtaining a series of preliminary injunctions for a manufacturer of construction products. He was also part of a trial team that won more than $39 million for infringement of his client's semiconductor testing equipment patent – the largest verdict in 2011 for the State of Arizona. Todd also has experience with reexamination proceedings, inter partes reviews and derivation actions in the U.S. Patent Office. Todd has developed and managed global patent enforcement programs for a variety of clients. These programs include obtaining preliminary injunctions in the United States while managing worldwide counsel seeking to enforce related patent rights throughout Europe and Asia. As part of his global IP experience, he assists clients with protecting business interests and inventions in China. He has formed and managed several Chinese R&D centers and is well-versed in many aspects of Chinese IP Law, including procurement and enforcement of Chinese patents, utility models and trademarks. Todd also has managed Chinese invalidation proceedings and is experienced with the nuances of IP licensing in China. Finally, Todd has been tasked by several clients with the strategic management of patent portfolios, including coordinating a network of international patent counsel for worldwide patent procurement and protection of medical devices, consumer products, food packaging and construction material inventions. He provides clients with right-to-market, patentability and non-infringement/invalidity opinions. Todd is licensed to practice before the U.S. Patent and Trademark Office and is a member of the Cleveland Intellectual Property Law Association, AIPPI, AIPLA and INTA. Todd started at Calfee as an Associate in 1995 and returned to Calfee as a Partner in 2013. Todd was elected to the firm's Management Committee in 2020, and he began serving as Director of International Business in 2022.

Professional Memberships: International Association for the Protection of Intellectual Property (AIPPI), Member American Intellectual Property Law Association (AIPLA), Member International Trademark Association (INTA), Member Cleveland Intellectual Property Law Association (CIPLA), Member

TUGGLE, Curtis L
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Featured in Bankruptcy/Restructuring (Ohio)

Career: Curtis is a partner and leader of the firm's Business Restructuring, Creditors' Rights & Bankruptcy practice. He focuses his practice on corporate financings, commercial and creditors' rights, domestic and cross-border insolvency proceedings (primarily Chapter 11 reorganizations and Chapter 15 proceedings), workouts, preference and fraudulent transfer litigation, Uniform Commercial Code controversies and other commercial law cases. He has significant experience representing lenders, private investment firms and indenture trustees in workouts, loan restructurings and major reorganization and liquidation proceedings throughout North America. He also has considerable experience representing creditors' committees and debtors in Chapter 11 cases and directors and officers in fiduciary duty litigation.

UNGAR, Michael N
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Featured in Litigation (Ohio)

Practice Areas: Complex Business Litigation, Securities & Commodities Litigation, Broker-Dealer & Investment Litigation, Product Liability

Career: Chair of the Litigation Department and a member of the Management Committee, Mike is a nationally recognized trial lawyer who is trusted by his clients to handle their most critical disputes. His practice is focused on complex civil litigation and encompasses a broad range of general business disputes, including the defense of commercial, banking, professional liability, securities, broker-dealer, class action, consumer, product liability, pharmaceutical, and medical device cases. Mike also frequently serves as a mediator and arbitrator, helping find solutions in contentious and complex disputes.

Professional Memberships: Fellow, American College of Trial Lawyers; Past President, Cleveland Metropolitan Bar Association; Board of Directors, The Legal Aid Society of Cleveland; Appointment by Chief Justice Maureen O'Connor of the Supreme Court of Ohio to the Task Force on the Funding of Ohio Courts; Member, Securities Industry Association; and Past Member, Ohio State Bar Association's Commission on Judicial Candidates.

VALENTINE, Nancy
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Featured in Bankruptcy/Restructuring (Ohio)

Practice Areas: Real Estate, Commercial Real Estate Finance, Real Estate Finance Workout and Foreclosure Litigation; Bankruptcy, Restructuring and Insolvency; Financial Services

Career: Nancy Valentine is a nationally recognized attorney with extensive litigation and transactional experience representing financial institutions, privately held companies, receivers and individuals. Nancy's practice has focused on representing middle-market buyers and sellers in complex transactions. She represents secured creditors, equipment lessors, landlords, asset-based lenders and general creditors, and debtors in bankruptcy and in federal-court and state-court litigation proceedings as well as civil litigation such as receiverships and collection matters. Nancy also has particular experience in distressed real estate matters, and often counsels clients on planning, managing and better protecting their companies when growing relationships with customers and suppliers.

Professional Memberships: International Women's Insolvency & Restructuring Confederation (IWIRC), Advisory Council, 2022; Chair of the Executive Board, 2016-2017 American Bankruptcy Institute Cleveland Metropolitan Bar Association, Member; Bankruptcy and Commercial Law Section Chair, 2014-2015; Vice-Chair, 2013 Ohio State Bar Association United States Bankruptcy Court for the Northern District of Ohio Attorney Constituent Group

VAN EUWEN III, Peter W
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Featured in Corporate/M&A (Ohio: North)

Career: Pete Van Euwen focuses his practice on mergers and acquisitions, financing, and securities matters. He has over 20 years' experience advising public and private companies in all aspects of acquisition, divestment, venture capital and other strategic investment transactions across a broad range of industries, notably in the healthcare and technology sectors. Deeply ingrained in his clients' dealings, Pete serves as general counsel to businesses without in-house attorneys, providing advice on supply, distribution and employment agreements, and other business law and corporate governance issues. Additionally, his financing experience includes advising clients on a variety of equity and debt financing transactions, including senior and subordinated credit facilities, syndicated facilities, and equity and debt offerings. He also assists public companies with securities law matters, including annual and quarterly reports, proxy statements and tender offers.

VANNIEL, Michael A
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Featured in Bankruptcy/Restructuring (Ohio)

Career: Mike VanNiel maintains a bankruptcy and commercial law practice focused on insolvency and related commercial litigation, corporate debtor restructuring, creditors' committee representations, and representation of financial institutions and secured lenders in workouts and similar matters. Throughout his career, Mike has represented every constituency involved in reorganizations, workouts and insolvency-related commercial litigation. With a creative approach to the complex issues facing his clients, Mike provides hands-on representation and is relentless in advancing clients' interests during high-stakes restructuring and commercial litigation. Throughout his career, Mike has represented every constituency involved in reorganizations, liquidations, workouts and insolvency-related commercial and appellate litigation. He also acts as a long-time trusted business advisor and outside general counsel for numerous manufacturing, retail and private equity clients with respect to their day-to-day businesses. With a creative approach to the difficult issues facing clients, Mike provides hands-on representation and is relentless in advancing clients' interests during high-stakes restructuring and commercial litigation and bet-the-company business matters.

VERGILII, Jennifer
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Featured in Corporate/M&A (Ohio: North)

Practice Areas: Corporate and Finance Mergers and Acquisitions, Divestitures and Sales Corporate Succession Planning Public Company M&A and Bond Counseling Commercial Contracts Investment Management

Career: Jenn Vergilii is a Firm Vice Chair and serves as Co-Chair of Calfee's Corporate and Finance practice group. She counsels public and privately held clients with respect to mergers and acquisitions and a wide range of general corporate and business matters, including corporate governance and all forms of commercial contracts. Jenn serves all types of clients from start-ups, to closely held family businesses to multi-national public companies in a broad range of industries, including healthcare, energy, chemicals, construction, food services and consumer products. Serving as the firm's lead liaison to Lex Mundi, a leading network of more than 150 independent law firms and 22,000 attorneys worldwide, positions Jenn well to provide global legal counsel to her international clients. Jenn is a member of the 2018 Leadership Cleveland class. She was elected to join In Counsel With Women in 2018. She serves on the firm's Management Committee and has served as a member of the Practice Planning & Growth Committee (formerly known as the Executive Committee); she is a member of the Calfee Women Lead affinity group. Jenn is a regular presenter at seminars and the author of numerous publications. Prior to joining Calfee, Jenn was an Associate with the Chicago law firm of Neal, Gerber & Eisenberg LLP and then an Associate with the Des Moines firm of Nyemaster, Goode, Voigts, West, Hansell & O'Brien, P.C. She began her tenure with Calfee in 2001 and was elected Partner in 2007. She was elected to the Management Committee in 2021.

Professional Memberships: Leadership Cleveland Class of 2018 In Counsel With Women, Member The Achievement Centers for Cleveland, Executive Committee Member and Board Secretary

Publications: "Changing the Course of M&A Practice One Case at a Time," Mergers and Acquisitions Law 2015 – Top Lawyers on Trends and Key Strategies for the Upcoming Year (January 31, 2015), Bio Body Co-Author "The Delaware Supreme Court's 'ATP Tour'

Decision: Most Observers Overstating Potential Impact on Fee-Shifting Bylaws," Bloomberg BNA Corporate Law & Accountability Report (August 8, 2014) "Are Privileged Communications Protected? Ramifications of the Great Hill Case," Crain's Cleveland Business (January 27, 2014) "Don't Get Pinned Into a Corner: Legal Issues with Pinterest," Cleveland Metropolitan Bar Association Bar Journal (January 2014) "May You Live in Interesting Times," ACG The Pulse (March 2012) "Protection Against Fiduciary Claim in a Sale or Merger Transaction," ABF Journal, "Risk Management Issue" (January-February 2012) "Recent Trends in Earnout Use: A Cautionary Note," Deal Lawyers (May 2010) "Record Retention Policy Helps Insurers, Brokers Avoid Exposures, Assure Clients," National Underwriter Property & Casualty (November 2009) "Sarbanes-Oxley Applicable to All," Crain's Cleveland Business (June 2006)

WARE, Nathan
BakerHostetler LLP, Cleveland
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Featured in Tax (Ohio), Banking & Finance (Ohio)

Practice Areas: Nathan Ware is a member of the firm's Business and Tax Groups, and serves as co-leader of the firm's Tax Credit Finance and Economic Development Incentives team. He focuses his practice on tax planning and structuring tax-advantaged investments in the context of development and project finance transactions. He has significant knowledge of many of the federal general business credits (e.g., the investment credit including the rehabilitation credit, the New markets tax credit and the Low-income housing credit) and analogous state tax credit programs. He also has experience with conservation easements and opportunity zones. Notably, he has experience with various other state and local development tools including Property Assessed Clean Energy (PACE) financing, tax-increment financing and tax abatements. Nathan presents and writes regularly on a variety of tax credit issues. He is also a member of the Novogradac New Markets Tax Credit working group, the Historic Tax Credit Coalition and the Novogradac Opportunity Zone working group.

WARREN, Daniel R
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Featured in Litigation (Ohio)

Career: Regularly called upon to take the lead role in "bet the company" lawsuits, Dan Warren approaches sophisticated matters with intense preparation, effective examinations of witnesses, and strong brief-writing – skills that have enabled Dan's success in a number of cases on motions for summary judgment, at trial, and in arbitration. Dan also maintains an active appellate practice, having argued over 20 appeals throughout his career. Clients have praised his "razor-sharp, strategic mind and effective communication skills." Dan chairs the firm's Pro Bono Committee and formerly served on the Policy Committee.

WEARSCH, Thomas M
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Featured in Bankruptcy/Restructuring (Ohio)

Career: Tom Wearsch advises clients on strategic alternatives when faced with troubled company situations. Focusing on distressed and healthy companies, financial institutions, equity and hedge funds, bondholders, committees, boards and management, he serves as counsel to corporations involved in chapter 11 reorganizations, out-of-court restructurings, and distressed mergers and acquisitions. Tom is often credited with bringing his strong business acumen to finding practical, efficient solutions. He has led numerous out-of-court restructurings that have allowed his clients to continue their business operations without filing bankruptcy. He also represents debtors and other constituencies in all aspects of complex chapter 11 proceedings.

WEBER, Chaz
Tucker Ellis LLP, Cleveland
Featured in Real Estate (Ohio)

Practice Areas: ·Real Estate ·Real Estate Finance ·Commercial Finance ·Public & Structured Finance ·Corporate Law ·Financial Services ·Hospitality ·Insolvency & Workout ·Opportunity Zones

Career: Chaz Weber represents regional and national banks and other capital providers in complex real estate financing transactions. He has substantial experience representing lenders in documenting credit facilities in favor of developers, owners, real estate management and investment firms, REITs, and private equity real estate funds. He regularly serves as lead agent counsel on complex syndicated credit facilities with a variety of collateral structures, including subscription-secured credit facilities, traditional mortgage-secured single-asset financings, and REIT or private equity real estate fund credit facilities secured by an underlying pool of mortgaged or unencumbered real property. Chaz prides himself on being a trusted advisor to clients and a cooperative voice to resolve issues and move deals across the finish line.

Professional Memberships: ·Greater Cleveland Mortgage Bankers Association (Member) ·Providence House (Board Member and Past Secretary) ·S&T Bank Regional Advisory Board (Member) ·Chicago Title Company Regional Advisory Board (Member)

Publications: ·"Will Opportunity Zones Accelerate Gentrification or Spur Critical Investment in Distressed Areas?", Construction Executive (April 2019) ·"An Unconstitutional Mandate? California's Gender-Based Board Law and Its Uncertain Legal Future," Business Law Today (November 2018)

WEIR, William
Thompson Hine LLP, Cleveland
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Featured in Real Estate (Ohio)

Career: Bill is a partner in the firm's Real Estate practice group. He focuses his practice on construction and permanent financing, CMBS loans, affordable housing tax credit financings, historic tax credit financings, new markets tax credit financings and mezzanine and subordinate debt. His experience includes acting as lead legal counsel in representing lending institutions in multi-million-dollar construction loans on projects throughout the United States. He also provides counsel to financial institutions in real estate loan workouts and restructurings.

WELSH, Thomas
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Featured in Corporate/M&A (Ohio: North)

Practice Areas: Corporate and Finance Business and Fund Formation Health Care Regulation Investment Management Mergers, Acquisitions, Divestitures and Sales Private Equity Public Company M&A and Board Counseling

Career: Tom Welsh serves as Managing Partner of Calfee. He counsels Calfee's private equity, public company and privately held business clients on general corporate and business matters, mergers and acquisitions, reorganizations, joint venture transactions, capital raising and financing transactions. He assists clients in capital formation matters including venture and mezzanine capital financings. Tom has significant experience consummating mergers, acquisitions, leveraged buyouts, divestitures and joint ventures in a wide array of industries and for both public and private companies. In addition, he provides day-to-day general corporate counseling to his clients and regularly negotiates and drafts all types of commercial contractual arrangements. In the health care industry, Tom advises hospital systems and other health care organizations, as well as early stage growth clients in the life sciences industries. Using his knowledge and experience, Tom also helps athletes establish, monetize and protect their Name, Image and Likeness (NIL). Tom joined Calfee in 2003 and was elected Partner in 2012. He was elected to the firm's Management Committee in 2020 and elected Managing Partner in 2023.

Professional Memberships: Association for Corporate Growth's Cleveland Chapter, Board of Directors, President-Elect and Former Chair of its annual Deal Maker Awards Event Cleveland Baseball Federation, Board of Directors and Former President Greater Cleveland Sports Commission, Associate Board

WHALEY, David A
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Featured in Employee Benefits & Executive Compensation (Ohio)

Career: David, a partner in the Employee Benefits & Executive Compensation practice, counsels private and public companies and nonprofit organizations on matters in relation to employee benefits. He has experience advising companies, trustees, fiduciaries and lending institutions on issues related to employee stock ownership plans (ESOPs). David has significant experience in advising sponsors and employers with respect to multiple employer retirement and welfare plan arrangements, including pooled employer plans under the SECURE Act. In addition, he assists in establishing benefits programs for new entities resulting from corporate reorganizations and represents plan sponsors in connection with federal agency audits of benefit plans.

WICK, Christopher B.
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Featured in Bankruptcy/Restructuring (Ohio)

Practice Areas: Business Law Restructuring, Bankruptcy and Insolvency

Career: Christopher B. Wick chairs the firm's Commercial Services & Restructuring Practice Group. Chris specializes in corporate restructuring and bankruptcy and focuses his practice on corporate reorganizations, workouts, debtors' and creditors' rights and corporate transactions across the United States. He has represented parties in the restructuring, reorganization or sale of complex business in various industries, including energy, automotive, agriculture, telecommunications, logistics, manufacturing, real estate and steel. He also has a broad range of transactional experience and has advised clients in connection with a variety of DIP financing facilities, recapitalization transactions and asset dispositions and acquisitions. Chris also has extensive experience in commercial loan enforcement. Chris has substantial experience representing and advising companies, buyers and investors in all aspects of distressed and insolvency situations. He counsels boards of directors, chief executive offices and other members of senior management with respect to their duties and obligations to and exposures in connection with financially challenged companies.

Professional Memberships: ·American Bankruptcy Institute Mid-Atlantic Conference Advisory Board, 2011-present. ·American Bankruptcy Institute, Member, 2004-present. ·Cleveland Metropolitan Bar Association, Member, 2001-present.

Publications: ·Author, "You Keep Using That Word: What Good Faith Impairment Means in a Reorganization Plan," American Bankruptcy Institute Journal, April 2016. ·Author, "The Intersection of Intellectual Property

Law and Bankruptcy Law," Commercial Bankruptcy Litigation Manual, Second Edition, 2012-16.

WIDEN, Frederick
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Featured in Tax (Ohio)
Practice Areas: Tax, Tax Controversy, Business Succession Planning
Career: Fred has more than 40 years of experience representing businesses, real estate developers, private equity companies, and other clients in taxation, real estate, business, and succession matters. Fred has extensive experience in income, estate, gift, sales, and property tax, and criminal tax matters on the international, federal, state, and local levels. He also assists clients in structuring business acquisitions and dispositions, Section 1031 exchanges and entity and assets transfers. Fred assists clients in preparing sophisticated business governance documents, including partnership, operating, joint venture and shareholder agreements.
Professional Memberships: Recognized for his skill, Fred is a Fellow of the American College of Tax Counsel.

WILCOX, Deborah A
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Featured in Intellectual Property (Ohio)
Career: With more than 30 years of experience, Deborah Wilcox heads the firm's national Trademark and Copyright team and is a go-to international intellectual property (IP) attorney and first-chair litigator. Deborah concentrates on clearing, registering, monetizing and enforcing trademarks, domain names and copyrights. She is a strategic adviser to clients, structuring IP deals and adapting her legal advice to evolving technologies such as non-fungible tokens (NFTs), mobile apps and social media sites. Deborah works with clients to understand their risk tolerance and develop practical strategies and best practices suited to their goals, including filing civil lawsuits against counterfeiters. She is also the Intellectual Property Leader for the Cleveland office.

WILCOXON, Kim
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Featured in Employee Benefits & Executive Compensation (Ohio)
Career: Kim is a partner in the Employee Benefits & Executive Compensation practice group. She helps employers and service providers understand and apply the complex and ever-changing rules relating to employee benefit plans, with a special focus on health and welfare plans. She assists employers by analyzing various plan designs; closely following legal developments and offering proactive advice on issues such as the Affordable Care Act, surprise billing, transparency requirements, mental health parity compliance, wellness programs, HIPAA, COBRA, consumer-driven health plans, nondiscrimination requirements, and cafeteria plans; drafting and reviewing plan documentation and participant communications; consulting on benefit claims and appeals; and reviewing and negotiating service provider agreements.

WILLIAMS, Christopher S
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Featured in Litigation (Ohio)
Practice Areas: Appellate Proceedings Litigation Business, Corporate and Commercial Litigation Employee Benefits/ERISA Litigation Health Care Litigation
Career: Chris Williams is a Partner with Calfee's Litigation practice group. He regularly represents clients in corporate and commercial business litigation matters, including healthcare disputes. As lead counsel, Chris has prevailed in multi-million dollar jury and bench trials in Ohio and across the country. Chris currently serves on the Boards of Directors of College Now of Greater Cleveland, the Cleveland Law Library and the Ohio State Legal Services Association. For the past 15 years, since the program's 2006 start, Chris volunteers during the school year at Cleveland's John Marshall High School as a U.S. government and law instructor as part of the Cleveland Metropolitan Bar Association's 3Rs (Rights-Responsibilities-Realities) program. Chris served as Co-Chair of Calfee's Litigation Department for 11 years (2011-2021). He currently serves on the firm's Diversity, Equity & Inclusion Committee and he serves as Chair of the Pro Bono Committee.
Professional Memberships: Judicial Conference of the 8th Judicial District (Cuyahoga County), Life Member Ohio State Legal Services Association, Columbus, Ohio, Board of Directors Cleveland Metropolitan Bar Foundation, Fellow College Now of Greater Cleveland, Board of Directors Cleveland Law Library, Board of Directors Leadership Council on Legal Diversity, Mentor College Now Greater Cleveland, Mentor Legal Aid Society of Cleveland, Volunteer Lawyers Program Participant
Publications: Articles "The U.S. Supreme Court Dilutes ERISA's Statute of Limitation Defense for Fiduciaries," Calfee, Halter & Griswold LLP First Alert (March 2020), Co-author "Federal Circuit Courts of Appeal Continue to Circumscribe the Instances in Which ERISA Plan Administrators May Rely on an Internal Plan Statute of Limitations," Calfee, Halter & Griswold LLP First Alert (September 2015), Co-author "Sixth Circuit Clarifies When the Terms of an ERISA Summary Plan Description are Binding," Calfee, Halter & Griswold LLP First Alert (August 2015), Co-author "Third Circuit Expands the Scenarios Under Which ERISA Parties May Recover Attorney's Fees," Calfee, Halter & Griswold LLP First Alert (May 2015), Co-author "U.S. Supreme Court Rejects "Presumption of Prudence" But Sets High Bar for Plaintiffs to Survive Motions to Dismiss ERISA Stock-Drop Suits," Calfee, Halter & Griswold LLP First Alert (June 2014), Co-author "The U.S. Supreme Court's Reverence for Unambiguous ERISA Plan Terms Returns to Plan Administrators Some Needed Control Over ERISA Benefits Lawsuits,"- Calfee, Halter & Griswold LLP First Alert (June 2014), Co-author "States face battle when adding requirements for ACA counselors, navigators," Managed Healthcare Executive Magazine (March 2014), Co-author

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Featured in Insurance (Ohio)
Practice Areas: ·Insurance ·Business Litigation ·Insurance Class Action Litigation ·Construction ·Mass Tort & Product Liability ·Privacy & Data Security
Career: Kevin Young has 38 years of experience defending clients in complex insurance coverage cases, class actions, product liability defense, and contract disputes. As Insurance Group Chair, Kevin leads an active practice representing primarily insurance carriers in complex coverage issues and extra-contractual matters. He has successfully resolved a myriad of coverage cases arising from issues such as the interpretation of commercial general liability policies, director and officer policies, property policies, professional liability policies, employment practices liability, errors and omissions policies, malicious product tampering/accidental product contamination, and kidnap and ransom coverage. Kevin has been a "go to" counsel for several insurance carriers involved in business interruption claims arising out of the COVID-19 pandemic. Also experienced in defending insurance class actions, Kevin has successfully resolved suits involving numerous claims arising from allegations of defective product manufacture. He has litigated construction and business contract claims involving Cleveland's sports stadiums and schools, as well as other public and private construction projects. Since 2013, Kevin has been the co-author of Ohio Insurance Coverage, published by Thomson Reuters and also available on Westlaw. Kevin is also an adjunct professor at Case Western Reserve University School of Law.

ZAGORE, David A
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Featured in Corporate/M&A (Ohio: North)
Practice Areas: Corporate Mergers & Acquisitions Corporate Governance & Securities Regulation Financial Services Capital Markets Private Equity Joint Ventures
Career: David Zagore concentrates his practice on the business representation of public and private companies and regularly advises boards of directors and management relating to mergers and acquisitions, fiduciary duties, securities law matters, corporate control contests and corporate governance. David has completed more than US$30 billion in securities offerings and US$15 billion in M&A transactions since the beginning of the financial crisis. He has advised more than 50 public company boards or board committees on transactional, fiduciary and securities law, and corporate governance matters and serves as primary outside counsel to several public companies. David was named Cleveland Mergers & Acquisitions Law Lawyer of the Year for 2013 by The Best Lawyers in America and has been listed in Best Lawyers since 2003. He is also listed in Chambers USA, as well as in Lawdragon's Leading Lawyer. He has been recognized by Law & Politics magazine as an Ohio Super Lawyer and was named as one of 78 lawyers worldwide in BTI Consulting Group's 2001 survey of Fortune 1000 corporate counsel as providing superior client service. David is a frequent speaker on corporate, fiduciary and securities law matters. He is active in the American Bar Association's (ABA) Business Law Section, Chairman of the Ohio State Bar Association's (OSBA) Corporation Law Committee and is the ABA Corporation Law Committee Liaison for Ohio. David also serves on the Coordinating Committee for the ABA's Delaware Law Forum. David has chaired numerous drafting committees for Ohio corporate and securities law legislation, including for the Ohio takeover, director liability and indemnification statutes, and has testified on numerous occasions before the Ohio General Assembly regarding corporate law bills. David is the immediate past chair of the OSBA's Corporation Law Committee and is the co-chair of the Takeover Advisory Committee of the Division of Securities of the State of Ohio. He is also a former co-editor of Ohio Corporation Law & Practice, published by Prentice Hall Law & Business.
Publications: SEC Proposed Rulemaking Regarding Share Repurchase Programs and 10b5-1 Insider Trading Plans in the US Ohio: Sale of Substantially All the Assets of a Failing Business

ZOLLER GOLISH, Elizabeth
Calfee, Halter & Griswold LLP, Cleveland
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Featured in Real Estate (Ohio)
Practice Areas: Real Estate Law Private Equity
Career: Lisa Golish focuses her real estate transactional practice on matters involving the acquisition, disposition, development, redevelopment, leasing and financing of both developed and undeveloped land. Lisa has represented landlords and tenants in office, industrial and retail lease negotiations, and purchasers and sellers in real property acquisitions. She has served as counsel to borrowers and lenders in secured financing transactions involving corporate, nonprofit and health care sector borrowers. She represents clients in municipal matters, including lot split and zoning issues. Lisa helps

clients complete transactions involving single or multiple site real properties as well as those transactions in which she manages the real property components of corporate mergers, acquisitions and divestitures, public finance and larger commercial finance credit facilities. She has assisted a variety of client types including corporations, private equity companies, nonprofit organizations and institutions. Lisa has spoken at seminars presented by the Cleveland Metropolitan Bar Association. Lisa worked as an associate senior planner for the Cuyahoga County Planning Commission and then practiced law with historical Cleveland firm Kahn Kleinman LPA before joining Calfee in 2006. Lisa is a member of Calfee's Associate Committee.

Professional Memberships: Cleveland Metropolitan Bar Association, Member Commercial Real Estate Women, Cleveland Chapter, Member Cleveland Rape Crisis Center, Former Trustee

ZYCH, Thomas F
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Featured in Antitrust (Ohio)

Career: Tom heads the firm's Antitrust and Privacy & Cybersecurity teams. He has almost 40 years of experience in a wide range of competition, antitrust, data protection, intellectual property, consumer protection and social media matters. Tom represents a full range of business enterprises in connection with antitrust compliance and privacy and data security operations. His technology practice focuses on providing strategic counseling to both mature and early-stage technology ventures, including emerging business models, biotechnology and bioinformatics ventures, and established businesses adopting electronic and technologically advanced means of competition. He also has considerable experience in merger and acquisition counseling; antitrust criminal investigations; antitrust civil litigation; trade secret litigation and counseling; corporate internal investigations; patent, trademark and copyright litigation; intellectual property transactions including joint ventures, development agreements and licensing transactions; social media marketing and advertising; promotional content; consumer testimonials; compliance with FTC standards; promotion of experimental therapies in light of advertising and privacy laws; social media service agreements; and moderating employee activity on social media sites. Tom is the current Chair of the Antitrust Law Section of the American Bar Association.