Chambers
AND PARTNERS

CHAMBERS USA 2024

The Leading Lawyers and Law Firms in the USA

Ohio

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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

Leading Individuals

Band 1

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

Band 2

Cors Jeanne *Taft Stettinius & Hollister LLP* *
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

"The team is able to have anything that comes up and their responsiveness is always excellent."

"The team at Jones Day provide intelligent representation and are able to explain extremely complex issues."

Work highlights Jones Day defended Sanofi-Aventis US LLC and Sanofi-Aventis Puerto Rico Inc against a putative class action alleging anti-competitive behaviour concerning insulin glargine products.

Notable practitioners

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:** *"Michelle is always incredibly responsive and knowledgeable." "Michelle Fischer is a key litigator." "Michelle is practical in finding solutions and is very smart."* **Brian Grube** handles matters for clients both nationally and internationally. Brian is active defending against state and federal monopolization claims and routine counseling. **Strengths:** *"Brian's focus on litigation is very detail-oriented and he knows his stuff." "Brian is very responsive and practical. He is great at spotting issues and spotting clients' needs."*

Band 2

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold LLP represents companies in the manufacturing and healthcare industries in complex antitrust litigation. The firm manages allegations of anticompetitive tying and acts for clients in HSR filings and other proceedings before the competition agencies.

Notable practitioners

Maura Hughes (see p.2823) regularly advises clients on compliance with state and federal antitrust laws and has notable experience providing antitrust counseling in connection to sales, pre-merger filings and joint ventures. **Strengths:** *"Maura is an excellent adviser."*

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister LLP 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 price fixing and distribution agreements.

Work highlights Taft Stettinius & Hollister represented Cigna Group and other defendants in a price fixing lawsuit under Ohio state law.

Notable practitioners

Jeanne Cors (see p.2818) has an expansive practice with notable expertise in criminal antitrust proceedings. She has complementary experience in white-collar crime work. **Daniel Warncke** (see p.2841) 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 LLP 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.

Work highlights Thompson Hine LLP represented Mission Essential Personnel in a lawsuit alleging violations of the Sherman Act.

Notable practitioners

Thomas Zych (see p.2843) is a seasoned litigator with experience in an assortment of matters which include criminal investigations, civil litigation and counseling. **Strengths:** *"Thomas is well-recognised for the quality of his practice."*

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.

Strengths

"Vorys, Sater, Seymour and Pease has excellent lawyers."

Notable practitioners

James Wilson (see p.2843) has a huge amount of experience in disputes concerning alleged price fixing, monopolization and anticompetitive behaviour, among other matters. **Strengths:** *"James is a very good lawyer, who is well respected for handling big matters." "James is a top-notch senior partner."* **Ken Rubin** (see p.2835) is head of the firm's antitrust group. He regularly handles complex antitrust and commercial litigation.

Other Ranked Lawyers

Daniel Karon of Karon LLC 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
Vorys, Sater, Seymour and Pease LLP
Band 2
BakerHostetler LLP
Benesch
Calfee, Halter & Griswold LLP
Squire Patton Boggs
Thompson Hine LLP
Band 3
Keating Muething & Klekamp PLL
McDonald Hopkins LLC
Porter Wright Morris & Arthur LLP
Taft Stettinius & Hollister LLP
Band 4
Bricker Graydon LLP
Frost Brown Todd LLP
* *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*
Samuels Kevin M *Jones Day*
Band 2
Beus Karl *Calfee, Halter & Griswold LLP* *
Brandstetter Tracy Kelley *Keating Muething & Klekamp*
Brandt Katherine D *Thompson Hine LLP*
Callesen Phillip M *BakerHostetler LLP* *
Hult Laura *Benesch*
Kim Eduardo *Thompson Hine LLP*
Nazette Adam R *BakerHostetler LLP* *
Seger Ann *Calfee, Halter & Griswold LLP* *
Workman Nancy Nicole *Vorys, Sater, Seymour* *
Band 3
Bojko Andrew *Porter Wright Morris & Arthur LLP* *
Butchko Thomas *Thompson Hine 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* *
Schloemer Jeffrey S *Taft Stettinius & Hollister LLP* *
Schulte Lynn M *Taft Stettinius & Hollister LLP* *
Smith Jason *McDonald Hopkins LLC*
Tenerowicz Matthew A *BakerHostetler LLP* *
Wahl Travis J *Vorys, Sater, Seymour and Pease LLP* *
Ware Nathan F *BakerHostetler LLP* *
Band 4
Burke Patrick *Squire Patton Boggs*
Lawson Shannon *Keating Muething & Klekamp PLL*
O'Grady Michael *Frost Brown Todd LLP* *
Solimine Peter *Taft Stettinius & Hollister LLP* *
Up-and-coming individuals
Skupski George R *BakerHostetler LLP* *
Weinberg Jake *McDonald Hopkins LLC*
Associates to watch
Samblanet Jason *Jones Day*
Whitt Jerad *Keating Muething & Klekamp PLL* *

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 always make themselves available."

"The practitioners are willing to go above and beyond by thinking creatively around each individual opportunity."

"The firm always thoroughly vets questions and provides thoughtful responses."

Work highlights Jones Day represented Cleveland-Cliffs in connection with an amendment to its existing asset-based revolving credit facility.

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:** *"She's a phenomenal lawyer who works on very cutting-edge issues."* *"Rachel is very knowledgeable and talented."* **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:** *"His negotiating skills are excellent."* **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 very thorough and responsive."* *"He is practical and very knowledgeable."*

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 provides high-quality advisory services with quick turnarounds."

"Vorys' lawyers provide very good technical expertise."

Work highlights Vorys represented Designer Brands in connection with a new senior secured delayed draw term loan in connection with a proposed tender offer to repurchase up to $100 million of its Class A common shares.

Notable practitioners

Hani Kallas (see p.2825) 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:** *"He's always very responsive and prompt."* **Nancy Nicole Workman** (see p.2843) combines her knowledge of financing transactions with capabilities in debt capital markets. **Strengths:** *"She provides practical advice."* **Martin Gates** (see p.2821) 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:** *"He's a wonderful practitioner."* **Megan Hoelle** (see p.2823) maintains a burgeoning finance practice out of the firm's Cincinnati office and is increasingly sought out by well-known financial institutions. **Strengths:** *"Megan's knowledge of all elements of the market is excellent and she keeps her client's objectives in mind."* **Travis Wahl** (see p.2841) is noted for his detailed knowl-

edge 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:** *"He's a great lawyer – client-focused and commercial."*

Band 2

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's team is willing to help clients with a range of needs and provide prompt service."

"The practitioners have a strong understanding of both the legal and commercial aspects of issues."

"The attorneys are excellent – they are very client-centric and highly capable."

Work highlights BakerHostetler assisted BonaDent in obtaining a senior credit facility consisting of a term loan and a revolving credit facility from a syndicate of lenders.

Notable practitioners

Phillip Callesen (see p.2816) offers clients considerable experience in handling financing aspects of significant projects, alongside additional expertise in private equity financing. **Strengths:** *"He is very practical – he can take complex problems and propose practical solutions." "Philip is highly knowledgeable in his area of expertise and brings with that a strong commercial understanding of the marketplace." "He is extremely knowledgeable, experienced and empathetic."* **Adam Nazette** (see p.2831) 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:** *"He is extremely responsive and very pragmatic."* **Matthew Tenerowicz** (see p.2839) 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. **Strengths:** *"Matthew is knowledgeable in the area."* **Nathan Ware** (see p.2841) co-leads the tax credit finance and economic development incentives team out of the Cleveland office. He is known for his representation of public companies and financial institutions in project financings. **Strengths:** *"Nathan is an amazing attorney and business mind."* **George Skupski** (see p.2837) 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 highly aware of market conventions in financing agreements and pushes for the best outcome for his clients."*

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

"A top-level firm with excellent skills."

"The team is able to navigate complex structures."

"Benesch are always proactive and very responsive."

Work highlights Benesch represented a national lending institution in modifications to a $550 million syndicated credit facility.

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 advocates strongly for clients." "He provides great guidance and service and is great at handling complex matters."* **Laura Hult** offers strengths in handling the financing aspects of complex transactional work, including public M&A and private equity deals. **Strengths:** *"She is a talented lawyer. She navigates and negotiates changes efficiently to keep the process running smoothly." "Laura is responsive and offers practical advice."* **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:** *"He is easy to work with and practical."*

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

"Calfee's team stands out as a pragmatic and fast-paced. They solve problems quickly and are creative in finding a solution."

"The team is extremely responsive."

"The quality of the attorneys at Calfee is excellent."

Work highlights Calfee, Halter & Griswold advised Invacare Corporation on an amendment to an asset-based credit facility in connection with a term loan.

Notable practitioners

Karl Beus (see p.2816) advises both borrowers and lenders on commercial financing matters, with notable experience in project finance. **Strengths:** *"He advocates well for his client and is a solid practitioner."* **Ann Seger** (see p.2836) is experienced across a range of financings, in particular those connected with M&A. **Strengths:** *"She's a very solid lawyer with good technical knowledge." "Ann is extremely helpful, responsive and prompt."* **Brian McMahon** (see p.2829) 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 terrific partner and provides valuable insight and feedback." "He has a phenomenal pulse on the market and is an adaptable and strong negotiator."*

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 provided very good advice and excellent overall attention to everything sent their way."

"The group is commercial and solutions-oriented."

Work highlights Squire Patton Boggs represented Eaton Corporation in the negotiation of a $2 billion, five-year revolving credit facility and its $500 million, 364-day revolving credit facility.

Notable practitioners

Patrick Burke advises borrower and lender groups on syndicated credit facilities and has experience in handling cross border matters. **Strengths:** *"He is responsive and insightful."*

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

"The team thoroughly understands the commercial aspects of matters and focuses on problem solving."

Work highlights Thompson Hine represented Lincoln Electric Holdings in a $400 million term loan credit facility, the proceeds of which were used to consummate a strategic acquisition.

Notable practitioners

Katherine Brandt focuses her practice on commercial financing, acting for borrowers on debt facilities. **Strengths:** *"She is very responsive and practical." "She is phenomenal. She's incredibly efficient and gets straight to the point."* **Eduardo Kim** 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 in loan workouts and restructuring matters. **Strengths:** *"He is a top-notch lawyer who is focused on providing solutions." "Eduardo's great to work with and very quick to respond."* **Thomas**

Butchko represents notable lenders across a range of commercial finance matters. He has considerable experience assisting clients with refinancing their existing agreements. **Strengths:** *"He is commercial and responsive."*

Band 3

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

"Keating Muething's practitioners efficiently and effectively create solutions to novel legal and financial issues."

"The combination of the team's technical expertise, market knowledge and practicality is very helpful."

"The group is always responsive and provides exceptional customer service."

Work highlights Keating Muething & Klekamp represented American Financial Group in connection with the $450 million refinancing of its senior secured credit facility with Bank of America as administrative agent.

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 is a very good lawyer and she delivers client services at the highest levels." "Kelley is incredible to work with. She's responsive and deeply knowledgeable."* **Shannon Lawson** frequently advises both borrowers and lenders on acquisition financings. **Strengths:** *"Shannon is a great attorney; she's professional and easy to work with." "He is extremely knowledgeable, very responsive, efficient and has an exceptional attention to detail."* **Jerad Whitt** (see p.2842) has a range of experience in the space. He is routinely called upon to represent lenders, investors and borrowers in various financing arrangements. **Strengths:** *"He is an outstanding associate."*

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

"Immediate attention is given to the matter at hand, with a very high responsiveness."

"McDonald Hopkins is a quality firm – the team is pragmatic in its approach, with a strong level of service."

Notable practitioners

James Stief's experience in this field is bolstered by his prior experience as a certified public accountant. He counsels lenders and borrowers on financing matters, regulatory compliance and wider commercial law issues. **Strengths:** *"He is an excellent lawyer and always provides top-notch service and advice." "He's very pragmatic in his approach."* **Jason Smith** is a respected banking and finance practitioner who is recommended for his work with lenders. **Strengths:** *"Jason is incredibly organized, thoughtful and efficient."* **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:** *"He is personable, responsive and has quick turnaround times." "Jake is extremely efficient."*

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

"It's a go-to firm for complex matters."

Work highlights Porter Wright Morris & Arthur represented The Huntington National Bank, as co-lender and co-syndication agent, in its commitment to lend as a co-lender under a senior unsecured credit facility for Regal Rexnord Corporation.

Notable practitioners

Timothy Grady is esteemed by sources for his longstanding experience in advising lenders and borrowers on significant financing transactions. He has particular experience handling acquisition financing work. **Andrew Bojko** (see p.2816) is a partner 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.

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister LLP acts for clients ranging from commercial and investment banks to 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 team efficiently handle all matters we present to them."

"The attorneys are very knowledgeable and handle negotiations and difficult situations with finesse."

"Taft Stettinius's group is very attentive."

Work highlights Taft Stettinius & Hollister LLP represented American Municipal Power in its financing through a bank syndicate.

Notable practitioners

Jeffrey Schloemer (see p.2835)'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's very professional and experienced." "His technical expertise and timeliness is great."* **Lynn Schulte** (see p.2835) counsels both lenders and borrowers on areas including real estate and construction finance, acquisition finance and equipment financing. **Strengths:** *"Lynn is a pleasure to work with – she is always very responsive and reliable."* **Peter Solimine** (see p.2837)'s clients include investment and commercial banks, as well as hedge funds. He is respected for his ability to handle a range of matters, including mezzanine and acquisition financings. **Strengths:** *"He takes a very practical approach and is adaptive to clients' needs."*

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.

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.

Work highlights Frost Brown Todd provided counsel to the City of Covington on a redevelopment project.

Notable practitioners

Michael O'Grady (see p.2831) is recognized for his expertise in financings in the real estate space.

OHIO: An Introduction to Bankruptcy/Restructuring

Contributed by Hahn Loeser & Parks LLP

Ohio's Economic Growth Outpaces Need for Restructuring, But Dark Clouds Remain

In 2023, despite aggressive predictions of a near-term recession, the economy remained relatively steady. This resulted in an uneven year for restructuring. Substantial money has been raised in the private credit markets and investors remain open to investing in the right situation, which will create opportunity, or illusion, for distressed companies to find restructuring partners for refinancing transactions.

Activity to Continue Outside of Courts

Last year, most restructuring transactions occurred outside of courts. In 2024, this trend should continue. The "post-Covid" picture also became clearer in 2023; it appears that high default interest rates will apply further pressure on struggling companies, especially in certain market segments such as commercial real estate and manufacturing. But, in the right scenarios, the parties may be aligned to negotiate and avoid a lose-lose outcome. There will be potential opportunity for proactive debtors to find (expensive) resolutions with alternate lenders.

In Ohio, in-court commercial restructuring activity remains low. In 2024, larger distressed Ohio-based companies with operations across the country are expected to file chapter 11 bankruptcy cases outside of Ohio, continuing a recent trend. For example, Elyria, Ohio based Invacare, Inc. filed for chapter 11 protection in the US Bankruptcy Court for the Southern District of Texas in February 2023. It emerged from chapter 11 in May with a USD240 million reduction of funded debt. Similarly, on June 1, 2023, Hudson, Ohio based Diebold Nixdorf, Inc., a manufacturer of self-service transaction systems, including ATMs, also filed for chapter 11 protection in Texas. Diebold's restructuring deleveraged its balance sheet by approximately USD1.3 billion and provided for approximately USD1.25 billion in exit term loan financing. Substantially all of the reorganized debtors' equity was distributed to Diebold's prepetition creditors.

The Northern District of Ohio (Akron, Canton, Cleveland, Toledo and Youngstown) had 11,749 bankruptcy filings in 2023, up 15 percent from 2022. The Southern District of Ohio (Cincinnati, Columbus and Dayton, Ohio) had 8,051 filings, almost a 17 percent increase over 2022. Most of these filings were chapter 7 filings, as there were only 38 commercial chapter 11 filings in the Northern District of Ohio and 27 commercial chapter 11 filings in the Southern District of Ohio. Comparatively, on a national basis, commercial chapter 11 filings increased 72 percent to 6,569 in 2023 from 2022's total of 3,819.

Where the Dark Clouds Loom

In 2024, healthcare, healthcare services, and healthcare real estate will continue to wrestle with systemic issues compounded by the sector's leverage, leaving little room for error. Sponsors have actively pursued opportunities in this sector, employing significant leverage to finance acquisitions and operations. Lower patient census and reimbursement rates are a central concern. Payor flight further exacerbates this issue. With insurance companies narrowing their networks, providers face a shrinking pool of privately insured patients, leading to decreased revenue streams and even more reliance on Centers for Medicare and Medicaid Services state safety nets. Legacy cost structures also pose a significant challenge in these industries. While beneficial for patient rights, the "No Surprises Act" has imposed further administrative and financial burdens on providers.

Commercial real estate continues to struggle post-COVID. COVID brought a fundamental shift in the use of commercial and office spaces, further exasperated by the growing reliance of the consumer on e-commerce. High interest rates and vacancy rates, mixed with more restrictive lending will make it more difficult for this sector to refinance in 2024.

Economic Growth in the State of Ohio Outpaces the Need for Restructuring

For economic development in the State of Ohio, 2023 was marked by unprecedented growth. Through strategic partnerships and an emphasis on community-focused programs, the State of Ohio has focused on developing new opportunities for businesses throughout the State of Ohio. Companies looking to expand in Ohio received a total of USD4.5 billion in tax credits to stimulate job growth, while another USD2.3 million was awarded to 18 companies commercializing new technologies. In 2024, the Ohio Department of Development will invest more than USD750 million through the new All Ohio Future Fund to increase the number of project-ready development sites in more communities, and USD125 million to fund innovation hubs and a sustainable pipeline of new talent and new technology in Ohio.

The National Increase in Bankruptcy Filings Exposes That Not Everything Is Stable

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 U.S. bankruptcy data. See Commercial Chapter 11 Filings Increase 72 Percent in Calendar Year 2023 (epiqglobal.com). These increases in both consumer and corporate filings are attributed in part to the increased higher interest rates. Commercial bankruptcy filings in calendar year 2023 increased 19% to 25,627 from the 21,479 registered the previous year. By contrast, there were 32,506 commercial bankruptcy filings during the height of the pandemic in 2020. Commercial chapter 11 filings increased 72% in 2023 to 6,569 from the previous year's total of 3,819 — but still short of the 7,128 commercial chapter 11 filings during pandemic-fueled 2020. Subchapter V elections for small business debtors within chapter 11 also substantially increased in calendar year 2023, as the 1,939 filings represented a 45% increase from the 1,334 recorded in 2022.

Financial Institution Bankruptcies Highlighted the National Stage

2023 spotlighted financial institution bankruptcies. Before Silicon Valley Bank collapsed in March 2023, it had been 28 months since a US bank failed – the longest stretch without a failure in more than 15 years. Then San Franciso-based First Republic Bank failed. Ultimately, government intervention tempered any major

disruption in the banking industry. Nevertheless, stress on local and regional banks continues to cast a significant shadow in 2024. In 2023, New York Community Bank (NYCB) took over the assets of failing Signature Bank. In 2024, NYCB had to raise USD1 billion in capital to offset potential loan losses attributable to the Signature Bank portfolio it recently acquired. Similarly, 2023 brought more clarity and positive recovery to the financial crisis caused by the collapse of several key crypto bankruptcies. Recently, FTX's new CEO stated in court filings that it expects to fully repay the crypto exchange's customers. In January 2024, Celsius officially emerged from bankruptcy, announcing a USD3 billion distribution to creditors. Most of this recovery can be attributed to increase in the Crypto markets.

Looking forward, among the variables affecting both corporate and personal bankruptcies going forward in Ohio and nationwide:

- While the 12-month pace is off the inflation peak in mid-2022, inflation remains well above the Federal Reserve's 2% goal and continues to increase. This continued increase forecloses the Federal Reserve from lowering interest rates in the short term.
- Elevated interest rates will continue to expose the most distressed credits this year, especially as the trend of prolonged elevated interest rates likely will continue to be felt for the foreseeable future.
- As interest rates remain high, debtors may be forced to use the court-processes (receiverships, restructuring, sales) to achieve their restructuring goals if lenders remain stubborn on the terms of refinancing.
- Volatile food and energy prices will directly affect consumer spending.

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

Band 3
- Allen Stovall Neuman & Ashton LLP
- Calfee, Halter & Griswold LLP
- Ice Miller LLP
- Porter Wright Morris & Arthur LLP
- Vorys, Sater, Seymour and Pease LLP

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

Bankruptcy/Restructuring

Senior Statespeople

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

Leading Individuals

Star individuals
- **Lennox** Heather *Jones Day*
- **Lerner** Stephen D *Squire Patton Boggs*

Band 1
- **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*
- **Riley** Shawn *McDonald Hopkins LLC*

Band 2
- **Allen** Thomas *Allen Stovall Neuman & Ashton LLP*
- **Black** Carl E *Jones Day*
- **Debitetto** Rocco *Hahn Loeser & Parks LLP* *
- **DeMarco** Daniel A *Hahn Loeser & Parks LLP* *
- **Malloy** Sean *McDonald Hopkins LLC*
- **Opincar** Scott *McDonald Hopkins LLC*
- **Oscar** Lawrence E *Hahn Loeser & Parks LLP* *
- **VanNiel** Michael A *BakerHostetler LLP* *
- **Wearsch** Thomas M *Jones Day*

Band 3
- **Beachdell** Alexis C *BakerHostetler LLP* *
- **Debbeler** Michael *Bricker Graydon LLP (ORL)* ◊
- **Fletcher** Adam L *BakerHostetler LLP* *
- **Irwin** Kevin E *Keating Muething & Klekamp PLL (ORL)* ◊
- **Kallergis** Gus *Calfee, Halter & Griswold LLP* *
- **Miller** W Timothy *Taft Stettinius & Hollister LLP* *
- **Sanker** Robert G *Keating Muething & Klekamp (ORL)* ◊
- **Solimine** Louis F *Thompson Hine LLP*
- **Swetnam** Dan *Ice Miller LLP*
- **Tuggle** Curtis L *Thompson Hine LLP*

Band 4
- **Carr** Maria *McDonald Hopkins LLC*
- **Crist** Tyson *Ice Miller LLP*
- **Hamilton** Robert W. *Jones Day*
- **Lepene** Scott *Thompson Hine LLP*
- **Lowe** Bruce *Taft Stettinius & Hollister LLP* *
- **Merklin** Marc *Brouse McDowell (ORL)* ◊
- **Morrison** Peter *Squire Patton Boggs*
- **Strelow Cobb** Tiffany *Vorys, Sater, Seymour and Pease* *
- **Valentine** Nancy *Miller, Canfield, Paddock (ORL)* ◊ *
- **Wick** Christopher B. *Hahn Loeser & Parks LLP* *

Band 1

BakerHostetler LLP

What the team is known for BakerHostetler LLP 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.

Strengths

"It has the ability to handle any matter, from general business matters to complex class-action litigation."

"BakerHostetler has highly capable, skilled bankruptcy and restructuring attorneys. Its team is experienced in a wide range of industries and issues."

"BakerHostetler always has a subject matter expert with deep experience and practical insights."

"The team at BakerHostetler is a trusted resource to guide clients through difficult situations."

Work highlights BakerHostetler represented Target Corporation in real estate-related litigation arising from University Square Real Estate Holding LLC's Chapter 11 bankruptcy.

Notable practitioners

Brian Bash (see p.2815) is a well-regarded practitioner with notable experience acting as a trustee in Chapter 7 cases. He also handles matters relating to liabilities and bonds. **Michael VanNiel** (see p.2840) handles both contentious and non-contentious bankruptcy work, offering considerable experience in insolvency litigation, distressed M&A and workouts. His practice spans a range of industries including retail and manufacturing. **Strengths:** *"Mike VanNiel is thorough, thoughtful and able to decipher the situations and come up with solutions to settle claims. He can be the strong arm when needed and also sympathetic when the situation dictates." "Michael's hands-on approach shows*

his commitment to service and the client." "Michael is good to work with, always displays a good understanding of the legal and business matters and is solutions-oriented." **Alexis Beachdell** (see p.2815) has a wide-ranging practice spanning receivership proceedings, restructuring and bankruptcy litigation. She often works with private equity clients alongside manufacturers and debtors and is active in debt refinancing, portfolio managements and as bankruptcy counsel. **Strengths:** *"Alexis is a skilled, diligent attorney with strong analytical and strategic advisory skills." "Alexis is truly amazing to work with. She's smart, practical and friendly." "She is able to distill and articulate complex issues into thoughtful client solutions."* **Adam Fletcher** (see p.2820) is a partner in the firm's Cleveland office. He regularly handles bankruptcies, restructuring and receiverships. He often works with clients within the financial and retail sector. **Strengths:** *"Adam is very responsive, intelligent, and works hard for his clients." "Adam Fletcher always makes sure his clients are taken care of. He is amazing and works hard to understand the client's business." "His in-depth knowledge in bankruptcy and business wind-down has been essential."*

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. The team is experienced in acting for trustees, creditors' committees and debtors in high profile Chapter 11 cases.

Strengths

"The team at Jones Day are outstanding. They are very responsive and they are good at bringing the right subject matter expertise to bear."

"Jones Day provides 24 hour service, 7 days a week. The team are results focused and provide peak performance."

"Jones Day have a nationally and internationally recognized practice, and their team are able to handle complex litigations and high profile clients."

Work highlights Jones Day represented Jefferies Finance LLC as a lender and stalking horse purchaser in connection with the sale of Forma Brands' assets under Chapter 11 proceedings.

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's level of sophistication sets her apart, she is the architect of novel and special resolutions. She has a strong ability to consider and accommodate several different priorities." "Heather is very collaborative and does excellent work." "Heather is able to handle large and complex cases."* **Carl Black** has a wide-ranging practice which sees him advise debtors and creditors on restructuring projects, and consent solicitation processes. Carl often represents clients in the healthcare sector. **Strengths:** *"Carl is responsive and able to bring any legal expertise to matters as needed." "Carl is a good lawyer and does a lot of heavy lifting."* **Thomas Wearsch** 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:** *"Thomas is very smart and creative in terms of coming up with solutions to complicated situations."* **Robert Hamilton** draws from over three decades of litigation experience to offer well-honed skills in complex bankruptcy disputes. He acts for clients in consent solicitation processes. **Strengths:** *"Robert is a litigator who is fantastic in the courtroom."*

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 insurance.

Strengths

"The team at Squire Patton Boggs are technically brilliant and responsive."

"Squire Patton Boggs has a team of excellent litigators."

Work highlights Squire Patton Boggs advised the official committee of unsecured creditors of Phoenix Services on a Chapter 11 matter.

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:** *"Stephen is a very knowledgeable and professional in his demeanor. He presents issues and solutions in an easy to understand way." "Stephen has a massive presence nationally and internationally."* **Peter Morrison** has a burgeoning reputation for his abilities in complex bankruptcy proceedings, where he advises clients on disputes, transactional matters and corporate restructuring.

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 energy, automotive and technology.

Strengths

"The lawyers at Frost Brown Todd have significant experience and are available 24/7."

"The team at Frost Brown Todd are impressive and are subject matter experts that provide creative and pragmatic guidance. They are exceptionally competent and capable."

Work highlights Frost Brown Todd represented Toyota Motor Engineering & Manufacturing in connection with the Chapter 11 restructuring of its supplier, Gissing North America.

Notable practitioners

Ronald Gold is highlighted for his distinguished credentials in advising on bankruptcy, workouts and restructuring matters. His practice includes work in the automotive and retail sectors. **Strengths:** *"Ronald is incredibly smart, and knows the bankruptcy code through and through. He is a great representative for his clients and provides well thought out solutions."* **Kim Martin Lewis** has an impressive track record in representing corporate clients and trustees in both contentious and noncontentious bankruptcy matters, particularly in the energy and industrial sectors. **Strengths:** *"Kim is highly experienced in large Chapter 11 cases." "Kim is known nationally as a sharp and responsible lawyer."* **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 knowledgeable and great to work with." "Mr Lutz provides excellent advice and counsel on various issues."*

Hahn Loeser & Parks LLP

What the team is known for Hahn Loeser & Parks LLP 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

"Hahn Loeser & Parks is highly respected and relied upon for bankruptcy and business interests. The team is well equipped and highly responsive to clients requests."

"Hahn Loeser & Parks has a team that provide valuable experience, insight and contacts that aid in the completion of agreements. Their team is very responsive to client needs and they provide great value."

"The law firm has a deep bench who are able to handle complex and contentious bankruptcy cases. They are efficient and effective in their approach."

Work highlights Hahn Loeser & Parks represented Cleveland-Cliffs Inc. in a number of Chapter 11s across the USA, including relating to its supplier, Phoenix Services Topco LLC.

Notable practitioners

Rocco Debitetto (see p.2819) 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:** *"Rocco is the quarterback for the client: he has gone out of his way to learn their industry, its challenges and its commercial relevance in the context of each and every matter he handles. He is never not thinking out how he can be a better advisor." "He knows the law, and he has the practical business sense needed to get the right result and maintain a strong business relationship."* **Daniel DeMarco** (see p.2819) is a prominent bankruptcy attorney, impressing sources through his experience in advising creditors, trustees and debtors on complex and high-stakes restructuring mandates. **Strengths:** *"Dan provides great leadership and counsel."* **Lawrence**

Oscar (see p.2832) is a vastly experienced corporate lawyer who is considered a first port of call for businesses and senior management teams for advice on complex bankruptcy and restructuring matters. His clients include creditors, lenders, trustees and debtors. **Christopher Wick** (see p.2842) 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:** *"Christopher is an excellent corporate restructuring attorney, with an eclectic and broad client base, and substantial experience." "Christopher provides a tremendous amount of knowledge, experience and insight."*

McDonald Hopkins LLC

What the team is known for McDonald Hopkins LLC 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 has very good lawyers that are easy and practical to work with, and excellent on their feet."

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. **Strengths:** *"Shawn is intellectually in a league of his own. He communicates with all the vested parties to come to an agreement for the betterment of the deal." "Shawn is a true gentleman and a smart lawyer."* **Sean Malloy** advises both creditors and debtors on a broad range of restructuring matters, including insolvency litigation, workouts and refinancing. He chairs the firm's creditors' committee practice. **Strengths:** *"He is as smart as it gets about the nuances of bankruptcy." "Sean is creative, insightful, complete in his analysis and responsive at all times."* **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. **Maria Carr** is noted for her involvement in complex bankruptcy cases, including those in the healthcare sector. **Strengths:** *"Maria is a very good lawyer."*

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

"The team has a wide variety of lawyers whose collective experience covers the full spectrum of legal skills."

"The team at Taft Stettinius & Hollister is incredibly responsive, substantively talented, client-centric and able to balance risk against business needs."

Work highlights Taft Stettinius & Hollister acted as national counsel for Gannett Co as a critical vendor in The McClatchy Company's Chapter 11 proceedings.

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 always prompt and knowledgeable about the issues we face." "Timothy has a strong knowledge of the field and educates clients in many ways about the limits and strengths of these laws."* **Timothy Miller** (see p.2830)'s practice sees him regularly advise on distressed transactional matters, recovery issues and business restructuring. **Strengths:** *"He is a bankruptcy expert with a good understanding on what clients need."* **Bruce Lowe** (see p.2827) 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.

Thompson Hine LLP

What the team is known for Thompson Hine LLP 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 Thompson Hine team is experienced and offers practical solutions based upon broad range of experience."

"It has a great bench with strong attention to detail and experience."

Work highlights Thompson Hine represented Patheon as an unsecured creditor in Tricida, Inc's Chapter 11 proceedings.

Notable practitioners

Alan Lepene 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 litigation and insolvency. **Strengths:** *"Alan is a very well versed litigator with tremendous experience." "Alan is extremely good strategically."* **Louis Solimine** advises on a broad spectrum of corporate law matters, with significant expertise in handling Chapter 11 cases, refinancing and distressed transactional matters. **Strengths:** *"Lou is a seasoned professional who always provides practical advice."* **Curtis Tuggle** is held in particularly high esteem for his experience representing investment firms, trustees and lenders in bankruptcy matters. **Strengths:** *"Curt understands the client's needs and provides constructive solutions."* **Scott Lepene** 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 is a deal orientated lawyer."*

Band 3

Allen Stovall Neuman & Ashton LLP

What the team is known for Allen Stovall Neuman & Ashton LLP 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.

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.

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold LLP 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 is very efficient, thorough and sophisticated. Their experience enables the lawyers to handle matters very quickly."

Work highlights

Calfee advised global manufacturer Mettler Toledo International in developing the company's strategy for responding to distressed and insolvent customers.

Notable practitioners

James Lawniczak (see p.2827) 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:** *"James is the dean of bankruptcy lawyers in Cleveland. He is a prolific writer and advisor to bankruptcy judges."* **Gus Kallergis** (see p.2825) wins praise for his bankruptcy practice. He routinely advises on insolvency cases and is particularly noted for his representation of creditors. **Strengths:** *"His insight into the process and complexities of dealing with the other parties involved and their counsel was invaluable." "He is smart, has a wealth of experience, is responsive and very attentive to detail."*

Ice Miller LLP

What the team is known for Ice Miller LLP 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. **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 is a bright and respected lawyer."*

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.

Work highlights

Porter Wright represented The Lorenz Corporation as debtor in possession in the first subchapter V, Chapter 11 bankruptcy plan to be confirmed in the Dayton Division of the Southern District of Ohio Bankruptcy Court.

Notable practitioners

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

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease LLP 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

Work highlights Vorys, Sater, Seymour and Pease assisted Walker & Dunlop as a senior secured lender in a Chapter 11 filing relating to a low income housing complex.

Notable practitioners

Tiffany (see p.2838) **Cobb** (see p.2838) 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 is very diligent, smart and got everything sorted quickly. She made everything understandable." "Tiffany is an expert in bankruptcy law."*

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 powerful litigator."*

Michael Debbeler of Bricker Graydon LLP 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.

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.

Marc Merklin of Brouse McDowell represents a range of clients, including creditors and debtors, in Chapter 11 reorganizations. **Strengths:** *"Marc is an amazing lawyer."*

Robert Sanker advises businesses on Chapter 11 matters, out-of-court proceedings and litigation, particularly in bankruptcies involving mass torts.

Nancy Valentine (see p.2840) of Miller, Canfield, Paddock and Stone, P.L.C. 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:** *"Nancy is a great lawyer who is sharp and smart."*

OHIO: An Introduction to Construction

Contributed by Hahn Loeser & Parks LLP

2024 looks to be more of the same in Ohio for the construction industry. Clients continue to manage increasingly complex and costly challenges associated with major projects, facilities, skilled labour forces, suppliers, and real estate. The advancement of public infrastructure projects, together with other government manufacturing initiatives throughout the Midwest, is resulting in a healthy demand and exerting some longstanding pressures on the construction industry in Ohio.

Skilled labor shortages, supply chain difficulties in certain areas (particularly electrical components), and shortages of certain raw materials continue to create project challenges and require careful planning and preparation to ensure a profitable project. The industry, historically slow to adopt change, is relenting to the increased use and acceptance of certain technologies such as 3D printing, the use of drones and other forms of AI and modeling tools that can improve efficiency.

Major Financial Investments Continue in Ohio Amid Headwinds

Against this challenging backdrop, sweeping construction projects continue in Ohio. Two of the biggest employers in north-east Ohio, the Cleveland Clinic and the Sherwin-Williams Company, are continuing with major projects in 2024.

Sherwin-Williams is close to completing the construction of 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. The most significant of these projects is Intel, which is pursuing plans to spend USD20 billion on two advanced chip factories in Licking County, just outside Columbus. Although there are a few significant projects underway in the private sector, concerns are on the rise in Ohio that those projects may slow, be put on hold, or have follow-on phases suspended or cancelled owing to concerns with inflation and high interest rates impacting lending.

Federal Funds for Ohio – Bipartisan Infrastructure Law

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

Across the state, there are 1,377 bridges and more than 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 more than 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 USD100 million to help ensure high-speed internet coverage across the state. And more than USD131 million was allocated to Ohio in 2022 for pollution clean-up, such as capping orphaned oil and gas wells and reclaiming abandoned mine sites.

As funds from the Jobs Act are starting to appear, the heavy highway and infrastructure sectors anticipate a busy year.

Looking Ahead

As with 2023, going forwards there remains uncertainty with regard to the extent to which how the lack of available skilled labour, inflation, ongoing material supply chain issues, and high interest rates will impact project plans in Ohio, especially in the private sector.

Government funding that is now beginning to flow from the Bipartisan Infrastructure Law and the Chips and Science Act (which provides USD280 billion in new funding to boost domestic research and manufacturing of semiconductors in the USA), as well as 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), are expected to keep public sector construction very busy in 2024.

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

Taft Stettinius & Hollister LLP

Senior Statespeople

Senior Statespeople: distinguished older partners

Natale Andrew J *Hahn Loeser & Parks LLP* *

Petro John J *Williams & Schoenberger Co. LLC (ORL)* ◊

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*

Rosenberg Thomas L *Roetzel & Andress, LPA (ORL)* ◊ *

Band 2

Remington Rob *Hahn Loeser & Parks LLP* *

Shevelow Douglas L *Bricker Graydon LLP*

Band 3

Crist Thomas O *Benesch*

Haymond Daniel M *Thompson Hine LLP* *

Loftus Nora E. *Frantz Ward LLP*

Madigan Michael *Kegler, Brown, Hill & Ritter*

Ritchie Alan *Thompson Hine LLP* *

Band 4

Evenchik Aaron *Hahn Loeser & Parks LLP* *

Frantz Jr. Michael J. *Frantz Ward LLP*

Grady Rick *Vorys, Sater, Seymour and Pease (ORL)* ◊ *

Higgins John *Frost Brown Todd LLP (ORL)* ◊

Luke Erin *Thompson Hine LLP*

McCloskey Christopher *Bricker Graydon LLP*

Mendoza Matthew *Calfee, Halter & Griswold (ORL)* ◊ *

Messer Earl *Taft Stettinius & Hollister LLP* *

Sanchez Marc A *Frantz Ward LLP*

Shadley Frederic X *UB Greensfelder LLP (ORL)* ◊ *

Up-and-coming individuals

Bowman Laura *Bricker Graydon 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

"Frantz Ward provides invaluable advice and timely insight to the commercial markets, allowing us to remain competitive in these challenging times."

"The team is acutely aware of the commercial issues in the various markets we are involved with."

"The team is pragmatic from a business perspective."

Work highlights Frantz Ward represented PCS in all aspects of a $165 million quasi-public-private partnership in Hamilton. Recent work includes a claim following the collapse of a prefabricated building involved with the project.

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 is a terrific construction attorney and trusted adviser."* *"I am very pleased with Ian's level of service, his responsiveness and his knowledge of construction default claims."* *"Ian is by far one of the best construction lawyers I have ever worked with."* **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:** *"Nora has always been very responsive and follows through."* *"Nora is a terrific construction attorney and trusted adviser."* *"Nora is an amazingly mindful and skilled construction lawyer who puts the best interest of the client first at all times."* **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 a talented negotiator and a construction contract expert."* *"Michael is a trusted legal adviser with the knowledge, experience and – perhaps most importantly – the endurance and temperament to lead and win high-stakes construction litigation."* *"Michael is a terrific construction attorney and trusted adviser."* **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 works tirelessly to get us the best results."*

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 is a leader in the field."

"The firm provides excellent service."

"The team is very knowledgeable of the subject matter."

"They are very experienced and very adept at handling complex litigation."

"Thompson Hine is able to handle matters of any complexity."

Work highlights Thompson Hine advised the Cleveland Clinic on four projects, including a hospital, a neurological institute and an eyecare center.

Notable practitioners

Jeffrey Appelbaum 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 the preeminent construction lawyer in the state."* *"Jeff is top-notch in his field. A very experienced and practical attorney."* *"Jeff is the master at what he does. When he is on your team, you know all will be taken care of."* **Daniel Haymond** (see p.2823) 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 really bright litigator."* **Alan Ritchie** (see p.2834) 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 an exceptional lawyer with strong business acumen."* *"He's one of the go-to attorneys for us."* **Erin Luke** 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 wonderful. She is extremely knowledgeable and responsive."* *"She is intelligent, experienced and responsive."*

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

"Benesch's lawyers are extremely intelligent and thoughtful, with an emphasis on customer service."

"They make the complex simple and are staffed with winners from the top down."

"They are concise and they cut to the chase in order to effect a solution."

Work highlights Benesch represented BE&K Building Group in a claim against Texas A&M regarding design changes and obstructions encountered during construction of an engineering building and nursing school.

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. **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 stellar." "Tom is a truly exceptional construction attorney. He is a pleasure to work with and has a firm grasp of complex construction claims." "He has great practical business knowledge, with an attentive, visionary and forward-looking approach."*

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.

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 has great experience and a sharp legal mind."* **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. **Laura Bowman** is an up-and-coming attorney who focuses her practice on construction matters. She has worked on various healthcare construction projects. **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 do a good job of advising us on how to navigate risk."

"Hahn Loeser have consistently brought their best people to bear in each assignment we give them."

"They are always well prepared on the issue and related subject matter, and the firm has a strong bench to handle our issues promptly."

Work highlights Hahn Loeser & Parks represented Mettler Toledo in contract negotiations regarding the construction of a biomanufacturing plant.

Notable practitioners

Andrew Natale (see p.2831) 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:** *"Andy has always been our go-to." "He is a pleasure to work with." "Andrew is a phenomenal lawyer."* **Rob Remington** (see p.2833) 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 a class act." "Rob has been good to work with. I appreciate his knowledge and awareness." "Rob has an exceptional understanding of complex and intricate details pertaining to our industry. He provides outstanding service."* **Aaron Evenchik** (see p.2820) 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 phenomenal; he is always timely and is great in putting timelines together." "He is a pleasure to work with and is very client-focused."*

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

"They are practical and thoughtful in all aspects of construction law."

"They've handled every issue I've engaged them on quickly and thoroughly."

"They are very effective communicators. They anticipate problems that allow us to resolve issues in a timely manner."

Work highlights Kegler, Brown, Hill & Ritter advised Crawford Hoying on all aspects of its Bridge Park development.

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:** *"His knowledge, experience and practical application are unsurpassed." "Don is an outstanding partner to us." "One of the best subcontractor lawyers around."* **Michael Madigan** is experienced in trying and mediating construction defect and delay claim disputes on behalf of contractors, owners and subcontractors. **Strengths:** *"I truly enjoy working with Mike because of his steady, diligent work ethic as well as his knowledge that works for the benefit of his clients. He is excellent!" "Michael is very practical and is very easy to work with."*

Band 4

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 have very strong subject matter knowledge."

"With such an immense pool of talent, there are very few issues that someone at Taft has not dealt with. This is extremely useful in efficiently developing the correct strategy for resolving disputes."

"The Taft team has the ability to handle any matter I might bring to them."

"Responses were complete, knowledgeable and timely."

Work highlights Taft Stettinius & Hollister represented the City of Cincinnati in a suit at both trial and appellate levels against Triton Services in a dispute over additional expenses.

Notable practitioners

Earl Messer (see p.2830) 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:** *"Earl is an extremely intelligent and sophisticated attorney. He has a very good understanding construction law." "He's very responsive."*

Other Ranked Lawyers

Rick Grady (see p.2822) of Vorys, Sater, Seymour and Pease LLP comes recommended for his experience in defect and delay claims. He also negotiates complex construction and engineering contracts. **Strengths:** *"Rick is my go-to attorney for construction matters."*

John Higgins of Frost Brown Todd LLP offers clients a breadth of expertise in complex construction litigation. His practice also incorporates arbitration and mediation experience. **Strengths:** *"A good lawyer and a smart guy."*

Matthew Mendoza (see p.2829) of Calfee, Halter & Griswold LLP is an experienced construction litigator who regularly represents clients in state

and federal court. An adept construction lawyer, he also advises clients in contractual negotiations for both private and public projects. **Strengths:** *"Matt is very client-oriented and has a superior understanding of sophisticated issues and concepts related to large and complex projects." "He's excellent." "Matt is responsive and easy to deal with."*

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. **Strengths:** *"One of my favorite people and one of the best in the state."*

Thomas Rosenberg (see p.2835) of Roetzel & Andress, LPA comes highly recommended for his skill in handling contentious matters, typically for contractors. **Strengths:** *"Tom was excellent to work with. He is very well informed on construction law." "Tom knows our business well, and this helps him to deliver practical strategies and solutions." "Absolutely one of the best."*

Frederic Shadley (see p.2836) of UB Greensfelder LLP 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 a very experienced attorney who is great to work with."*

Corporate/M&A

Corporate/M&A
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
Band 4
Hahn Loeser & Parks LLP
McDonald Hopkins LLC
Taft Stettinius & Hollister LLP
* *Indicates individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Corporate/M&A	
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	Hall III Arthur C *Calfee, Halter & Griswold LLP* *
Hardin Jr Charles W *Jones Day*	Harrington John J *BakerHostetler LLP* *
Solecki Michael J *Jones Day*	Juvan Jayne *Tucker Ellis LLP* *
Band 2	Kuhel Tony *Thompson Hine LLP* *
Allotta John J *BakerHostetler LLP* *	Lucci John Paul *Hahn Loeser & Parks LLP* *
Beredo III Cipriano S *Squire Patton Boggs*	Mehalko Megan L *Benesch*
Hanselman Suzanne K *BakerHostetler LLP* *	Nahhas Fadi *Eastman & Smith LTD. (ORL)* ◊ *
Saada Jr John M *Jones Day*	O'Neill Brian *Tucker Ellis LLP* *
Band 3	Pietrafese Brent *Calfee, Halter & Griswold LLP* *
Berick Daniel *Squire Patton Boggs*	Spreen Janet A *BakerHostetler LLP* *
Graban Matthew D *BakerHostetler LLP* *	Stepanovic Ronald A *BakerHostetler LLP* *
Hewitt Christopher *Tucker Ellis LLP* *	Van Euwen III Peter W *BakerHostetler LLP* *
Marhofer Michael *Benesch*	Watson David *Thompson Hine LLP* *
Rome Peter A *Tucker Ellis LLP* *	Welsh Thomas *Calfee, Halter & Griswold LLP* *
Vergilii Jennifer *Calfee, Halter & Griswold LLP* *	**Up-and-coming individuals**
Band 4	Totino Salvatore *Calfee, Halter & Griswold LLP* *
DiPuccio Dominic *Taft Stettinius & Hollister LLP* *	**Associates to watch**
Doyle Terry *Calfee, Halter & Griswold LLP* *	Pasiadis Charlotte W *BakerHostetler LLP* *

The editorial is in alphabetical order by firm name.

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

"The team is very smart with an excellent understanding of how all the pieces fit together."

"They do a good job of seeing the big picture."

"BakerHostetler is first rate. The team is strong and very responsive."

Work highlights BakerHostetler LLP advised TransDigm Group on its $725 million acquisition of Calspan.

Notable practitioners

John Allotta (see p.2815) 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. **Strengths:** *"John is outstanding. His instincts and judgment are second to none. I trust him with my most difficult projects."* **Suzanne Hanselman** (see p.2822) is held in particularly high esteem for her longstanding 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 an extraordinarily dedicated professional and very gifted at enabling lawyers to understand the issues she's guiding on."* **Todd Kegler** acts on a broad spectrum of financing matters and strategic M&A work for corporate clients. **Strengths:** *"Todd is an extension of our team. He always remains calm and professional."* **Matthew Graban** (see p.2821)'s practice sees him advise domestic and international businesses on M&A work, alongside additional roles advising HNW families on corporate matters. **Strengths:** *"Matt is an exceptional attorney." "He is an outstanding adviser."* **Ashley Hess** (see p.2823) acts for public and private companies on a range of corporate matters, from M&A to joint ventures and governance issues. **Strengths:** *"Ashley's level of service, knowledge and vision is remarkable."* **Amy Shepherd** (see p.2836) is recognized for her ability to assist a wide roster of clients with M&A and securities offerings. **Strengths:** *"Amy is the complete package. She has strong legal knowledge and a strong general business perspective while being pragmatic." "She is a dedicated and sophisticated professional who cares about her clients."*

Corporate/M&A

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
Squire Patton Boggs

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

Senior Statespeople

Senior Statespeople: distinguished older partners
Ganulin Neil *Frost Brown Todd LLP*
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*
Kegler Todd *BakerHostetler LLP*
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 **
Reuter F Mark *Keating Muething & Klekamp PLL*
Shepherd Amy M *BakerHostetler LLP **

Band 4
Hurley Michael *Calfee, Halter & Griswold LLP **
Lesan Robert *Keating Muething & Klekamp PLL*
Muething Julie *Keating Muething & Klekamp PLL **
Siegfried Jeremy *Porter Wright Morris & Arthur LLP **
Swan Timothy M *BakerHostetler LLP **

Up-and-coming individuals
Gullett Ashley *Jones Day*

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

John Harrington (see p.2822) is relied upon by clients for high value transactions, comprising publicly traded acquisitions. He is also well versed in advising on complex contract negotiations. **Strengths:** *"John provides excellent service. He is very strong in compliance and doesn't waste any time." "John is wonderful, very pragmatic and responsive."* **Janet Spreen** (see p.2837) advises clients on a range of general corporate matters, with experience in industries including automotive and retail. **Strengths:** *"Janet is amazing, very responsive and knowledgeable. She understands what we need and gives clear answers."* **Ronald Stepanovic** (see p.2838) is particularly well versed in handling transactional matters and portfolio company work on behalf of private equity firms. **Strengths:** *"He is incredibly knowledgeable, practical and service-oriented."* **Timothy Swan** (see p.2839) enjoys a burgeoning reputation for his corporate practice, which features particular expertise in advising technology and life sciences businesses on transactional matters. **Strengths:** *"Tim is extremely precise and targeted in what he does." "He turns around responses, is pragmatic, a good drafter and his advice is practical."* **Peter Van Euwen** (see p.2840) 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:** *"Working with Pete is a delight in all respects. His legal and business acumen are top notch."* **Charlotte Pasiadis** (see p.2832) is a highly regarded associate with an impressively broad corporate practice, including experience in securities and venture capital transactions. **Strengths:** *"She is incredibly responsive and always provides practical guidance and support." "Charlotte is a trusted counsel." "Charlotte is exceptional. She is wise beyond her years and extremely responsive."*

Benesch

What the team is known for Benesch has an esteemed corporate practice with particular strengths in mid-market 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

"They are very responsive and always able to tap into expertise within the firm as needed."

"The team is thoughtful, detailed and knowledgeable about the relevant requirements."

Work highlights Benesch advised Rotunda Capital Partners in the $120 million sale of Amware Fulfillment to Staci Group.

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 very well respected."* **Michael Marhofer** excels in a broad spectrum of transactional matters, with particular expertise advising private equity firms on investment work and fund formation. **Strengths:** *"He is a creative and talented 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 quick on her feet, has a broad perspective and is responsive."*

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

"The team is very thorough, quick to respond and collaborative. They have a very strong bench with attention from the top."

"Calfee is a very strong team across multiple different aspects of M&A. They are also extremely responsive."

"They are thoughtful about helping to solve issues, and are very responsive."

Work highlights Calfee, Halter & Griswold LLP advised PCX Corporation in its $100 million sale to Hubbell Industrial Controls.

Notable practitioners

Douglas Neary (see p.2831) 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:** *"Douglas is a very valuable asset."* **Steven Karzmer** (see p.2825) 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:** *"Steven is an extremely capable and trusted advisor. He is a solution-oriented lawyer with great attention to detail and very responsive to his clients." "Steven excels at service and is very pragmatic." "He is extremely knowledgeable and easy to work with."* **Jennifer Vergilii** (see p.2840)'s clients regularly call upon her to handle a broad array of M&A and capital markets transactions. **Strengths:** *"Jennifer does a phenomenal job. She is efficient, very effective and understands the size of the deal." "Jennifer is a dedicated, hard-working and professional business attorney."* **Terry Doyle** (see p.2819) 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:** *"Terry is exceptional."* **Arthur Hall** (see p.2822) is particularly well versed in advising public companies and investors on financing issues and corporate governance matters. **Michael Hurley** (see p.2824) is a rising star in the M&A field who regularly works on a host of transactions. **Strengths:** *"Michael is a great partner for us. He is extraordinarily smart, a great negotiator and focused on the key issues." "Michael is a sophisticated and talented lawyer with an exceptional ability to advise on risk and reward scenarios." "Michael is excellent to work with. I feel confident and relaxed knowing he is working on my behalf."* **Brent Pietrafese** (see p.2832) is particularly noted for his work advising clients on sales of businesses, with additional expertise in acquisition work. **Strengths:** *"Brent is extremely strong, aware, balanced and has good business acumen to supplement legal knowledge."* **Thomas Welsh** (see p.2842) is the managing partner of Calfee, Halter & Griswold. He advises on sophisticated transactions across a range of industries. **Strengths:** *"Thomas is a combination of extremely smart and detailed but also very commercial and practical."* **Salvatore Totino** (see p.2839) is a highly regarded junior partner sought after for his expertise in mid-market acquisitions. **Strengths:** *"Sam is an excellent lawyer who provides business minded counsel on corporate trans-*

actions. He is efficient and very responsive."

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 is a reliable firm when it comes to handling sophisticated M&A negotiations."

"The team is always available and super responsive."

Work highlights Dickinson Wright PLLC advised RIV Capital in its $247 million acquisition of Etain.

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 in 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

"They are responsive and great at finding ways through difficult issues."

Work highlights Frost Brown Todd LLP advised Solid State on its $45 million acquisition of Custom Power.

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:** *"Neil knows us well and does a strong job supporting us."*

Hahn Loeser & Parks LLP

What the team is known for Hahn Loeser & Parks LLP advises clients in a host of mid-market acquisitions and sales. The team is noted for its experience acting on behalf of clients in industries including real estate, pharmaceuticals and insurance.

Strengths

"When working with Hahn Loeser you are getting a team of experts that can assist in all aspects of an acquisition."

"They always rise to the occasion and get the job done when needed."

"The team does an excellent job of handling complex issues and boiling them down to what is critical."

Work highlights Hahn Loeser & Parks LLP represented Chas E. Phipps in its acquisition of ATR Equipment.

Notable practitioners

John Paul Lucci (see p.2828) has experience in domestic and international M&A, acting for clients in both sales and acquisitions. **Strengths:** *"John Paul is detailed, intelligent and engaged." "I couldn't be happier with his expertise, professionalism, work ethic and service."*

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 has a broad scope of specialists, deep experience and are very responsive and efficient."

"Jones Day is truly outstanding. They are responsive, thoughtful, rigorous, hardworking and creative."

"They have the experience and the staff to think through any issue."

Work highlights Jones Day advised Evoqua Water Technologies on its stock-for-stock merger with Xylem.

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:** *"He is an exceptional business lawyer who does a wonderful job making the considerable global assets of the firm available to us." "He is technically savvy and commercially reasonable."* **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 very knowledgeable, practical, cost effective and always available." "He is always really thoughtful and practical."* **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 amazing to work with. He has great command over the firm's resources and is an expert in private equity matters." "John is an excellent attorney and business partner."* **Ashley Gullett** is a highly regarded up-and-coming partner with experience in a range of domestic and international transactions. **Strengths:** *"Ashley is experienced, practical, has a good way with clients and works very collaboratively with co-counsel."*

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

"The team is extremely responsive and dependable with many subject matter experts."

Work highlights Keating Muething & Klekamp PLL represented Meridian in its merger agreement with Biosenor.

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 extremely responsive and very practical. He cares about his clients and is proactive in servicing them."* **Robert Lesan** advises clients on mid-market transactions with expertise in both domestic and international deals. **Strengths:** *"Robert is incredibly competent. He is vested in success, creative and tireless."* **Julie Muething** (see p.2830) advises clients on both sales and acquisitions, with expertise in industries including logistics, energy and manufacturing. **Strengths:** *"Julie is an excellent attorney. She works tirelessly for her clients and is responsive, diligent and forward-thinking."*

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

"The Kegler Brown team is responsive and communicates well with our team. They make complex issues easy to understand and navigate."

"They have a diverse group of practitioners who can weigh in on nearly any subject we throw them."

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:** *"Charles has a really good reputation."* **Stephen Barsotti** is a respected practitioner who often handles M&A as part of his broader practice. **Strengths:** *"Stephen is very responsive and enjoyable to work with!"*

McDonald Hopkins LLC

What the team is known for McDonald Hopkins LLC is a noted regional practice with strength in mid-market M&A transactions. The team offers expertise in both private equity and M&A transactions.

Strengths

"McDonald Hopkins has deep resources across many fields. The team is very responsive and show a genuine desire to protect and serve their clients."

"McDonald Hopkins has a great deal of knowledge in all aspects of deals. The team is very responsive and quick to come up with solutions."

"The team is always thoughtful and solutions-oriented."

Work highlights McDonald Hopkins LLC advised Directional Services in its acquisition of Lexington Energy Services.

Notable practitioners

Christal Contini is a key contact.

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 team has excellent capabilities, are highly responsive and are able to understand the time sensitivity of transactions."

"They provide excellent advice on many fronts, responses are always quick and the team is readily available for advice."

"Porter Wright is a strong firm with significant resources to handle complex matters."

Notable practitioners

Jeremy Siegfried (see p.2837) acts for clients in industries including fashion, manufacturing and IT in a range of transactional matters. **Strengths:** *"Jeremy is a really excellent practical lawyer. He has great commercial awareness and is a great negotiator." "Jeremy is incredibly smart and provides us with timely and trustworthy advice and support on acquisitions."*

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

"They have depth of expertise in all areas and are always communicating and responding."

Work highlights Squire Patton Boggs advised The Timken Company in its sale of all of the issued and outstanding equity securities of Timken Aerospace Drive Systems to PCX Holdings Corporation.

Notable practitioners

David Zagore 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. **Strengths:** *"David is a real leader in this space."* **Edward Steiner**'s 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:** *"I think the world of Edward. He is an incredible legal mind and a very practical attorney."* **Cipriano Beredo**'s 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:** *"He understands our business model and risk tolerance, and is good at customizing his advice."* **Daniel Berick**'s 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.

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

"Taft has a deep team with experts in all fields. They are very responsive to our needs."

Work highlights Taft Stettinius & Hollister LLP advised FiberLight on its sale to HRL Morrison.

Notable practitioners

James Zimmerman (see p.2843) is noted for his strength in advising businesses and investors on a broad spectrum of corporate law matters. **Strengths:** *"James is one of the best in the industry."* **Dominic DiPuccio** (see p.2819) is sought after by clients for his expertise in a range of transactions including sales, acquisitions and series A offerings. **Strengths:** *"Dominic is a phenomenal force."*

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

"The team are efficient, practical and business minded while being very timely with good prioritization skills."

"Thompson Hine has many subject matter experts and routinely handles complex matters. They are very responsive and actively manage the matters to which they are entrusted."

Work highlights Thompson Hine LLP advised Turnkey Technology on its sale to Pavion.

Notable practitioners

Frank Chaiken 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:** *"Frank offers extremely knowledgeable M&A counsel as well as practical and dependable advice."* **Tony Kuhel** (see p.2826) advises clients on both domestic and international transactions, covering the likes of acquisitions and sales. **Strengths:** *"Tony is a pleasure to work with. His ability to stay even-handed is a great attribute."* **David Watson** (see p.2841) advises clients on mid-market transactional matters, including combinations and acquisitions. **Strengths:** *"David has a sophisticated appreciation of risk allocation and brings great intelligence and conceptual awareness to our matters."*

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

"Tucker Ellis is very responsive and supportive."

"The team is very knowledgeable and competent."

"Tucker Ellis repeatedly demonstrates the ability to analyze complex situations and areas of law. The service is exceptional."

Notable practitioners

Christopher Hewitt (see p.2823)'s 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:** *"Chris is very knowledgeable and able to command the situation."* **Peter Rome** (see p.2835) acts for clients on M&A and private equity transactions, financing issues and wider corporate governance matters. **Jayne Juvan** (see p.2824) is well versed in advising on corporate acquisitions. She is known for representing clients in the medtech and food and drink franchising industries. **Strengths:** *"Jane is a valuable asset to us."* **Brian O'Neill** (see p.2831) advises clients in a range of mid-market sales and acquisitions. **Strengths:** *"Brian is very client focused and a clever negotiator." "Brian is an experienced attorney with strategic oversight."*

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

"Vorys Sater has seasoned professionals who always meet deadlines to stay on top of the progress of a project."

"They have a broad range of knowledge and are really powerful in bringing the right expertise forward."

"The team is smart and knowledgeable, with good decision makers and advisors."

Notable practitioners

Adam Brandt (see p.2816) 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 really digs in and provides very strong client service." "He is a good advisor who is pragmatic."* **Roger Lautzenhiser** (see p.2826) is an experienced corporate lawyer whose clients include a range of public and private businesses, financial institutions and invest-

ment firms. His practice features broad strengths across areas such as M&A, securities regulation and financing matters. **Strengths:** *"Roger takes care to give us a great service."*

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:** *"He is well respected for his judgment."*
Fadi Nahhas (see p.2831) of Eastman & Smith advises clients in a range of transactions, in addition to advising on corporate governance issues. **Strengths:** *"Fadi is very knowledgeable and professional."*
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 strong lawyer."*

Employee Benefits & Executive Compensation

Employee Benefits & Executive Compensation

Leading Firms

Band 1
BakerHostetler LLP
Thompson Hine LLP

Band 2
Calfee, Halter & Griswold LLP
Vorys, Sater, Seymour and Pease LLP

Band 3
Jones Day
Porter Wright Morris & Arthur LLP
Squire Patton Boggs
Taft Stettinius & Hollister LLP
Tucker Ellis LLP

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

Employee Benefits & Executive Compensation

Senior Statespeople

Senior Statespeople: distinguished older partners
Viviani Gregory J *Squire Patton Boggs*

Leading Individuals

Band 1
Love Julia Ann *Thompson Hine LLP*
McGowan Jr John J *Limbo (ORL)* ◊
Starkey J Shane *Thompson Hine LLP*

Band 2
Day Steven *Calfee, Halter & Griswold LLP* *
Hagen Daniel C *Jones Day*
Helmreich Richard J *Porter Wright Morris & Arthur LLP*
Lubow Susan N *BakerHostetler LLP* *
Malone Raymond M *BakerHostetler LLP* *
Miller Robert *Calfee, Halter & Griswold LLP* *
Shlonsky Patricia A *UB Greensfelder LLP (ORL)* ◊ *
Stansbury Ronald C *Tucker Ellis LLP* *
Stitt Scott *Tucker Ellis LLP* *
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* *
Corpora Corine R *Tucker Ellis LLP* *
Draucker Carl A *Squire Patton Boggs*
Dunsizer Jennifer *Vorys, Sater, Seymour and Pease LLP* *
Laing Michael *Taft Stettinius & Hollister LLP* *
Mills Jennifer A. *BakerHostetler LLP* *
Poth Christine M *Vorys, Sater, Seymour and Pease LLP* *
Ryan Laura *Thompson Hine LLP*
Wells Ben F *Dinsmore & Shohl LLP (ORL)* ◊
Whaley David A *Thompson Hine LLP*

Up-and-coming individuals
Hanft Seth J *BakerHostetler LLP* *
Howard Elizabeth *Vorys, Sater, Seymour and Pease LLP* *

Band 1

BakerHostetler LLP

What the team is known for BakerHostetler LLP 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

"BakerHostetler are on top of their game. Their services are all-encompassing and we are constantly updated on the status of our projects."

"They always have the ability to connect you to whatever legal help we need as they have experts on any issue we bring to them."

"The team has very broad as well as technical knowledge. They are exceptional when it comes to responsiveness."

Work highlights BakerHostetler advised Greif in the design and implementation of a global employee stock purchase plan for its global workforce.

Notable practitioners

Susan Lubow (see p.2827) 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 understands our complex industry and needs." "Susan is very knowledgeable and is always willing to take any extra time we may need on something." "Susan is very well versed in the matters we bring to her, having extensive expertise and knowledge."* **Raymond Malone** (see p.2828) 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. **Strengths:** *"Raymond is a responsive, creative, thoughtful, considerate and respectful lawyer who takes the time to develop longstanding relationships with his clients."* **Ann Caresani** (see p.2817) 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 is always fully prepared. She has been extremely helpful with organizational and structural issues as well as with ongoing matters." "She is responsive and very practical." "Ann is always a pleasure to work with."*
Jennifer Mills (see p.2830) cochairs the EBEC group at BakerHostetler. She is noted for her work advising clients on health and welfare plans as well as providing guidance on ERISA and HIPAA compliance. **Strengths:** *"She has years of experience and a wealth of knowledge. She explains legal concepts in a way that we can understand and apply, not only in the current situation but for future reference." "Jennifer is flexible to our needs and requests and is always willing to assist. She is also very personable." "She understands complex issues and agreements. Her expertise is highly appreciated by us."* **Seth Hanft** (see p.2822) focuses his legal practice on employee benefits and executive compensation. He is noted for his expertise in ERISA. **Strengths:** *"We have great confidence in Seth's abilities, knowledge and timeliness in turning around projects." "Seth provides us with practical advice, being very responsive and willing to help."*

Thompson Hine LLP

What the team is known for Thompson Hine LLP 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.

Strengths

"They are creative and solution-oriented, being very responsive and good partners to us."

"Thompson Hine has a deep team and resources which provides comprehensive and detailed work. They are always very responsive and timely."

"They are really good at digging into the complexity of matters while keeping things practical."

Work highlights Thompson Hine advised News Corporation on the integration of benefit plans related to the $1.15 billion acquisition of OPIS.

Notable practitioners

Julia Ann Love is experienced in healthcare plans and reform. She also leads the firm's employee benefits and executive compensation practice. **Strengths:** *"She does a great job of getting to know our business and applying the law to our particular circumstances."* **Shane Starkey** has a strong parallel tax practice and is well equipped to advise public corporations on a comprehensive array of executive compensation arrangements. **Strengths:** *"He is at the top of his field as an executive compensation practitioner. His technical skills are tremendous." "He really shines when it comes to judgment, knowledge of corporate governance matters as well as writing skills for contractual matters and public disclosures." "He is my go-to attorney for all things related to executive compensation."* **Kim Wilcoxon** is particularly well versed in Affordable Care Act issues and other group health plan regulations. **Strengths:** *"Kim stands out for her attention to detail and her ability to review a problem and find a solution." "She is a national expert and an incredible resource." "Her knowledge of compliance is incredible, as is her ability to articulate and explain it."* **Timothy Brown**'s work encompasses the full gamut of issues relating to retirement and health and welfare plans, including fiduciary compliance. **Strengths:** *"He is a wonderful advocate for us, standing out for his knowledge on retirement plans." "Timothy has a good business mind." "He is wonderful to work with, bringing a lot of experience and practical knowledge."* **Laura Ryan** assists clients with retirement and health and welfare plan design, maintenance and termination. **Strengths:** *"She offers very good benefits counsel."* **David Whaley**'s work for businesses and nonprofit entities includes the formation and implementation of ESOPs and deferred compensation arrangements. **Strengths:** *"David is extremely impressive, especially when it comes to ESOP." "David is a force in the ESOP world with an ability to explain risks to ensure all decisions are made with eyes wide open. I know when I run something by David I am getting the right answer as opposed to just the easy answer."*

Band 2

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold LLP 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 has a high level of expertise which allows them to readily address issues and provide valuable input to us."

"The team has deep knowledge, experience and subject matter expertise. The level of service they provide is outstanding."

"They offer a very holistic and thorough approach to complex matters."

Work highlights Calfee, Halter & Griswold LLP advised MetroHealth System on an internal review of employment and deferred compensation agreements.

Notable practitioners

Steven Day (see p.2818)'s work encompasses a range of areas, including fiduciary and compliance concerns and benefits implications of M&A. **Strengths:** *"He is a strong partner in non-qualified plans as well as transactional matters." "He is a great resource for us!"* **Robert Miller** (see p.2830) 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:** *"Bob has an amazing wealth of knowledge, having come across everything. He is always prepared to provide in-depth and comprehensive legal advice." "He is an integral partner to our business who is very well versed in our plans." "He is very knowledgeable and helpful, providing very good counsel to us and helping us work through challenging matters."*

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease LLP 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

"I turn to Vorys for every concern I have regarding benefits and they are always able to provide a solution."

"Vorys is very well thought of, being well connected with very good practitioners."

"The team is detail-oriented, dedicated and insightful as well as being a trusted partner that understands our business."

Work highlights Vorys, Sater, Seymour and Pease advised Abercrombie & Fitch on their health and welfare and retirement plans.

Notable practitioners

Anthony Ciriaco (see p.2818) is highly experienced in many areas of employee benefits work, including health and welfare benefits, executive compensation and qualified retirement plans. **Strengths:** *"Tony is exceptional. He is strong and articulate, as well as being great to work with."* **Jennifer Dunsizer** (see p.2820) regularly counsels clients on the administration of retirement plans, deferred compensation, health and welfare plans and insurance benefits. **Strengths:** *"She is able to manage high expectations and changing priorities in very little time!" "I am always impressed with the depth and breadth of her executive compensation knowledge." "She has a very sophisticated practice, particularly in the savings plans arena and is great to work with."* **Christine Poth** (see p.2833) is adept at creating, implementing and maintaining a variety of employee benefits plans and programs. **Strengths:** *"Chris is wonderful to work with. She combines her extensive expertise in employee benefits law with practical advice and a clear understanding of her client's business needs." "Chris is super-easy to talk to and very friendly. She is also knowledgeable with any issue relating to ERISA. I trust her to give me business-oriented answers."* **Elizabeth Howard** (see p.2823) 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:** *"She is an expert on health and welfare matters, always knowing the current state of affairs and providing quick responses." "I absolutely love working with Elizabeth. She's extremely helpful regarding plans, inquiries and updates." "She is knowledgeable, thorough and responsive."*

Band 3

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. **Strengths:** *"I can always rely on Daniel to look at things differently."*

Porter Wright Morris & Arthur LLP

What the team is known for Porter Wright Morris & Arthur LLP 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

"Porter Wright is constantly able to navigate benefits laws. They are helpful in assisting us with complex and sophisticated tasks."

Work highlights Porter Wright advised Crane con-

cerning the employee benefits aspects of several merger and acquisition transactions, including the establishment of new 401(k) retirement and group health plans.

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:** *"He is a very strong practitioner."* **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:** *"Deb is an excellent attorney, being very client-oriented and responsive."*

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.

Strengths

"They demonstrate an ability to explain technical matters in an understandable fashion which helps facilitate our decision-making."

Work highlights Squire Patton Boggs advised Leathwaite on the implementation of a global stock plan for their US employees.

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. **Strengths:** *"He is very good at what he does. He is responsive and commercially aware, knowing as well as explaining the law well."* *"Greg is an excellent business adviser who provides well-informed practical advice and guidance which is highly valued."* **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. **Strengths:** *"Carl is always excellent to work with."*

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister's employee benefits and executive compensation practice is noted for its expertise in executive compensation arrangements. The group is well versed in the design and administration of incentive and retirement plans, able to provide litigation services as required.

Strengths

"I never encounter any issues obtaining the expertise we need from Taft. They are extremely responsive to our needs."

"As a firm, they are very responsive and offer good, practical legal advice. As a team, they also work really well together."

"Taft works to know our business and our strategy, helping us understand the law and how best to achieve our goals."

Work highlights Taft Stettinius advised Kao USA on qualified retirement and group health and welfare plans as well as executive compensation arrangements.

Notable practitioners

Michael Laing (see p.2826) 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. **Strengths:** *"Michael is very detail-oriented and knowledgeable in his field. He offers practical advice and is accessible."* *"Michael is great to work with. He understands our strategy and helps to construct plans that are compliant with current law whilst being flexible for the future."*

Tucker Ellis LLP

What the team is known for Tucker Ellis LLP 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.

Strengths

"Tucker Ellis has extensive knowledge regarding qualified plans. When we need urgent responses, we can rely on them."

"I trust that everything I bring to Tucker Ellis, they are able to help with. They are able to see the business as well as legal perspective."

"The team is very professional and accommodating to us and our needs. They are very quick to respond and communicate everything we need."

Notable practitioners

Ronald Stansbury (see p.2837) 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. **Strengths:** *"Ron is very knowledgeable and a pleasure to work with."* *"Ron is a great listener and brings the resources we need."* **Scott Stitt** (see p.2838)'s work centers on ERISA and employee benefits litigation, ESOP issues and related commercial and employment disputes. **Strengths:** *"He is very solid in ERISA work."* **Corine Corpora** (see p.2818) assists clients with qualified and nonqualified retirement plans, health and welfare plans and fringe benefit plans as well as executive compensation issues. **Strengths:** *"Corine turns hard subject matter into understandable content. She is super at supporting our organization with our retirement needs."* *"Corine invests the time needed to accurately respond to our questions. She is thorough and communicates her thoughts well in both written and verbal communications."* *"She is a talented attorney who we are very satisfied with."*

Other Ranked Lawyers

John McGowan is skilled in many forms of benefits disputes, including ERISA class actions.

Patricia Shlonsky (see p.2836) of UB Greensfelder is skilled in the handling of complex ERISA, ESOP and other compensation-related disputes. **Strengths:** *"Patty knows the law and explains it in a way that anyone can understand. She is very accessible and easy to communicate with."*

"She provides a prompt service which brings a high level of expertise. She delivers practical and efficient results when dealing with complex matters."

"Patty is a dream attorney. She is responsive and has the ability to make very complicated employee benefits matters understandable."

Ben Wells of Dinsmore & Shohl LLP works in the employee benefits and executive compensation field. His work includes advising clients on ERISA procedures, qualified retirement plans and ESOPs. **Strengths:** *"Ben is very experienced, really knowing his stuff."*

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

Band 2

Porter Wright Morris & Arthur LLP

Whitt Sturtevant 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*

Proano David F *BakerHostetler LLP (ORL)* ◊ *

Russell Gregory *Vorys, Sater, Seymour and Pease LLP* *

Band 2

Alexander Trevor *Benesch (ORL)* ◊

Baronzzi Christopher *Porter Wright Morris & Arthur* *

Kennedy Christopher T. *Whitt Sturtevant LLP*

McGranor Timothy B *Vorys, Sater, Seymour and Pease* *

Settineri Michael *Vorys, Sater, Seymour and Pease LLP* *

Whitt Mark A. *Whitt Sturtevant LLP*

Up-and-coming individuals

Cohn Jody Kyler *Boehm, Kurtz & Lowry*

* *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 Kurtz is very capable and very competent."* **Jody Kyler Cohn** is an up-and-coming practitioner widely appreciated for her work in energy regulatory proceedings. She is also experienced in handling matters before the Supreme Court of Ohio and Kentucky. **Strengths:** *"Jody is very practical."*

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.

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. **Glenn Krassen** draws on four decades of experience in the regulated energy space to ably advise his developer and large consumer clients. **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.

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 understanding of the law, and the competency and expertise to provide counsel around complex and niche issues."

"The Calfee team has a depth of knowledge."

Notable practitioners

James Lang (see p.2826) 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. **Strengths:** *"I doubt that there is another attorney that better knows Ohio's natural resource laws better than James Lang."* *"James has good communication, experience and knowledge of the industry."* *"James Lang has a very solid reputation for providing sophisticated and commercially aware service with an eye on achievable results."*

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

"Vorys' lawyers are very in tune with the happenings of the oil and gas industry in Ohio."

"Vorys' work is spot-on in difficult, complicated cases often involving issues of first impression."

"Vorys frequently has the right attorney with right experience to advise on a matter."

Work highlights Vorys Sater, Seymour and Pease represented Constellation NewEnergy before the Public Utilities Commission of Ohio in connection to AES Ohio's electric security plan proceeding.

Notable practitioners

Gregory Russell (see p.2835) 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 Russell is a leader and a respected member of the oil and gas bar."* *"Gregory is incredibly smart on his practice issues and he has an ability to relate to clients and speak 'non-lawyer'."* **Timothy B McGranor** (see p.2829) is an experienced energy lawyer based in Columbus who regularly assists oil and gas clients in litigation in state and federal courts across Ohio. **Strengths:** *"Tim is a go-to lawyer for oil and gas litigation in Ohio. His briefs are always well done and his advocacy is on-point."* *"A go-to litigator for all Ohio oil and gas cases."* **Michael Settineri** (see p.2836) leads the firm's utilities and renewables practice group. He is known for his able handling of PUCO mandates on behalf of a variety of clients including electric utilities, natural gas pipeline owners and renewable project developers. Settineri also acts on behalf of clients at the Ohio Supreme Court. **Strengths:** *"Michael Settineri is very knowledgeable."* *"Michael Settineri is a thoughtful and meticulous attorney."*

Band 2

Porter Wright Morris & Arthur LLP

What the team is known for Porter Wright Morris & Arthur LLP offers broad capability in the energy sector. The firm routinely represents oil and gas production and distribution clients in litigation surrounding leases, royalties and titles. The team impresses further in the realm of energy transactions and project development. The deep bench of the group also features practitioners experienced in utility regulatory litigation and coal and mineral rights issues.

Strengths

"Porter Wright Morris has a strong stable of capable lawyers."

"The team at Porter Wright Morris does an excellent job of staying current with case law and I am more than satisfied with the level of service it has provided."

Work highlights Porter Wright Morris & Arthur defended Rice Drilling D against allegations from Long Point Energy that the defendant had oil and gas without a lease or permission.

Notable practitioners

Christopher Baronzzi (see p.2815) is a multi-disciplinary energy practitioner capable of handling a variety of matters relating to the oil and gas industry. Baronzzi features on litigation concerning leases, royalties and the Ohio Dormant Mineral Act alongside transactional matters such as lease sales. **Strengths:** *"Christopher Baronzzi is responsive, knowledgeable and dedicated to his client."*

Whitt Sturtevant LLP

What the team is known for Whitt Sturtevant LLP is an energy regulatory litigation boutique with its

Columbus office focused on representing clients in front of the Public Utilities Commission of Ohio. Drawing on a client pool of natural gas utilities and retail electric suppliers, the firm has deep experience in handling rate cases and other regulatory proceedings.

Notable practitioners

Christopher T. Kennedy is a well-regarded energy partner in Columbus who regularly represents corporate clients in energy transactions and financings. **Strengths:** *"He's very helpful."* **Mark A. Whitt** is an experienced energy litigator who represents clients in state and federal court across Ohio. He is the managing partner of the firm.

Other Ranked Lawyers

Trevor Alexander is chair of Benesch's energy group. Alexander earns plaudits of his PUCO practice in which he represents electric and gas utilities in contested rate filings and transaction approval matters.

David Proaño (see p.2833) 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. **Strengths:** *"David Proaño is a very good attorney."*

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
Calfee, Halter & Griswold LLP
Roetzel & Andress, LPA
Taft Stettinius & Hollister 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 is a greatly experienced and well thought-of practice acting for clients on a broad range of issues relating to environmental law. It possesses a strong stable of talented attorneys representing clients in civil and criminal enforcement actions, and regulatory compliance audits and investigations. The firm is particularly sought after for its counsel on CERCLA and CWA matters. It is also noted for its environmental counsel on corporate transactions. The team acts for a distinguished roster of state, national and international clients, including heavy industry corporations, petroleum companies and municipalities.

Strengths

"Frost Brown Todd has very experienced lawyers."
"The firm is very knowledgeable about various federal, state and local environment regulations and how best to apply that to a business."
"Frost Brown Todd is the most robust practice in the state."

Work highlights Frost Brown Todd acted for the City of Dayton in cases involving per- and polyfluoroalkyl substances litigation against the US Department of Defense and US Air Force for contamination of the City's water supply.

Environment
Senior Statespeople

Senior Statespeople: distinguished older partners
Brubaker Robert *Porter Wright Morris & Arthur (ORL)* ◊
Nash David *McMahon DeGulis LLP*
Samuels Stephen P *Frost Brown Todd LLP*
Schraff Christopher *Porter Wright Morris (ORL)* ◊
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*
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 (ORL)* ◊
Norman Mark A *Vorys, Sater, Seymour and Pease LLP* *
Rego John A *Benesch*
Van Kley Jack A *Van Kley Law (ORL)* ◊
Wesloh Steven *Frost Brown Todd LLP*
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 (ORL)* ◊
Hoffman Timothy *Dinsmore & Shohl LLP (ORL)* ◊

Band 4
Dressman Chase *Taft Stettinius & Hollister LLP* *
Eagle Joel *Thompson Hine LLP*
Edelstein David *Vorys, Sater, Seymour and Pease 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
Spitzig Erica M *Taft Stettinius & Hollister LLP* *

Associates to watch
Alexander Rees *Squire Patton Boggs*

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. **Strengths:** *"Stephen Samuels is very well respected."* **William Hayes** is a well-regarded environmental lawyer and is renowned in the market for his expertise in permitting and CAA compliance. **Strengths:** *"William Hayes has a great deal of expertise on the CAA."* *"His technical expertise is indescribable, he can go head-to-head with engineers all day long."* **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. **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 is a very reliable business partner and provides fast service and great advice."* **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 Wesloh is a strong, competent and intelligent practitioner."* **Christopher Habel** chairs the firm's Cincinnati office and has considerable experience representing clients in environmental litigation and advising on regulatory compliance. **Strengths:** *"Christopher Habel is well respected and well known."*

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. It possesses particular strength in brownfield matters, as well as integrated planning work related to the CWA. The team is also noted for its permitting, compliance and enforcement counsel on air pollution issues. It represents significant municipal and private clients across Ohio as advisory and litigation counsel.

Strengths

"McMahon DeGulis has very experienced lawyers."
"The firm was very adept at both handling compli-

cated matters and explaining matters to laypeople."
"McMahon has a keen understanding of state, federal and local laws."
"It provides regular and timely communication."
Work highlights McMahon DeGulis LLP represented RJ Reynolds Tobacco Holdings in a CERCLA landfill case.
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. **Strengths:** *"Greg is an outstanding lawyer."* *"Greg has a lot of experience in CERCLA cases."* **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 McMahan is a well-rounded environmental lawyer."* *"Louis McMahon is super practical, super efficient and is a force to be reckoned with."* **Wendlene Lavey** has wide-ranging environmental expertise and regularly advises clients on compliance, permitting and enforcement matters, among others. **Strengths:** *"Wendlene was able to take a particularly complex problem and condense it down into practical advice."*

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. It possesses expertise in compliance and litigation including defense of governmental enforcement actions. The firm excels in matters relating to health and safety breaches, site remediation, brownfield redevelopment and land use approvals. It represents clients from a variety of industries including mining, manufacturing, petroleum refining and energy.
Strengths
"Squire Patton Boggs has been able to provide environmental expertise in all aspects of waste, air and water."
"Squire Patton Boggs not only provides a great level of feedback for any given issue that may arise, but it is always timely with responses."
Work highlights Squire Patton Boggs defended Northrop Grumman Systems Corporation in a CERCLA action brought by the State of Ohio. The case related to a former manufacturing site in Dayton.
Notable practitioners
Douglas McWilliams brings particular expertise to CAA enforcement and compliance issues in the automotive industry, among other matters. **Strengths:** *"Doug has provided excellent support."* **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 Winters is very knowledgeable and able to dig into underlying technical facts."* **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. **Strengths:** *"Vincent Atriano is a knowledgeable and zealous advocate."* *"Vincent is very good on environmental litigation."* **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. **Strengths:** *"Allen is a very smart, experienced lawyer."* **Kendra Sherman** has experience defending clients in federal and state enforcement actions, as well as advising on matters regarding environmental compliance. **Strengths:** *"Kendra Sherman is a really good environmental lawyer."* **Rees Alexander** has diverse environmental expertise, regularly advising on both contentious and noncontentious matters including transactions, litigation and regulatory compliance. **Strengths:** *"Rees is very knowledgeable and a great resource. He provides a concise yet informative analysis and is always available to help with any environmental issues that may arise."*

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
"Thompson Hine's evaluations were thorough and aligned with the regulations."
Work highlights Thompson Hine LLP advised The Home Depot on all environmental matters relating to the acquisition of Home Express Delivery Service, dba Temco Logistics.
Notable practitioners
Heidi Friedman 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. **Strengths:** *"Heidi Friedman has good experience in environmental law."* **Andrew Kolesar** is an esteemed practitioner, with noted strengths handling Superfund, NEPA and permitting issues. **Strengths:** *"Andrew Kolesar is a great lawyer who is professional and good to work with."* **Joel Eagle** is regularly called upon to advise on a wide range of environmental law mandates, including CERCLA compliance, enforcement and risk management. **Strengths:** *"Joel Eagle is a very good lawyer."*

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
"Vorys, Sater, Seymour and Pease is essentially an extension of our company."
"The team has the ability to relate their expertise to someone without expertise."
"It has experienced practitioners in their fields."
Work highlights Vorys, Sater, Seymour and Pease LLP represented The Williams Companies in an appeal of its air permit before the Ohio Environmental Review Appeals Commission.
Notable practitioners
Kristin Watt (see p.2841) 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 Watt is amazing. She is strategic and practical."* **Mark Norman** (see p.2831) 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** (see p.2820) is 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. **Strengths:** *"David Edelstein is very calming and reassuring. He can express technical expertise in a relatable way."*

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. It is regularly sought out for its expertise in Superfund liability and site remediation. The firm is also well placed to advise on the environmental aspects of commercial transactions such as M&A and divestitures.
Work highlights Benesch represented Gould Electronics in Superfund contribution litigation brought by NL Industries.
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. **Strengths:** *"John Rego is a very smart, hard-working and thoughtful environmental attorney."* **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.

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. It has noteworthy experience representing clients in matters involving haz-

ardous waste, site remediation and cleanup. The team also assists clients with the environmental aspects of transactions.

Strengths

"Calfee has a strong team and has been able to address any issues. It is very responsive and the service has been excellent."

"Technically, the Environmental Group is very strong. However, better yet is the very easy and natural collaboration between that group and others within their firm."

Work highlights Calfee Halter & Griswold LLP advised the City of Akron, Ohio on the Gorge Dam Removal project, which involved multi-jurisdictional grant agreements involving the U.S. Environmental Protection Agency, the State of Ohio, and county and local governments.

Notable practitioners

Christopher Jones (see p.2824) 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:** *"Christopher's insight into the complexities of regulations and practicalities has been very helpful." "Chris has been absolutely key in helping our company develop its legal approach to environmental issues." "Chris is very knowledgeable and has been responsive to our concerns and needs."*

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. It 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. The firm represents a particularly good choice of counsel for matters pertaining to the CAA.

Notable practitioners

Shane Farolino (see p.2820) offers a comprehensive practice, with experience spanning environmental litigation, cleanups and matters regarding the CWA. **Terrence Finn** (see p.2820) is a well-regarded environmental lawyer with notable expertise in transactional and remediation work. His clients include both public and private sector bodies.

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. Its areas of expertise include Superfund and brownfield development issues. The firm is routinely sought after for its counsel on issues relating to the CAA, CWA and TSCA. It excels in toxic and mass tort litigation and also noted for its counsel to both plaintiffs and defendants in cost recovery disputes. The team also advises on environmental aspects of M&A.

Strengths

"Taft's understanding of complex scientific matters underlying litigation and mediate disputes is evident."

Work highlights Taft Stettinius & Hollister acted as as primary counsel to Brenntag North America in matters related to alleged involvement at numerous Superfund sites around the country – Texas, California, North Carolina, Florida, Illinois, Indiana, and others.

Notable practitioners

Thomas Terp (see p.2839) 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** (see p.2819) is highlighted for his broad knowledge of environment law. He is particularly well versed in Superfund and CERCLA matters. **Strengths:** *"Chase Dressman's expertise stands out and his responsiveness is second to none."* **Erica Spitzig** (see p.2837) 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 Spitzig is highly regarded through the industry and is constantly pushing her knowledge and understanding of the latest developments in environmental regulation, legislation and litigation." "All her advice is incredibly thoughtful and well researched."*

Other Ranked Lawyers

Martin Booher (see p.2816) of BakerHostetler LLP is an experienced environmental litigator. He defends clients in a variety of sectors including the manufacturing industries and industrial chemicals. **Strengths:** *"Marty has provided excellent counsel to address issues we have encountered. His insight into best approaches for resolution has been invaluable." "Martin Booher is an extraordinary cross-border lawyer and understands all the client needs." "Martin Booher is very skilled in his area of practice."*

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. **Strengths:** *"Michael Born is a very good lawyer."*

Robert Brubaker of Porter Wright Morris & Arthur maintains an excellent reputation in the market and acts for manufacturers, utilities and other large corporates in CAA affairs, including enforcement proceedings.

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

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

Christopher Schraff of Porter Wright Morris & Arthur 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.

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.

Healthcare

Healthcare

Leading Firms

Band 1

Epstein Becker & Green PC

Jones Day

Band 2

Benesch

Brouse McDowell

Band 3

BakerHostetler LLP

Bricker Graydon LLP

Rolf Goffman Martin Lang LLP

Taft Stettinius & Hollister LLP

Vorys, Sater, Seymour and Pease LLP

Band 4

Dinsmore & Shohl LLP

Frantz Ward LLP

UB Greensfelder 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*

Kirsner John *Jones Day*

Schabes Alan *Benesch*

Band 2

Carsonie Frank *Benesch*

Dutton Thomas E *Jones Day*

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

Kleinman Stephen *Epstein Becker & Green PC* *

Band 3

Carney Jennifer Nelson *Epstein Becker & Green PC* *

Feldkamp Janet *Benesch*

Glessner Daniel *Brouse McDowell*

Goffman Ira S. *Rolf Goffman Martin Lang LLP*

Gottesman Daniel *UB Greensfelder LLP* *

Huryn Christopher *Brouse McDowell*

Killworth Allen *Epstein Becker & Green PC* *

Pierce Reisz Lisa *Epstein Becker & Green PC* *

Rupp Robert K *BakerHostetler LLP*

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

Band 4

Bee Gregory *Taft Stettinius & Hollister LLP* *

Haran Craig *Frantz Ward LLP*

Hilvert Kevin *Epstein Becker & Green PC* *

Lang Paul *Rolf Goffman Martin Lang LLP*

Plinke Eric *Dinsmore & Shohl LLP*

Simon Eric *Taft Stettinius & Hollister LLP* *

Up-and-coming individuals

Fryan Laura *Brouse McDowell*

Reed Bradley D *Frantz Ward LLP*

Associates to watch

Schumacher Avery *Epstein Becker & Green PC* *

Thorn Nicole *Vanguard Health Law (ORL)* ◊

* *Indicates individual with profile.*

◊ *(ORL) = Other Ranked Lawyer.*

Alphabetical order within each band. Band 1 is highest.

Band 1

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

"As a whole, EBG possesses a wealth of talent on its healthcare team. Their attorneys are bright, analytical and personable. It's actually fun to work with them, as you're virtually guaranteed to get an enthusiastic, relatable attorney who is a subject matter expert."

"I was extremely impressed with how the team navigated through complex and sophisticated legal matters with such proficiency and skill. Their in-depth understanding of the law and attention to detail was evident at every turn, making me feel secure and well-represented throughout the process."

"The depth of the team is incredible and the breadth is quite strong with team members entrenched in their areas of specialty in such a way as to be able to translate it for a variety of audiences."

Notable practitioners

Stephen Kleinman (see p.2826) 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 has a wealth of experience and provides practical solutions and analysis for all things medical staff related." "Steve is very knowledgeable and incredibly good at translating complex licensure and health practice issues into terms that are easily digestible for a variety of end-users of the information."* **Jennifer Nelson Carney** (see p.2817) regularly advises hospital systems and healthcare organizations on policy drafting and regulatory compliance. Her areas of expertise include reproductive health, licensure matters and data privacy. **Strengths:** *"Jenny is the first person I call when I need a difficult project completed quickly and with great proficiency. She is efficient, friendly and a great leader of her team. I always feel better on any issue with her in my corner." "Her ability to communicate clearly and navigate complex situations and sophisticated matters is impressive and our team is grateful for her help and insight."* **Allen Killworth** (see p.2826) is well regarded for his work on regulatory and compliance issues in the healthcare sector. He also advises clients on transactional matters. **Strengths:** *"Allen has a good depth of knowledge and is very responsive." "He is consistently able to give quick, efficient answers to complex issues."* **Lisa Reisz** (see p.2832) 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's advice is thorough and thoughtful and she brings a significant level of expertise to whatever issue we engage her for."* **Kevin Hilvert** (see p.2823) 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 is a thoughtful, detailed-oriented attorney. He's an impeccable drafter, often providing unique insights and suggestions overlooked by both parties to the transaction. He consistently meets deadlines and communicates effectively to ensure all stakeholders are aligned on next steps." "Kevin is a go-to M&A and corporate governance expert."* **Avery Schumacher** (see p.2835) is an associate in the healthcare team who assists client with a range of regulatory work, advising on compliance, operational and fraud-related matters, among others. **Strengths:** *"Avery is a highly skilled associate with great ability to work well with clients and work to meet and exceed needs in a highly regulated space." "Avery is a talented healthcare attorney who brings creative solutions to the table, while also possessing extensive regulatory knowledge which helps guide her advice."*

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

"Jones Day is a go-to firm for complex and innovative issues."

"The attorneys at Jones Day with whom we work have consistently demonstrated excellent skills in terms of legal knowledge, responsiveness and understanding of our business needs and objectives."

"Their attorneys are top notch, having creative solutions to challenging problems."

Work highlights Jones Day advised McLaren Health Care Corporation, a fully-integrated healthcare delivery system headquartered in Grand Blanc, Michigan, on the closure and discontinuation of operations of McLaren St. Luke's Hospital located in Maumee, Ohio.

Notable practitioners

Jeffrey Kapp is an experienced transactional lawyer. He is well versed in restructuring and acquisitions, as well as joint venture formation. **Strengths:** *"Jeff brings years of expertise and is also very practical in his advice."* **John Kirsner** advises on physician networking issues, as well as regulatory matters, mergers and the formation of joint ventures. **Strengths:** *"Frank is very good – he is pragmatic and has a good overall vision of deals, bringing the correct tone."* **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:** *"Tom is a superior trans-*

actional attorney with great legal and business insights. He gives very practical advice and is really great to work with." "He was able to see big picture on the transaction and he shared his experiences with other deals which were valuable to us." "He is knowledgeable and creative in regulatory matters and complex transactions in healthcare."

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 homecare, 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 has excellent ability to handle complex transactions and tax issues and can offer a wide array of subject matter experts."

Work highlights Benesch served as healthcare regulator counsel to Lighthouse Behavioral Health Solution's recapitalization by Amulet Capital Partners.

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 fantastic. He is pragmatic, extremely knowledgeable and able to produce great results under pressure."* **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 extremely knowledgeable on healthcare regulatory matters."* **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 knows her stuff and has lots of experience."*

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.

Strengths

"The team at Brouse McDowell is responsive and knowledgeable."

"It's a great team of lawyers with corporate expertise and litigation experience."

"The team is fantastic and works so well together. Their strength is their ability to work together and make things seamless for clients."

Work highlights Brouse McDowell acted as counsel to Community Care Ambulance Network on contracting and legal compliance matters, including union negotiations and labor and employment matters including union grievances.

Notable practitioners

Managing partner **Daniel Glessner** 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:** *"Dan has good vision and awareness of the healthcare space – he is good at identifying issues very quickly." "Dan is an exceptional lawyer who has significant experience with medical practices. His personality and his vast knowledge make him a pleasure to work with."* **Christopher Huryn** garners praise for his deep understanding of healthcare regulatory issues. He sits as practice chair of the firm's healthcare practice. **Strengths:** *"His advice and counsel is thorough, deliberate and very attentive." "Chris is very knowledgeable and provides excellent common sense advice." "Chris is a subject matter expert, he is very responsive and is not only attentive to detail but he is easy to converse with."* **Laura Fryan** is a burgeoning talent in the space whose advice is sought after by healthcare clients in connection with a number of sophisticated matters. **Strengths:** *"She is personable, responsive, knowledgeable and highly intelligent." "Laura understands our goals so her feedback is timely and in line with those goals."*

Band 3

BakerHostetler LLP

What the team is known for BakerHostetler has 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.

Notable practitioners

Robert Rupp 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.

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.

Notable practitioners

Catherine Dunlay offers a wealth of experience in transactional work, including M&A and the creation of joint ventures. **James Flynn** is a highly regarded healthcare lawyer, with extensive experience advising clients on commercial transactions, including acquisitions and reimbursement matters. **Strengths:** *"James Flynn is a very well-rounded healthcare lawyer with lots of institutional understanding." "He is a terrific lawyer."*

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.

Strengths

"They are very good in the long-term health space."

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 great in the long-term care 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 level and quality of service from Taft is exceptional and they have a high level of expertise and resources."

Work highlights Taft Stettinius & Hollister LLP Representated JIS Orthopedics in connection with its sale to OrthoAlliance.

Notable practitioners

Gregory Bee (see p.2815) 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. **Eric Simon** (see p.2837) is recognized for his work providing transactional and regulatory advice to providers in the senior care space.

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 Vorys team is deep and offers varied exper-

tise."
"Any time I have any questions they have proved to be extremely knowledgeable. If they are not immediately sure of a response, they are quick to consult a colleague that does have the answer."
"I have been extremely happy with the services we have received and the firm's knowledge base."
Notable practitioners
Jolie Havens (see p.2823) focuses her practice on healthcare compliance and regulatory issues, and offers notable expertise in Medicaid and Medicare matters. **Strengths:** *"Jolie is a very strong lawyer who is great to work with." "She is astute and knowledgeable, with good situational awareness."* Chair of the firm's healthcare group **Suzanne Scrutton** (see p.2836) 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 has been great to work with as I feel she always has our best interest in mind."*

Band 4

Dinsmore & Shohl LLP

What the team is known for Dinsmore & Shohl is a national law firm with a growing healthcare team in Ohio. The firm advises on a range of transactional and regulatory matters in the healthcare space, with notable expertise in issues surrounding the licensing of medical professionals.
Strengths
"They have a great depth and breadth of experience in their group."
"They are very good on compliance and transactions."
Notable practitioners
Eric Plinke is highly regarded for his healthcare practice and is cochair of the firm's healthcare industry practice group. He has experience advising health systems, hospitals and individual practitioners on a wide array of transactional and regulatory matters. **Strengths:** *"Eric has great knowledge and is a go-to person for licensing issues." "He is a very solid litigator and very good at what he does."*

Frantz Ward LLP

What the team is known for Frantz Ward advises clients in the healthcare space on transactions including M&A, joint ventures and financing. It can also offer key expertise in corporate governance and regulatory mandates along with contentious matters concerning fraud and compliance.
Strengths
"They have always handled complex issues with a great deal of expertise and knowledge."
"They have specialty lawyers in multiple areas to give us comprehensive service."
Notable practitioners
Craig Haran is held in high regard throughout the market for his ability to advise clients on regulatory matters, joint ventures and complex transactions. **Strengths:** *"He has been great with communicating and is great to work with overall." "Craig is extremely knowledgeable in the healthcare industry and always has a proposed solution for our issues."* **Bradley Reed** 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.

UB Greensfelder LLP

What the team is known for UB Greensfelder LLP represents a broad client base including health systems, investors, physician groups and emergency care companies. The firm provides advice on the full range of transactional matters as well as assisting with regulatory compliance in the space.
Strengths
"The team is extremely knowledgeable and will spend the time to walk you through every item."
"They truly have a great handle on understanding the client's complexities and problem solving them."
"The UB Greensfelder team is just amazing. The knowledge they have is second to none."
Notable practitioners
Daniel Gottesman (see p.2821) is coleader of the healthcare practice group at UB Greensfelder LLP. He has far reaching transactional expertise and frequently advises on major corporate and financing deals in the healthcare industry. **Strengths:** *"Danny is one of kind. We love to deal with him and he is on top of his game." "He is consistently focused on achieving results for the client and always gets to a smooth closing by reflecting the parties' interests. He has a very good business mind and understands rising above nitty gritty legal issues." "Danny is amazing to work with, no matter the complexity of the deal."*

Other Ranked Lawyers

Nicole Thorn of Vanguard Health Law is widely acknowledged as a standout associate in the market. She offers clients advice across a broad range of healthcare matters.

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
Band 3
Porter Wright Morris & Arthur LLP
UB Greensfelder LLP
* *Indicates individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Immigration
Leading Individuals
Band 1
Cohen Robert *Porter Wright Morris & Arthur LLP*
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* *
Leopold David *UB Greensfelder LLP* *
Peterson Sachiyo *Vorys, Sater, Seymour and Pease LLP* *
Band 2
Jacob Katie *Dinsmore & Shohl LLP*
L. Benson Matthew *Bartlett & Weigle Co., L.P.A. (ORL)* ◊
Band 3
Cozart Martin Stacy *MJB Immigration (ORL)* ◊
Hayes Kelli *Dinsmore & Shohl LLP*
Mitroussia Antonia *Taft Stettinius & Hollister LLP* *
Up-and-coming individuals
Snead Jennifer *Taft Stettinius & Hollister LLP* *

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.
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.

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 team is very knowledgeable, responsive and patient, providing a five-star service."

"All attorneys at Vorys are solid in their counsel. They are responsive and cooperative in working to our expectations."

Work highlights Vorys advised American Honda all immigration matters relating to US operations, including visa petitions and I-9 policies.

Notable practitioners

Japanese speaker **David Cook** (see p.2818) 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 is a seasoned business immigration practitioner." "David is always able to seamlessly answer questions and provide representation and advice."* **Sachiyo Peterson** (see p.2832) 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:** *"Sachiyo is sharp, responsive and aware of our operations and products." "She is excellent in the support she provides. She is very knowledgeable regarding the matters we take to her."*

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.

Notable practitioners

Katie Jacob is an immigration attorney who focuses her practice on assisting US clients to hire foreign nationals. She has also developed a niche practice in the healthcare space. **Kelli Hayes** is noted for her expertise relating to business immigration for corporate clients.

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 Taft team has subject matter experts that they can leverage for each case. They are responsive and always good at managing timescales."

"As a long-standing and respected firm with a deep bench, I rely on them to bring me complex knowledge."

"The Taft team is able to provide consultation on very nuanced situations. They provide all of the necessary information in a digestible and direct way to ensure everything is mutually understood and nothing is overlooked."

Work highlights Taft Stettinius & Hollister LLP represented Bon Secours Mercy Health with regards to their immigration portfolio including the streamlining of internal processes and sponsorship expansion.

Notable practitioners

Staci Jenkins (see p.2824) 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 goes above and beyond, always making time for us. Partnering with Staci is the best decision we have made!" "Staci is exceptionally knowledgeable on immigration law and she is great help for those handling immigration cases." "Staci listens and communicates well, I would recommend her to anyone that needs immigration legal support."* **Antonia Mitroussia** (see p.2830) provides expert representation for her clients helping them manage their foreign labor force. **Strengths:** *"She is proactive in letting us know of any changes or developments. She is thorough and takes care of what we need as well as educating us to better understand." "She is so good at what she does, making everything so much easier for us."* **Jennifer Snead** (see p.2837) is noted her for practice advising clients from a variety of sectors on immigration matters ranging from temporary visas to permanent residence and US citizenship. **Strengths:** *"She is extremely confident, responsive and knowledgeable. She is a great attorney." "There isn't a question Jennifer doesn't know the answer to."*

Band 3

Porter Wright Morris & Arthur LLP

What the team is known for Porter Wright Morris & Arthur LLP is an experienced group handling inbound and outbound immigration matters for their clients. A full-service firm which covers immigrant and non-immigrant visa matters as well as citizenship and naturalisation counsel.

Notable practitioners

Robert Cohen 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:** *"Rob is one of the most well-known and respected immigration lawyers."*

UB Greensfelder LLP

What the team is known for UB Greensfelder LLP offers expertise pertaining to a variety of complex immigration work for both companies and individuals. The practice is also able to offer consular and removal representation.

Strengths

"The entire team at UB Greensfelder is very knowledgeable. The team provide fantastic results and is always on top of things."

"UB Greensfelder goes above and beyond, with their knowledge of complex immigration being second to none."

Notable practitioners

David Leopold (see p.2827) 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:** *"We appreciate David's ability to work on time-sensitive issues. He is always able to quickly and comprehensively respond." "David has a wealth of experience and institutional knowledge and provides invaluable insight and results."*

Other Ranked Lawyers

Stacy Cozart Martin of MJB Immigration focuses her practice on both family and business immigration. In addition to assisting on immigrant and non-immigrant visa matters, she also provides counsel on I-9 compliance.

Sarah Flannery 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:** *"Sarah has a real breadth of knowledge." "She is very responsive and always makes sure she gets back to me quickly."*

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.

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 (ORL)* ◊
Rutter Bob *Rutter & Russin, LLC. (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*
Band 3
Agati Andrew *Hahn Loeser & Parks LLP (ORL)* ◊
Bator Christopher *BakerHostetler LLP*
Bekeny Karl *Tucker Ellis LLP* *
Chiricosta Matthew *Calfee, Halter & Griswold LLP* *
Gourash Daniel F. *Seeley, Savidge, Ebert (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)* ◊
Stead Susan T. *Egan Nelson LLP (ORL)* ◊
* *Indicates individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Insurance: Policyholder
Leading Firms
Band 1
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

The editorial is in alphabetical order by firm name.

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.

Strengths

"They are fantastic at coverage-side work."

"One of the best at D&O coverage work."

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 wrote the book on D&O coverage; he's as good as it gets there." "Dan is exceptional."*

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.

Strengths

"BakerHostetler are very good. They do high quality, sophisticated work."

"The firm has some of the best associates and junior partners that I've ever worked with."

Work highlights BakerHostetler LLP represented The Cincinnati Insurance Co. in a putative class action brought by policyholders with structural damage claims who allege the insurer breached its policy in determining the actual value of the damages.

Notable practitioners

Christopher Bator focuses his practice on counseling clients on insurance coverage issues and disputes. He has experience in litigation, mediation and arbitration matters. **Strengths:** *"Christopher is very helpful and thoughtful. He's a good lawyer." "He's experienced and savvy."*

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

"It's a good team that can handle sophisticated cases."

"A good firm with good experts."

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 is a sophisticated coverage lawyer who does a good job for his clients."* **Gregory Lestini** is noted for his expert handling of regulatory matters within the insurance sector. His enviable client list includes several Fortune 500 companies.

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

"Calfee has very smart attorneys who provide excellent guidance."

"Calfee lawyers understand the issues and offer strategic approaches to address both litigation defense and insurance coverage."

"Calfee has a deep bench of attorneys at all levels of seniority, which results in superior staffing and client service."

"The firm provided prompt and expert service."

"The attorneys have exceptional communication skills; they have promptly answered my questions and explained legal intricacies in a way that was easy to understand."

Work highlights Calfee, Halter & Griswold represented Medical Mutual of Ohio in two class actions alleging the fraudulent collection of fees.

Notable practitioners

James Sullivan (see p.2838) 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 a fantastic lawyer who provided great advice and guided our matter to a successful resolution." "James stays on top of our matters, understands the issues, and is responsive and timely throughout the representation." "James is a seasoned insurance recovery lawyer who listens to his client's goals, and steers disputes to successful conclusions." "In my view, James is the best in the state."* **Matthew Chiricosta** (see p.2817) 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 worked on complex issues with very high levels of service and expertise." "Matt is very knowledgeable, practical and timely in his communications." "He is very practical."*

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 very knowledgeable and practical, and the firm's attorneys are all impressive."

"Jones Day are at the cutting edge."

Work highlights Jones Day represented the Sherwin-Williams Company in appellate proceedings regarding the definition of "damages" in CGL coverage.

Notable practitioners

Mark Andreini's 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*

my insurance coverage guru." "A very good strategic thinker." "He's top notch."

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.

Strengths

"This is a well-equipped, regional powerhouse firm with strong capabilities in insurance."

"The firm is incredibly prompt and responsive."

"I would have been lost without these folks. They were indispensable to the positive outcome we achieved."

"The insurance coverage team is extremely strong. They have some amazingly talented attorneys."

Work highlights Shumaker Loop & Kendrick LLP represent United Minerals and Properties in litigation against its commercial general liability insurer regarding a medical malpractice claim involving a United Minerals talc product.

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:** *"Amanda is just terrific. A very practical expert in insurance" "Amanda is fantastic. She is extremely strong technically but also is excellent with clients." "She is responsive and reliable." "She has a great depth of knowledge and is a very skillful and passionate litigator."* **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:** *"Stacy is calm, intelligent and a big picture thinker." "She is top notch."*

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

"An excellent firm with a deep bench of experts to handle matters."

"Squire Patton Boggs provide a network of deep expertise that meets the needs of a complex multinational client."

"Every attorney at Squire Patton Boggs is knowledgeable, responsive and pragmatic."

Work highlights Squire Patton Boggs represented the Westfield Group on a range of insurance issues, including the formation licensure of several subsidiary insurance companies.

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:** *"Mary is the best attorney I have ever worked with. She is my go-to for any and all insurance-related matters." "She's as good as it gets."* **Doug Anderson** frequently works with healthcare sector insurers in navigating complex regulatory and transactional issues. **Strengths:** *"I always appreciate Doug's knowledge and expertise." "His guidance is always appreciated by me and our board."* **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.

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 are excellent class action litigators. They are strategically focussed and are true business partners."

"My favorite firm. They're phenomenal."

Notable practitioners

Kevin Young (see p.2843) handles a wide range of coverage disputes, including major actions arising from the healthcare industry. **Strengths:** *"Kevin is one of the best lawyers in the state. He combines knowledge and practical litigation expertise." "A very thoughtful lawyer who knows the law well and is an effective advocate." "I really enjoyed working with him."* **Karl Bekeny** (see p.2815) 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 one of the best for insurance class action defence." "A whip-smart, strategic thinker who is good with clients."* **Jennifer Mesko** (see p.2829) 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 deeply intelligent, very vigorous advocate for her clients." "A really fine lawyer and a good advocate." "She's very strategic and is very good at developing arguments." "She's outstanding. She's sharp, aggressive when needed and is just really thoughtful and creative."*

Other Ranked Lawyers

Andrew Agati 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 is knowledgeable with strong communication skills and attention to detail."*

"A wonderful person to work with."

"A highly effective strategist and activist."

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:** *"He's smart and knows insurance coverage exceptionally well."*

"He is an architect of winning arguments."

"He's a very creative, effective and formidable adversary."

Daniel Gourash of Seeley, Savidge, Ebert & Gourash Co., LPA is director of the tort defense, product liability and complex litigation division at the firm. **Strengths:** *"Daniel is very knowledgeable."*

"He has a high substantive knowledge and is one of the most experienced lawyers I know."

"A tenacious litigator."

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:** *"A good attorney who gets good results."*

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 is very good on bad faith claims and knows policyholder work very well. He's very sophisticated."*

"Exceptional."

"He's terrific. He's very thoughtful with a wonderful temperament."

Paul Rose of Brouse McDowell 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:** *"Paul is one of the best lawyers I've worked with. He's smart, strategic, and thoughtful."*

"He's excellent, he knows insurance law backwards."

"Best counsel I've ever encountered. He's persuasive, timely and mindful of everything. He's outstanding."

"He is very sought after for complex claims."

"He is the best in the business."

Robert Rutter of Rutter & Russin offers extensive experience in representing policyholders in market-leading bad faith disputes. **Strengths:** *"He's very knowledgeable and very smart."*

"He's a terrific coverage lawyer."

Jodi Spencer Johnson of J Spencer Law has extensive experience advising corporate and individual policyholders in a range of insurance coverage issues. **Strengths:** *"Jodi handles extremely sophisticated and complex issues."*

"She's very strong."

"An effective and knowledgeable advocate."

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

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

Intellectual Property
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* *
Griffith Calvin P *Jones Day*
Kozlowski Holly D *Porter Wright Morris & Arthur LLP*
Wilcox Deborah A *Limbo (ORL)* ◊
Band 2
Avsec Mark *Benesch*
Bautista Philip *Taft Stettinius & Hollister LLP* *
Gaunt Karen Kreider *Dinsmore & Shohl LLP*
Gillen Stephen E *Wood, Herron & Evans, LLP*
Jaketic Bryan *Squire Patton Boggs*
Kirsch Kevin W *BakerHostetler LLP* *
Krafte Lori E *Wood, Herron & Evans, LLP*
Tucker Todd *Calfee, Halter & Griswold LLP* *
Band 3
Bennett John *Frost Brown Todd LLP*
Campbell Jay *Tucker Ellis LLP* *
Dimitrijevs James *Dinsmore & Shohl LLP*
Ebling Louis K *Thompson Hine LLP*
Garritano Carlos *Tucker Ellis LLP* *
Gott Angela *Benesch*
Kuhnell Clayton *Frost Brown Todd LLP*
Lawson Margaret *Taft Stettinius & Hollister LLP* *
Lorentz Joshua *Dinsmore & Shohl LLP*
Maiorana David M *Jones Day*
Marrero Michael *UB Greensfelder LLP* *
McDougall Mark *Calfee, Halter & Griswold LLP* *
Monachino Grant *Dinsmore & Shohl LLP*
Quimby Samantha *Frost Brown Todd 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)* ◊ *

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. Its team is 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 broad and deep, which results in high quality, responsive work product."

"The attorneys are highly skilled and able to communicate effectively."

"Calfee has a very strong intellectual property group, and this cuts across litigation and prosecution. The firm has a breadth of high quality technical talent."

Work highlights Calfee, Halter & Griswold drafted and filed several patent applications over the past year for NASA.

Notable practitioners

John Cipolla (see p.2817) receives notable acclaim for his broad contentious and noncontentious practice, and is particularly noted for his work in patent litigation. **Strengths:** *"John is an outstanding trial lawyer with really good experience."* **Todd Tucker** (see p.2840) 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 is a trusted resource in evaluating intellectual property issues and delivers straightforward, practical advice."* **Mark McDougall** (see p.2828) cochairs the team's IP practice and represents companies from a range of industries in both contentious and noncontentious patent matters. **Strengths:** *"He stays active in the analysis which is nice because he has a lot of experience and can supplement other lawyers' expertise with overall strategic help."* **Billy Raulerson** (see p.2833) offers counsel to clients on a range of patent disputes, regularly assisting with the preparation and prosecution of large portfolios. **Strengths:** *"He is excellent in developing complex implementation strategy."* *"Billy goes above and beyond to communicate early and often."* *"Billy is very responsive with clients and has great expertise."*

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. It 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. The firm's sector expertise covers life sciences, technology and consumer products, among others.

Strengths

"Jones Day has very strong patent capabilities and great depth and breadth. There is never an issue they can't handle."

"They are not only legal experts, but also understand the commercial needs."

"The firm has a great number of skilled attorneys that bring varied insights to getting the work done."

Work highlights Jones Day acted as lead counsel for Reynolds Tobacco, prevailing on appeal against leading competitors, Philip Morris and Altria, in a patent infringement dispute before the ITC involving tobacco heating and vaping products.

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:** *"He's a great lawyer and well versed in patent litigation."* **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:** *"He is very responsive and knowledgeable."* *"David provides superior customer service and innovative thinking."*

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. The firm offers additional expertise in technology and outsourcing, with experience advising clients on IT transactions.

Strengths

"Baker's depth of attorneys with experience of how to navigate through complex matters is impressive."

"The firm has the expertise, knowledge and staff to handle complex matters efficiently and effectively."

Work highlights BakerHostetler represented various entities of Cardinal Health in various patent litigation matters concerning ECG electrode technology.

Notable practitioners

Kevin Kirsch (see p.2826) 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:** *"Kevin is a great patent litigator and negotiator. He understand the business value of patent litigation and how to position the case for great business result for his client."*

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. It is frequently engaged to prepare patent and trademark applications and assist in brand protection. The firm 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:** *"She is a super 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. He is managing partner and chairman of Dinsmore & Shohl. **Grant Monachino** is a trademark attorney with experience advising clients on a variety of portfolio management issues including acquisitions, enforcement and strategic planning.

Frost Brown Todd LLP

What the team is known for Frost Brown Todd LLP 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. The firm offers particular expertise in the medical device and pharmaceutical sectors, alongside strengths advising technology clients on privacy and cybersecurity issues.

Strengths

"Frost Brown Todd has a strong team of patent attorneys with differing areas of expertise."

"Frost has a good breadth of experience and technology capabilities."

Work highlights Frost Brown Todd serves as lead trademark counsel to Goop, including with respect to clearance of new brands, prosecution of new applications, maintenance of existing portfolio and enforcement against infringing uses.

Notable practitioners

John Bennett is recognized for his defense of complex patent and trademark disputes, as well as his handling of noncontentious work. **Strengths:** *"He's a very good litigator who is very intelligent and aggressive."* **Clayton Kuhnell**'s practice sees him regularly advise on patent procurement for clients in the manufacturing and pharmaceutical industries. **Strengths:** *"Clay is an excellent legal partner."* **Samantha Quimby** focuses her practice on trademark and unfair competition issues, assisting clients with both contentious and noncontentious issues. Her experience includes portfolio management for global companies as well as advising on enforcement strategy. **Strengths:** *"Sam is highly experienced and wonderful to work with."* **Eric Robbins** offers broad IP experience encompassing trademark litigation, patent prosecution and infringement avoidance. **Strengths:** *"He does excellent work and brings a lot of expertise."* **Karlyn Schnapp** frequently counsels clients on both trademark and patent matters. She has extensive experience in the life sciences and manufacturing industries. **Andrew Ulmer** comes recommended for his handling of patent preparation and prosecution, offering notable strength in the medical device space. **Strengths:** *"He is a very intelligent and technically qualified lawyer who is very good with handling difficult matters."* **Vance VanDrake** is a go-to attorney for emerging companies and startups seeking expert counsel on the development and protection of IP portfolios.

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. It offers broad expertise encompassing a wide range of contentious and noncontentious matters, including patent infringement suits and matters before the PTAB and ITC. The firm has notable capability in prosecution and portfolio management.

Strengths

"The SPB team has an excellent grasp of all aspects of patent litigation."

Work highlights Squire Patton Boggs was retained by DGL Group Ltd dba Hover-1 to defend a patent infringement suit relating to hoverboards brought by Shane Chen and Razor USA LLC.

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:** *"Steve is an excellent IP attorney."* **Bryan Jaketic** is particularly skilled in handling patent disputes such as infringement claims, as well as advising on noncontentious mandates. **Strengths:** *"He is a great litigator who is very good in court."*

Tucker Ellis LLP

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

Strengths

"Tucker Ellis has a number of resources that specialize in different areas – providing clients with expertise regardless of complexities."

"The lawyers are excellent and very thorough."

Work highlights Tucker Ellis represented Brainlab, Inc., a third party defendant in a patent infringement suit brought against the United States by NeuroGrafix in the US Court of Federal Claims.

Notable practitioners

Jay Campbell (see p.2816) acts for clients on trademark matters as well as patent infringement cases and has notable trial experience. **Strengths:** *"Jay is a good trial lawyer who deals well with difficulties."* *"He is very intelligent."* **Carlos Garritano** (see p.2821) chairs the firm's IP group and frequently advises on the full range of trademark, copyright and patent prosecution disputes. **Strengths:** *"Carlos is a true subject matter expert for all matters related to intellectual property."*

Wood, Herron & Evans, LLP

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

Strengths

"It is a quality IP boutique."

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. **Strengths:** *"He is the trademark guru."* **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 really intelligent, excellent lawyer."* **Lori Krafte** is highlighted for her strong trademark and advertising law practice, while also handling copyright mandates.

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.

Strengths

"Client engagement and responsiveness has always been this team's strong point. Their service is incredible."

Work highlights Benesch served as lead outside intellectual property and technology transactions counsel for Oakwood Laboratories, a specialty pharmaceutical company focused on the development and manufacture of sustained release injectable pharmaceuticals, using microsphere-based drug delivery technology.

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:** *"He's a real character and a very good lawyer who is fantastic in court."* **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:** *"She is very knowledgeable in her field."* **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. It acts for clients in industries including biotechnology, manufacturing, medical devices and green energy.

Notable practitioners

Joseph Dreher and James Scarbrough 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. The firm acts for clients from a vast range of industry sectors, with noted experience in the biotechnology, chemicals and healthcare fields.

Strengths

"They have a good understanding of the commercial aspects included in any discussion."

Work highlights Porter Wright Morris & Arthur LLP served as primary outside intellectual property counsel for Quikrete and routinely provides legal advice and assistance in the selection, registration and enforcement of trademark rights and the preparation and prosecution of patent applications.

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 very knowledgeable. Her understanding of the industry and the needs of pharma patents is a strength."*

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. The firm is 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

Thomas Adams is a key contact at the firm.

Taft Stettinius & Hollister LLP

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

Strengths

"They are subject matter experts with diverse experience."

Work highlights Taft Stettinius & Hollister attorneys represented Lenovo as lead litigation counsel in global trademark enforcement matters and in its Trademark Trial and Appeal Board (TTAB) oppositions and cancellations.

Notable practitioners

Philip Bautista (see p.2815) offers a broad range of IP experience, often representing clients in matters including trademark litigation, patent infringement disputes and patent applications. **Strengths:** *"Philip is very responsive and creative in working with a team."* **Margaret Lawson** (see p.2827) 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. It is active both regionally and nationally in litigation and transactional work, including licensing, portfolio transactions and due diligence in support of M&A. The firm advises clients in industries such as chemical engineering, computer science and pharmaceuticals.

Work highlights Thompson Hine represented Fruit of the Loom in various trademark enforcement matters.

Notable practitioners

Louis Ebling 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. **Strengths:** *"Louis is very highly regarded for difficult copyright work."*

UB Greensfelder LLP

What the team is known for UB Greensfelder LLP has an experienced practice with recognized strengths in patent, trademark and copyright matters. It offers notable capabilities in IP litigation, with expertise in breach of contract, trade secret misappropriation and copyright infringement claims. The firm counts a number of multinational companies among its client base, including household names in the manufacturing and technology sectors.

Strengths

"The service was responsive and seamless, pointing to a strong team."

Work highlights UB Greensfelder advised GOJO Industries, a privately held manufacturer of hand-hygiene and skin care products under the PURELL trademark and other marks, on the maintenance and enforcement of its trademark portfolio.

Notable practitioners

Michael Marrero (see p.2828) leverages notable in-house experience when advising on a wide range of trademark matters. He handles both domestic and cross-border portfolio management. **Strengths:** *"Mike is a fine trademark lawyer."*

Other Ranked Lawyers

Mark Watkins (see p.2841) 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.

Deborah Wilcox frequently litigates complex infringement and unfair competition disputes, and is also experienced in copyright law. **Strengths:** *"She is a true trademark attorney."* *"She's great and deals with complex issues well."*

Labor & Employment

Labor & Employment

Leading Firms

Band 1
BakerHostetler LLP
Frantz Ward LLP

Band 2
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.
Littler Mendelson, PC
Porter Wright Morris & Arthur LLP
Taft Stettinius & Hollister LLP

Band 4
Benesch
Dinsmore & Shohl LLP
Epstein Becker & Green PC
Fisher Phillips
Thompson Hine LLP
UB Greensfelder LLP

Band 5
Bricker Graydon LLP
Faruki PLL
Ice Miller LLP
Jones Day
Kegler, Brown, Hill & Ritter

* *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 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**: *"I am very confident with the depth and breadth of the team at BakerHostetler. The team is able to provide the unwavering experience and expertise that are necessary to meet our needs."*

"We send our most challenging matters to BakerHostetler, and they are always up to the challenge. They have a deep bench of attorneys capable of handling novel and complex matters."

"The firm is well suited to handle complex and sophisticated matters, and maintains expert knowledge on labor relations."

"The team is highly specialized and knowledgeable, and has a great ability to align with clients."

"The firm has a complete understanding of the law and legal system. They always help us find the best course of action."

Work Highlights BakerHostetler LLP represented Flex Association before the Department of Labor, drafting a response to a proposed change to federal regulations regarding independent contractors.

Notable practitioners

Labor & Employment

Senior Statespeople

Senior Statespeople: distinguished older partners
Linville Ronald G *BakerHostetler LLP* *
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* *
Nolan William A *Barnes & Thornburg LLP (ORL)* ◊ *

Band 2
Asensio III M.J. *BakerHostetler LLP* *
Knueve Mark *Vorys, Sater, Seymour and Pease LLP* *

Band 3
Baisden Eric *Benesch*
Cernelich John R *Calfee, Halter & Griswold LLP* *
Chesney Michael N *Frantz Ward LLP*
Dunlap Jeffrey S *UB Greensfelder LLP* *
Fricke Wade M *Ogletree, Deakins, Nash, Smoak*
Gerak John *Ogletree, Deakins, Nash, Smoak & Stewart, PC*
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*
Seasly Steven *Hahn Loeser & Parks LLP (ORL)* ◊ *
Strauss Catherine *Ice Miller LLP*

Band 4
Barnes Nancy *Thompson Hine LLP*
Brenneman Deborah S *Thompson Hine LLP*
Edwards Jennifer E *BakerHostetler 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.*
Niro Christina *Frantz Ward LLP*
Palmer Todd F *Calfee, Halter & Griswold LLP* *
Patton Shannon *Littler Mendelson, PC* *
Pryor Patricia *Jackson Lewis P.C.*
Rogers Gregory Parker *Taft Stettinius & Hollister LLP* *
Smith Andrew *Vorys, Sater, Seymour and Pease LLP* *
Stepaniak Mark J *Taft Stettinius & Hollister LLP* *
Toth Ellen *Ogletree, Deakins, Nash, Smoak & Stewart, PC*
Tucker Janica *Taft Stettinius & Hollister LLP* *
Wahoff Bill *Steptoe & Johnson PLLC (ORL)* ◊

Up-and-coming individuals
Bigler Jill *Epstein Becker & Green PC* *
Hart Jeremiah L *BakerHostetler LLP* *
Peters Patrick *Jackson Lewis P.C.*
Quan Amanda *Ogletree, Deakins, Nash, Smoak & Stewart*
Smith Ryan T. *Frantz Ward LLP*
Stevens Janay M. *Vorys, Sater, Seymour and Pease LLP* *
Wentz Amy *Littler Mendelson, PC* *

Ronald Linville (see p.2827) is an extremely well-regarded labor and employment attorney. He has served as counsel to major local authorities and municipal bodies. He also offers longstanding experience in assisting clients with internal investigations. **Strengths:** *"He's highly regarded as an expert in labor and employment matters and has a reputation for being an excellent labor negotiator and advocate for his clients." "Ron is easy to work and get along with. He's always accommodating and responsive, and provides high levels of service. He has a steady hand in even the most difficult circumstances."* **Gregory Mersol** (see p.2829) attracts particular praise for his defense of large-scale class and collective actions, including those involving employee benefit disputes and wage and hour issues. **Strengths:** *"He is an excellent practitioner in the wage and hour space." "Greg is an exceptional attorney who is always readily available and highly knowledgeable, and provides excellent legal advice." "He is diligent and knowledgeable."* **M.J. Asensio** (see p.2815)'s 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 is a trusted partner and provides the highest level of service and sound expert guidance." "Mike is an exceptional labor attorney and partner to our business. He knows our business very well and brings a wealth of strategic expertise to our labor relations. His prompt and practical communication is much appreciated."* **Todd Lebowitz** (see p.2827) advises clients on high-profile class actions concerning wage and hour issues and FCRA compliance matters. **Strengths:** *"Todd has remarkable depth and expertise on key labor issues, with practical, real-world experience to help inform his advocacy." "He is very well organized and very smart. He has a good sense of what the law is and how it applies to a business setting. I really trust his judgment." "He does a great job of helping us navigate trade-offs and helping us come up with solutions."* **Scott McIntyre** (see p.2829) 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:** *"He works tirelessly for his clients, both big and small." "Scott is an excellent attorney. He is smart and savvy and delivers excellent results on all matters. Scott is intuitive, responsive and creative when necessary." "He is a pleasure to work with and is a highly effective and accommodating legal expert."* **Jennifer Edwards'** (see p.2820) labor and employment practice spans both the public and private sectors, helping clients navigating complex matters. She is noted for her experience in dealing with internal investigations, labor negotiations and litigation. **Strengths:** *"Jenni is a skilled labor negotiator and advocate, with a broad depth of experience in labor and employment matters, as well as handling sensitive workplace investigations. She's responsive and attentive to client needs and is a trusted advisor." "She is fantastic, very respon-*

sive and very good at connecting me with the right resources internally. She makes sure the right people are working on our matters, and gives us direct and practical advice." **Daniel Guttman** (see p.2822) 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. **Strengths:** *"Dan is thorough and efficient, and has a wealth of knowledge."* **Jeremiah Hart** (see p.2822) represents clients in a variety of labor relations matters, including collective bargaining and grievance arbitration. **Strengths:** *"Jeremy is one of the best labor attorneys I have worked with. He is very responsive and takes the time to understand where the business is coming from in drafting responses and proposals." "Jeremy is an absolute pleasure to work with and a very talented labor lawyer. He is responsive, strategically minded, detail-oriented and professional." "He is very invested in the customer's needs."*

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 in acting on behalf of clients in the healthcare sector. Its client base also includes well-known names from the construction, media and education sectors.

Strengths

"Regardless of the issue you are dealing with, the firm has the appropriate resources to respond."

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

"Frantz Ward makes it a point to understand our business to the extent that it knows how decisions and delays will impact us. They are very cognizant of our needs."

"Every complex situation is quickly handled, with extensive knowledge of our internal processes."

Work highlights Frantz Ward represented Oberlin College in negotiating a new union contract with 120 administration assistants, who were represented by the Office and Professional Employees International Union.

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 wonderful to work with. He has a vast wealth of experience and knowledge to lean on and has a very calming manner, which allows him great influence in negotiations."* **Brian Kelly** chairs the firm's labor and employment group and advises clients on collective bargaining agreements as well as discrimination claims. **Strengths:** *"Brian is not just my go-to attorney but is the go-to for many people on my team." "Brian is an amazing attorney. His customer service and expertise are extremely valuable." "He is a great advisor; he's responsive, knows our business and is just a lovely guy."* **Michael Chesney** is experienced in defending employers in claims of discrimination, FMLA cases and the misappropriation of trade secrets. **Strengths:** *"Mike is a trusted adviser. He is extremely responsive, practical and knowledgeable." "He is very pragmatic, diligent and creative. He is a zealous advocate for his clients."* **Christina Niro** advises clients on a broad range of employment issues. She has experience in litigation against allegations of discrimination and harassment. She also advises on the termination of high-level employees and the employment aspects of restructurings, as well as everyday compliance. **Strengths:** *"Her service is outstanding. She is so responsive and always puts my mind at ease." "Her ability to service us on a wide breadth of employment-related concerns is excellent." "Christina is very knowledgeable and responsive, and provides outside-the-box thinking that drives cost-effective solutions."* **Ryan Smith** is a partner who focuses his legal practice on labor relations and litigation. He specializes in collective bargaining as well as day-to-day issues such as compliance. **Strengths:** *"Ryan is particularly skilled in negotiation; he plays a huge role at the table with the unions." "Ryan is great at brainstorming solutions while considering the client's goals and minimizing legal exposure. He is also very good at simplifying issues." "He is great at giving us examples of what to do. He has a wealth of knowledge."*

Band 2

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 across all labor and employment matters. It has vast experience in class action litigation, wage and hour claims, different wrongful termination claims, and disputes relating to discrimination. The law firm works with clients from a range of industries, including healthcare, transport, education and manufacturing.

Strengths

"The firm has exceptional scope for employment matters and a strong depth to properly staff cases."

"The firm has great attorneys who understand the client's needs."

"They are able to help anywhere and are always efficient."

Work highlights Ogletree represented the Cleveland Orchestra in all of its union negotiations.

Notable practitioners

Wade Fricke 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 well-regarded lawyer who clients like."* **John Gerak** is the managing director of Ogletree Deakins' employment practice. He provides expert counsel to employers on class action claims around discrimination allegations and wage and hour issues, as well as advising on reductions of workforce and terminations. **Strengths:** *"John is very practical. He is super-responsive and gives good practical advice."* **Ellen Toth** is known for defending employment discrimination lawsuits for clients in both the public and private sectors. **Strengths:** *"She is very thorough and has a very strong understanding of how clients think and their appetite for risk, and tailors her service accordingly."* **Amanda Quan** is experienced in litigation pertaining to employment law, claims of discrimination and retaliation. Her expertise extends to ERISA litigation and collective bargaining. **Strengths:** *"Amanda is one of the hardest workers I know." "Amanda is an expert on anything and everything – she can do it all. She is approachable, quick and responsive." "People like being around her and she gets the job done."*

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease defends clients in state and federal courts, including public sector organizations, Fortune 500 companies and local businesses. 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.

Strengths

"Vorys is consistent with delivering quality and timely work, and does an excellent job in contemplating the needs of our business."

"The team has an ability to put themselves in their clients' shoes and tailor their advice accordingly, avoiding a 'one size fits all' mentality."

Work highlights Vorys has represented Big Lots in several disputes pertaining to wage and hour disputes and class action litigation.

Notable practitioners

Mark Knueve (see p.2826) 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 has the ability to provide practical legal advice that helps drive business-oriented solutions."* **Andrew Smith** (see p.2837) maintains a strong contentious practice, which includes defending against discrimination and retaliation claims. **Strengths:** *"Andrew is outstanding." "Andrew is an experienced counselor with excellent judgement, discretion and risk assessment skills."* **Janay Stevens** (see p.2838) 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 is extremely smart, very strategic and hardworking."*

Band 3

Calfee, Halter & Griswold LLP

What the team is known for Calfee, Halter & Griswold is proficient in handling a wide range of labor and employment matters. The practice is strong in cases of discrimination allegations, plant closures, the misappropriation of trade secrets and retaliation claims. It works with a range of large

private companies in different sectors, from manufacturing to finance. The team also advises on breach of contract matters, wrongful dismissal claims and non-solicit agreements.

Strengths

"They have a very good understanding of our business. This makes our communication and resolution of issues more productive and efficient."

"Calfee bring responsiveness, an understanding of our needs, diligence, efficiency, innovation and value."

Notable practitioners

John Cernelich (see p.2817)'s 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 an experienced, highly competent and collaborative lawyer." "I enjoy working with John. He is knowledgeable and gives sound advice, which I am glad to follow." "John is an amazing person to have on our team. We are lucky to work with him."* **Todd Palmer** (see p.2832) is well regarded for his expertise in traditional labor issues. He also acts on behalf of employers in discrimination litigation, breach of contract cases and the dismissal of employees, as well as advising on the labor and employment aspects of corporate transactions. **Strengths:** *"Todd is practical and logical, and helps us get to our goals. He is decisive yet flexible to our needs."*

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.

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 is a phenomenal lawyer and 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. It 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.

Strengths

"They amaze me with their ability to respond as quickly as they do!"

"The lawyers we work with at Jackson Lewis bring a high level of expertise and business sense to their approach to legal matters."

"The team is staffed by experts in the space who can handle anything in the labor and employment world."

Notable practitioners

Jeffrey Keiper is a management-focused labor and employment attorney, typically advising on single and multi-plaintiff disputes involving claims such as discrimination, retaliation and harassment. **Strengths:** *"Jeff is an excellent legal and business partner."* **Patricia Pryor** represents clients in state and federal court, and has experience in defending clients in a variety of employment litigation, such as discrimination cases and class actions. **Strengths:** *"She is responsive and has strong, substantive knowledge and an ability to interact with management, staff and counsel alike." "She is very practical, business-orientated and very quick on her feet."* **Patrick Peters** has experience in defending 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:** *"Patrick is a fantastic attorney and relationship manager for our company."*

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 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 industries including energy and manufacturing.

Strengths

"The firm handles cases efficiently and provides value by having experts with different niches."

Work highlights Littler Mendelson represented The Kroger Co. in several wrongful termination suits, at both trial and appellate levels.

Notable practitioners

Kevin Griffith (see p.2822) is a well-regarded labor and employment litigation attorney, with experience in the enforcement and defense of employment contracts, noncompetes and wrongful termination claims. **Strengths:** *"Kevin is always very helpful and responsive."* **Shannon Patton** (see p.2832) represents employers in discrimination claims and wage and hour collective actions. She has experience in handling litigation and arbitration. **Strengths:** *"Shannon is an effective advocate." "She is an excellent counselor, truly dedicated to client service and providing business-oriented counsel."* **Amy Wentz** (see p.2842) is noted for her expertise in representing clients before federal and state courts in misconduct and harassment cases. She also adeptly advises employers on compliance.

Porter Wright Morris & Arthur LLP

What the team is known for Porter Wright Morris & Arthur is a diverse practice representing clients from the financial, transportation, energy and technology sectors. It 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.

Strengths

"They know our business and possess the ability to see beyond the immediate matter to anticipate future matters. They surpass expected responsiveness and service levels."

"They are great. They are always responsive and we can count on them without question. They partner with us like they are part of our internal legal team."

"All members of the Porter Wright team work collaboratively to handle complex matters."

Work highlights Porter Wright Morris & Arthur represented The Columbus Zoo and Aquarium in investigations into alleged inappropriately used funds.

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 an excellent labor lawyer."*

Taft Stettinius & Hollister LLP

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

Strengths

"Taft is able to handle complex questions and potential penalties."

Work highlights Taft Stettinius & Hollister represented UC Health in negotiations of a new deal with the nurses union.

Notable practitioners

Gregory Parker Rogers (see p.2834) 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. **Strengths:** *"Greg is a very skilled, top-notch lawyer."* **Mark Stepaniak** (see p.2838) has significant experience before both state and federal courts defending employers against claims brought by unions, and in advising on traditional labor law matters. **Janica Tucker** (see p.2840) is the partner-in-charge of Taft Stettinius & Hollister's Columbus office. She has experience in a wide range of traditional labor and employment issues.

Band 4

Benesch

What the team is known for Benesch is a full-service national law firm. The Ohio team maintains

a fine track record in employment litigation, including wrongful discharge, discrimination and harassment claims. The firm is also noted for its advice on collective bargaining agreements, and offers further strength in trade secrets and non-compete matters.

Strengths

"I've never brought an issue to them that they haven't explained thoroughly and worked through precisely."

"The team at Benesch has the right attorneys in place to cover the issues we need. There has never been a time when we were delayed because of lack of breadth."

"The interdisciplinary approach Benesch takes ensures its advice reflects depth and breadth. Whatever our needs, Benesch can meet them."

"The team is extremely responsive and extremely effective."

"They have strong depth, from senior partners down to associates."

Work highlights Benesch successfully defended Shearer's Foods in an FLSA class action where plaintiffs alleged they were underpaid for a variety of workplace tasks.

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. **Strengths:** *"Eric has tons of knowledge and expertise." "Eric is a true partner for our company." "Eric is extremely great to work with."*

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. It 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.

Notable practitioners

Michael Hawkins has vast experience in representing 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 has complemented 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 employment disputes, as well as expert counsel on areas such as policy and contract review.

Strengths

"The team is staffed with excellent, experienced attorneys who understand organizational risk."

"The team at EBG is extremely helpful and their response time is impeccable!"

Notable practitioners

James Petrie (see p.2832) 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:** *"We really enjoy working with Jim. He is practical and understands us as a client." "He's really knowledgeable and practical. I really enjoy working with him."* **Jill Bigler** (see p.2816) handles the gamut of employment disputes, including discrimination, wage and hour and restrictive covenant disputes. **Strengths:** *"Jill is a great partner. Her ability to understand our needs along with delivering solutions is fantastic!"*

Fisher Phillips

What the team is known for Fisher Phillips is an established nationwide practice that is well versed in a wide range of labor and employment matters. The Ohio team has been 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. Clients hail from the healthcare and technology sectors, among others.

Strengths

"The Fisher Phillips team has a large network and is able to support complex issues. They are familiar with our business model, which supports their decision making when offering legal advice."

"We use multiple attorneys in their employment group and have good interactions at every level."

"The firm is large enough to be able to handle any matter for our organization, but still manages to retain a level of service."

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.

Thompson Hine LLP

What the team is known for Thompson Hine is a strong choice to handle high-stakes employment litigation and administrative proceedings. It offers experience in handling restrictive covenant disputes and discrimination claims, and 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

"Thompson Hine has a tremendous ability to assist us with complex and sophisticated matters."

"They take a practical business approach."

Work highlights Thompson Hine achieved a temporary restraining order for SunTerra Logistics against a former sales employee who violated their non-solicitation agreement.

Notable practitioners

Nancy Barnes leads the firm's labor and employment practice. She has a wealth of experience in handling contentious matters on behalf of employers, with recent experience including wage and hour claims and discrimination allegations. **Strengths:** *"Nancy is an exceptional attorney. She confidently knows the law and provides excellent service."* **Deborah Brenneman** is noted for her expert representation of clients in employment discrimination, wrongful discharge litigation and termination agreement cases. **Strengths:** *"We enjoy working with Debbie. She is an asset throughout any issues that pop up."*

UB Greensfelder LLP

What the team is known for UB Greensfelder LLP's Ohio group represents both public and private employers across the full spectrum of labor and employment matters. The department adeptly handles wrongful termination and FLSA, OSHA, and ERISA non-compliance. The practice also assists clients in unlawful discrimination and workers' compensation claims.

Strengths

"UB Greensfelder is very responsive and always looking out for our best interest. It is a true partner."

"It takes a practical approach."

Notable practitioners

Jeffrey Dunlap (see p.2819) is well versed in acting for businesses on employment litigation matters pertaining to discrimination and unfair competition. He also handles high-value suits and cease and desist orders on behalf of employers. **Strengths:** *"His greatest strength is his practical, straightforward approach. He has a broad knowledge base but also does not hesitate to engage subject matter experts." "Jeff has a very great business mind, spending the time to understand our business. He is responsive and drives mindful resolutions."*

Band 5

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 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.

Strengths

"Bricker has a good team that are great partners to us."

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:** *"I have an absolutely positive experience working with Marie-Joëlle." "She is an absolutely top-notch lawyer."*

Faruki PLL

What the team is known for Faruki PLL is based in Ohio, with offices in Dayton and Cincinnati. The firm is experienced in employment law, offering

services to a diverse portfolio of companies that need anything from general counsel work to litigation. Its clientele ranges from small private sector companies to large international brands. The legal practice also has experience in handling complex trade secrets and noncompete work.

Strengths

"We have had nothing but success working with the Faruki team. Their partners are accessible and their staff are knowledgeable."

"Faruki is very responsive and keeps us up to date at every step, which is invaluable."

Work highlights Faruki represented Airtron in a trade secret and noncompete matter filed against an ex-employee who had breached their noncompete agreement.

Notable practitioners Brian Wright is the co-managing partner of the firm and is a key contact.

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 firm also litigates a broad range of claims, including discrimination, wage and hour claims and termination cases.

Strengths

"Ice Miller has expertise in a variety of practice areas and has the ability to reach across the firm to obtain answers and analysis."

"They are business partners that I can always rely on."

Work highlights Ice Miller represented Sage Integration and a new employee in a contested noncompete case.

Notable practitioners

Catherine Strauss's practice spans a range of contentious and advisory mandates, including providing risk avoidance counsel and handling employment disputes at trial. **Strengths:** *"She is amazing at providing a number of resources. She is responsive, helpful and available to us in time-sensitive situations." "She presents information in a clear and understandable way. She ensures that the right people are involved with every task and maintains oversight of all engagements."*

Jones Day

What the team is known for Jones Day is known 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 firm is regularly sought after for its strength in collective bargaining matters and internal investigations. The Ohio team is experienced in advising employers in the technology, logistics, telecommunications and financial sectors.

Strengths

"Jones Day can always be relied upon to provide excellent counsel."

"Jones Day has very strong, multifaceted litigators who regularly work on complex matters."

Work highlights Jones Day successfully represented IBM in an age discrimination class action.

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 firm is frequently engaged to provide counsel in discrimination, harassment, and wage and hour cases. It is also highlighted for its strength in OSHA and NLRB matters.

Strengths

"The Kegler Brown attorneys consistently address matters in a manner that creates positive outcomes for our company."

"I always have confidence in the guidance provided by Kegler Brown."

Notable practitioners

Brendan Feheley is increasingly highlighted for his experience in both disputes and advisory matters, including collective bargaining, compensation schemes and discrimination suits. **Strengths:** *"Brendan always makes time to support us. He understands the dynamics of our business and helps us to navigate within the confines of all of the rules and regulations." "Brendan is a great partner. He knows his stuff and is able to translate that to our business." "Brendan has established a deep knowledge of our company and offers advice and counsel that is relevant and impactful to our legal matters."*

Other Ranked Lawyers

Jill Kirila of Squire Patton Boggs has defended employers against all types of discrimination claims, wage and hour class and collective actions and disputes in federal courts. **Strengths:** *"Jill is very bright and capable. She is a good labor and employment attorney."*

William Nolan (see p.2831) of Barnes & Thornburg LLP provides expert employment law counsel, as well as representing management-side clients in disputes, such as discrimination claims and FMLA litigation. **Strengths:** *"Bill is a wonderfully supportive and helpful presence to us." "He gives very practical advice and is extremely efficient and timely in responding to us."*

Steven Seasly (see p.2836) 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:** *"He understands our needs as a business and is able to communicate very clearly on what we should or should not do when it comes to employment matters." "He has excellent attention to detail and ensures we are always kept updated." "He is exceptional, knowledgeable and cares about his clients." "His dependability and determination are exceptional. He's a trusted partner that our business could not succeed without." "Steve adds significant value."*

Bill Wahoff of Steptoe & Johnson PLLC is a highly sought-after expert on workplace safety matters, including contentious OSHA proceedings and compliance advice. **Strengths:** *"Bill is extremely knowledgeable." "He is a fine OSHA lawyer."*

Litigation

Litigation: General Commercial

Leading Firms

Band 1
Jones Day

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

Band 3
Carpenter Lipps & Leland LLP
Frantz Ward LLP
Taft Stettinius & Hollister LLP
Thompson Hine LLP
Tucker Ellis LLP
UB Greensfelder LLP

Band 4
Benesch
Bricker Graydon LLP
Dinsmore & Shohl LLP
Faruki PLL
Frost Brown Todd LLP
Hahn Loeser & Parks LLP
Keating Muething & Klekamp PLL
Porter Wright Morris & Arthur 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 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

"If you have complex, bet-the-company litigation and you need a team in Ohio with national power, you need Jones Day."

"They're tremendously good."

"It's an outstanding firm law firm."

"The Jones Day team are very well known by the courts and by insurers and opposing parties in cases. They know the law and use their knowledge and relationships to effectively advance our interest at all times."

Work highlights Jones Day represent Cleveland-Cliffs in a dispute over the rights to develop an iron ore deposit in Nashwauk, Minnesota.

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 a fantastic boardroom lawyer who can speak to senior people at the company and provide thoughtful and creative solutions." "A top-notch lawyer." "Absolutely fantastic."* **Michael Gladman** is an experienced commercial litigator with a varied disputes practice encompassing construction and breach of contract matters, among others. **Strengths:** *"A top-notch litigator who prevents arguments in a simplified way." "He's outstanding." "He's thoughtful and a strong writer."*

Litigation: General Commercial

Senior Statespeople

Senior Statespeople: distinguished older partners
Greer David *Bieser Greer (ORL) ◊*
Hill Thomas W *Kegler, Brown, Hill & Ritter (ORL) ◊*
Kaufman Steven S *UB Greensfelder LLP **
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 *UB Greensfelder LLP **
Warren Daniel R *BakerHostetler LLP **
Zeiger John W *Zeiger, Tigges & Little LLP*

Band 2
Arnold James S *Arnold Law Firm LLC (ORL) ◊*
Gladman Michael *Jones Day*
Ireland D. Jeffrey *Faruki PLL*
Mace Damond R *Squire Patton Boggs*
Sferra Anne Marie *Bricker Graydon LLP*
Williams Christopher S *Calfee, Halter & Griswold LLP **

Band 3
Dyer Jim *Sebaly Shillito & Dyer (ORL) ◊*
Gilligan John P *Ice Miller LLP (ORL) ◊*
Kane Scott *Squire Patton Boggs*
Kessler Marc *Taft Stettinius & Hollister LLP **
Lewis John Q *Nelson Mullins Riley & Scarborough (ORL) ◊*
Lipps Jeffrey *Carpenter Lipps & Leland LLP*
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 *UB Greensfelder LLP **
Keim Christopher *Frantz Ward LLP*
Koehler Chris *Frantz Ward LLP*
Martinsek Amanda *UB Greensfelder LLP **
Mikula Chelsea *Tucker Ellis LLP **
Porter II William G *Vorys, Sater, Seymour **
Rathke Sarah *Squire Patton Boggs*
Roach Jennifer *Thompson Hine LLP*
Sayre Russell S. *Taft Stettinius & Hollister LLP **
Wallace David H *Taft Stettinius & Hollister LLP*

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

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

"BakerHostetler has a thorough understanding of the issues and brings an in-depth approach to cases. They are very knowledgeable about our business and are super responsive."

"The attorneys are top-notch."

"They bring technical expertise and are extremely helpful."

"I really appreciate how strong the junior lawyers are and how super responsive they are too. They take time to understand our business, which is really important."

"Their expertise in legal research, case strategy and extensive litigation experience enabled BakerHostetler lawyers to comprehend extremely complex cases and evaluate strategies to take the most impactful paths forward."

Work highlights BakerHostetler represent Marriott International in a multidistrict class action litigation following a data security incident.

Notable practitioners

Daniel Warren (see p.2841) 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:** *"Daniel Warren is extremely smart, has a great disposition and is even-keeled. He can handle complicated matters, move past complexity, and boil down what is important." "He has always been a top lawyer in town."* **Thomas Lucchesi** (see p.2828) 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:** *"Tom uses his vast knowledge and experience to develop actionable strategies to resolve the case." "Tom is an absolute pro. I would rely on him again in an instant. He is deeply experienced. He treats his clients, colleagues, and opposing counsel with tremendous respect and thoughtfulness. He's whip-smart and tireless. He also understands how to get to a resolution." "He is very commercial and is wonderfully collaborative."*

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

"All members of the litigation practice are smart and responsive."

"The firm provides excellent advice and forethought on critical issues."

"I have utmost confidence in Calfee's litigators."

Work highlights Calfee represented the State Teachers Retirement System of Ohio in a dispute over which health insurer STRS chose for the administration for healthcare plans.

Notable practitioners

Mitchell Blair (see p.2816) has considerable experience in securities litigation and contract disputes and is also the firm's vice chair. **Strengths:** *"He's very smart and strategic. He's super good at talking things through." "He's smart, practical, and very strategic. He's a very helpful partner." "He is an outstanding commercial litigator."* **Christopher Williams** (see p.2842) is well regarded for his expertise in commercial disputes, as well as ERISA and healthcare litigation. **Strengths:** *"Christopher Williams is a very good litigator. He is very knowledgeable and very commercial. He's very good on his feet and in a courtroom."*

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

"SPB has seamlessly managed a series of overlapping and complex disputes for us. At all times, SPB has provided first-class advice."

"The Squire team is efficient and nice to work with."

"The firm is responsive with quick turnarounds and quick communication, and are very practical."

"A fantastic and high-quality firm."

Work highlights Squire Patton Boggs represented the board of trustees of the Cincinnati Southern Railway in litigation challenging its $1.6bn sale to Norfolk Southern.

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. **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. **Sarah Rathke** enjoys an excellent reputation for her pedigree in trial work, with sources applauding her advocacy skills. **Strengths:** *"Sarah is fantastic. She's very composed, calls it like it is, and is honest with problems and the solutions required to deal with them." "Sarah is very good in complex litigation. She's good with facts, strategic, very responsive and thoughtful."*

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 are very, very happy with the service."

Notable practitioners

William Porter (see p.2833) 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.

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

"Zeiger, Tigges & Little has an ability to take complex and sophisticated matters and make them simple and understandable."

"They excel at complex business litigation matters."

"They are outstanding writers and strategic thinkers."

Work highlights Zeiger, Tigges & Little represent Ohio National Financial Services in a putative class action challenging ONFS's decision to discontinue a series of annuity products.

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 top-notch. He is the best trial lawyer I have worked with. He is knowledgeable and gets to the heart of matters." "He's dynamite. He's exceptional."* **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:** *"Steve is top quality."* **John Zeiger** continues to enjoy an impeccable reputation for his handling of business-related disputes, advising significant corporate as well as individual clients.

Band 3

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:** *"He is very well connected."* **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 very good attorney."*

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

"The Frantz Ward attorneys are intelligent, diligent, and assertive. They go above and beyond to ensure their clients' matters are addressed in all forms."

"The team has an incredible level of knowledge and practicality."

"They are quick to respond and we feel they care about our success and well-being."

"We have been very pleased with their counsel and results."

"A go-to for litigation for us. The firm is wonderfully practical."

Work highlights Frantz Ward represented the Byzantine Catholic Eparchy of Parma in a case against a priest for the misappropriation of church property.

Notable practitioners

James Niehaus handles a wide array of litigation, including First Amendment, unfair competition and employment disputes. **Strengths:** *"James is a very practical litigator." "He's incredible, knows the law and how in-house counsel work."* **Christopher Keim** is an experienced litigator who regularly represents clients in complex litigation across Ohio. He is also the firm's first Managing Partner. **Strengths:** *"He has been very helpful every time we reach out." "An unwavering advocate, we would let Chris carry our banner into any field." "My go-to litigator." "Smart, capable and pragmatic with a style that makes juries like him." "A very strong trial lawyer who knows how to read a room. He has exceptional client management skills and really knows how to read a case."* **Chris Koehler** is called upon by clients facing complex business disputes. His broad experience includes breach of contract and trade secrets claims. **Strengths:** *"He combines intellect, experience and an unflappable nature." "He's easy to work with, is responsive and helps us understand any issue." "He is so knowl-*

edgeable and he really knows how to handle complex issues." **Angela Lydon** 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:** *"Angela is attentive and on top of matters at all times. She has kept me in the loop and was creative in achieving the desired results." "Angie is extremely hard-working, responsive and personable. We trust her completely." "A fearless litigator; the other side never knew what hit them!" "She is super responsive and provides practical legal and business advice." "She is exceptional. Her work product is brilliant and she is a really good tactician. She understands the facts and is super prepared and knowledgeable."*

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

"Taft has a very experienced team of lawyers that handle complex and sophisticated matters."

"They are easy to work with, know all the local players and do great work on complex litigation."

"The team are always prompt and available and have a deep understanding of complex law."

"The firm is incredibly responsive, substantively talented, client-centric and is able to balance risks against business needs."

Work highlights Taft successfully represented Gannett Co, the IndyStarand the Associated Press in the 7th Circuit in a libel case brought by the National Police Association regarding articles about NPA fundraising practices.

Notable practitioners

Marc Kessler (see p.2825) 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. **Russell Sayre** (see p.2835) frequently represents business clients in cases concerning breaches of contract, trade secrets and post-transactional issues. **Strengths:** *"Russell understands the process and the industry. He's very helpful." "He's very strong in all categories."* **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:** *"I love him as a legal leader." "He's outstanding." "He has a fantastic reputation."*

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.

Strengths

"Thompson Hine is always prepared and has a deep understanding of the laws and fact patterns."

"I have been impressed by the law firm's diversity of skill sets over a wide range of litigation matters and the firm's expertise in settlement negotiations. The law firm also excels in the courtroom and wins jury trials."

"They have a strong bench, experience and attention to detail."

"Thompson Hine are very good at providing class action support and offer high-performance, proactive, responsive and practical advice across the board."

Notable practitioners

Jennifer Roach 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:** *"Jenn is an amazing litigator with the ability to zero in on the issue and hammer it home legally. She's tough as nails and super smart."*

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

"The team have provided top-notch customer service and a strong team in an extremely complex case."

"They provide a tremendous service."

"All the attorneys are fantastic."

Work highlights Tucker Ellis represented Proforma in a trade secret dispute adverse to its former franchise owner Brandon Kennedy and his current employer American Solutions for Business.

Notable practitioners

Chelsea Mikula (see p.2830) is an accomplished litigator with broad commercial expertise. She is frequently engaged to handle breach of contract disputes. **Strengths:** *"Chelsea has excellent judgment and is very knowledgeable."*

UB Greensfelder LLP

What the team is known for UB Greensfelder 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

"The UB Greensfelder team was very efficient with no drop-off in quality between partners and associates."

"The team is always responsive and thorough."

Notable practitioners

Steven Kaufman (see p.2825) 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. **Strengths:** *"Steven is a very good strategist."* **Michael Ungar** (see p.2840) 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 excellent. He's a standout litigator; he's top-drawer." "Mike is absolutely fantastic; he's brilliant." "He is efficient and talented. A very good litigator."* **Frances Goins** (see p.2820) 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 does a nice job of giving our business peace of mind."* **Amanda Martinsek** (see p.2828) 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. **Strengths:** *"Amanda is fantastic. She is very good at solving problems for clients." "I love her, she's very good."*

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.

Work highlights Benesch acted as national counsel for LeafFilter in a class action alleging that the company engaged in false and misleading advertising.

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 extremely smart and effective litigator."*

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.

Notable practitioners

Anne Marie Sferra is an experienced litigator, with marked strengths in handling insurance and business-related disputes. **Strengths:** *"She's a very good appellate lawyer." "A well-regarded litigator who is very sharp."* **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.

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.

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

"Faruki is able to think through both legal and business issues and provide practical advice."

"They do a great job of explaining things in a simple manner."

"Faruki offers exceptional service, great lawyers, and great value."

Work highlights Faruki represent Worldpay and Fifth Third Bank in a series of breach of contract suits brought by merchants.

Notable practitioners

Jeffrey Ireland handles a wide range of commercial disputes, including those related to IP, environmental claims and breaches of contract.

Frost Brown Todd LLP

What the team is known for Frost Brown Todd is a well-regarded national firm with a strong Ohio presence. The firm is noted for its expertise in commercial litigation with particular strength in the media industry.

Strengths

"Frost Brown Todd are a very good firm."

Work highlights Frost Brown Todd successfully represented Rolling Stone in the Sixth Circuit in a defamation case surrounding a highly publicized standoff between Nick Sandman and a Native American activist."

Notable practitioners Maureen Bickley, Vice Office Partner-in-Charge in Cincinnati, is a key contact.

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

"Hahn Loeser is very well suited to address complex factual and legal issues."

"They provide amazing value for the level of sophistication and expertise they offer."

"Hahn Loeser & Parks is extremely capable of performing across a broad spectrum of matters, including the complex matters we have encountered."

"It's a strong team that can handle complex issues."

Work highlights Hahn Loeser & Parks represented Servicelink in a class action by a class of real estate appraisers alleging that they were misclassified as contractors instead of employees.

Notable practitioners

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.

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.

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

"Porter Wright are very good in Ohio litigation. They are a good team and are very responsive and efficient."

"Great quality of service, highly responsive and very practical."

"They have met all the deadlines and have always been quick to respond."

Notable practitioners James King, chair of the firm's litigation department, is a key contact.

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 someone I really respect, he's very talented." "He's fantastic lawyer." "He's a very well regarded litigator."*

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:** *"He's a well-respected litigator."*

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 incredibly well regarded."*

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:** *"He is someone I have the highest regard for; he's great."*

John Lewis 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's an aggressive advocate who is good on product liability cases." "A great partner to the business who is helping drive us towards the results we need." "He's very sharp."*

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 **

Band 2
Berckmueller Fritz *Calfee, Halter & Griswold LLP **
Brennan Terry M *BakerHostetler LLP **
Flannery Paul *Flannery | Georgalis, LLC (ORL) ◊*
Herdman Justin *Jones Day*
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) ◊*
Hollingsworth Adam *Jones Day*
Israel Rachael L *BakerHostetler LLP **
Schneider Karl *Eastman & Smith LTD. (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 BakerHostetler 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

"BakerHostetler has multiple legal strengths that compliment each other to create a strong team."

"The team is knowledgeable and cohesive, making themselves available at a moment's notice."

"The firm navigates complexity and cross-border matters with ease."

Work highlights BakerHostetler LLP represented Dr. John Panuto, a defendant in a large scale fraudulent conspiracy involving clinical trials of pharmaceuticals.

Notable practitioners

Carole Rendon (see p.2834)'s impressive practice sees her handling a variety of matters, including regulatory investigations, civil litigation and white-collar criminal defense. **Strengths:** *"Carole's name attached to a matter gives it legitimacy – she is absolutely excellent." "Carole provides outstanding leadership on very difficult cases. She grasps non-legal technical issues very quickly." "Carole has unparalleled skill and institutional knowledge."* Head of the litigation department **Terry Brennan** (see p.2816) 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:** *"Terry is very experienced, accommodating and works out the best interest for his clients." "I would call Terry if I were in trouble. He is held in the highest regard."* **Rachael Israel** (see p.2824) is well regarded for her white-collar capabilities. She is particularly adept at advising large corporations in the pharmaceutical sector. **Strengths:** *"Rachael is very effective in case management and highly effective in handling clients and experts for the best resolution of the matter." "She provides sound legal advice and practical business solutions on complex matters." "Rachael is very organized with a broad understanding of both legal and technical issues."*

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 a deep bench of top notch talent."

"They are highly responsive, extremely knowledgeable and very well connected."

"They are constantly engaged with their clients throughout the engagement."

Notable practitioners

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 one of the most professional, problem-solving attorneys." "He is very sophisticated with good instincts." "Justin sees the forest from the trees."* **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 a talented attorney and client manager." "Adam is sharp, analytical and sincere – a thoroughly excellent attorney." "He is very well connected, extremely responsive and provides good pragmatic advice."*

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

"They have top notch lawyers who are very well known in the local community."

Work highlights Calfee, Halter & Griswold LLP represented a nonprofit entity in an investigation by the State of Ohio Attorney General into potential theft and corruption.

Notable practitioners

Head of department **Fritz Berckmueller** (see p.2815) 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 a subject-matter expert, very even keeled and has a very engaging approach." "He is super responsive and very knowledgeable." "He is diligent, competent, thoughtful and deliberative."*

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

"They have a highly sophisticated and experienced team."

"Taft has experienced former federal prosecutors who are able to analyze complicated fact patterns, predict how the government will interpret the situation, and prepare an appropriate defense."

"They have a very capable, strategic and thorough team."

Work highlights Taft Stettinius & Hollister represented Maurizio Bianchi, indicted in the US District court accused of stealing trade secrets.

Notable practitioners

Ralph Kohnen (see p.2826) 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 a trusted advisor who is able to see around corners and predict how government attorneys will interpret matters." "Ralph has a wealth of experience, great demeanour, is very deliberative and strategic."* **John Mitchell** (see p.2830) 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 truly an exceptionally talented lawyer. He is great on his feet and works incredibly hard for his clients." "John is my go-to lawyer when I need help on a matter. He is smart, practical and personable." "John is a class act who shows willingness to go the extra mile*

for a client." **David Thomas** (see p.2839) is well regarded for his white-collar criminal defense practice, which includes advising individuals in cases of bribery, money laundering, fraud and drug trafficking. **Strengths:** *"Dave is a sharp litigator who understands important client issues."*

Tucker Ellis LLP

What the team is known for Tucker Ellis is an 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 is very multifaceted and connected, with experience to help clients navigate the next best step."

"They instill a sense of trust in the client."

"Tucker Ellis brings in the right people and outside consultants to help with a client's situation."

Work highlights Tucker Ellis represented the officer of US Lighting Group in federal securities fraud prosecution.

Notable practitioners

John McCaffrey (see p.2828) 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 has a way of calming me when I think a storm is before us." "John is reassuring, supportive, quick, intelligent and adaptive." "John is always professional, knowledgeable and available."*

Other Ranked Lawyers

Ralph Cascarilla of Walter | Haverfield LLP 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:** *"Ralph is an excellent lawyer."*

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 is a very, very good lawyer who is actively engaged in interesting matters."*

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 exceptionally talented lawyer. He is smart, hard-working and great with clients."*

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:** *"Colin is very experienced, smart and a good writer."*

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 is an excellent lawyer."*

Karl Schneider (see p.2835) of Eastman & Smith LTD. is noted for his strong white-collar criminal defense practice. He offers years of trial experience and expertise representing clients in fraud investigations.

Edmund Searby maintains a busy white-collar criminal defense practice, with notable experience representing clients embroiled in complex government investigations. **Strengths:** *"Ned is a very bright attorney and a good writer." "He truly cares about the client and achieving success for 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.

James Wooley handles a range of criminal defense work and also assists clients with internal investigations into allegations of misconduct and fraud.

Public Finance

Public Finance
Leading Firms
Band 1
Dinsmore & Shohl LLP
Squire Patton Boggs
Alphabetical order within each band. Band 1 is highest.

Band 1

Dinsmore & Shohl LLP

What the team is known for Dinsmore & Shohl LLP provides expert counsel on public finance transactions. It is a strong choice for municipal entities and 501(c)(3) companies alike seeking representation in Ohio financings. The team possess capabilities across a range of sectors including healthcare, housing and education.

Notable practitioners

Thomas Wilson, Erin Sutton and John Merchant are key contacts at the firm.

Squire Patton Boggs

What the team is known for Squire Patton Boggs has a strong Ohio public finance practice with expertise in a range of sectors. The team regularly acts as bond counsel to tax-exempt organizations and municipal entities in government bond financings. The firm is further recognized for its expertise handling the tax aspects of public finance transactions.

Notable practitioners

Catherine Romanchek is a key contact at the firm.

Real Estate

Real Estate
Leading Firms
Band 1
Thompson Hine LLP
Band 2
Benesch
Bricker Graydon LLP
Band 3
BakerHostetler LLP
Calfee, Halter & Griswold LLP
Jones Day
UB Greensfelder LLP
Vorys, Sater, Seymour and Pease LLP
Walter | Haverfield LLP
Band 4
Frantz Ward 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
* *Indicates individual with profile.*
◊ *(ORL) = Other Ranked Lawyer.*
Alphabetical order within each band. Band 1 is highest.

Real Estate
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*
Wild Jeffrey J *Benesch*
Band 3
Aronoff James B *Thompson Hine LLP*
Cushwa Mara E *Calfee, Halter & Griswold LLP* *
Desberg Gary *Singerman, Mills, Desberg & Kauntz Co*
Hurtuk Edward *Walter | Haverfield LLP*
Intihar Steve *Bricker Graydon LLP*
Kadish Scott P *UB Greensfelder LLP* *
Oakes Jared E *Benesch*
Pittman Haas Lori *UB Greensfelder LLP* *
Raker Keith *Tucker Ellis LLP* *
Rogers Karla *Calfee, Halter & Griswold LLP* *
Smith J Theodore (Ted) *Vorys, Sater, Seymour* *
Swank Christopher N *Bricker Graydon LLP*
Waldeck John *Walter | Haverfield LLP*
Weir William *Thompson Hine LLP*
Band 4
Cadwallader John I *Frost Brown Todd LLP*
Curry Robert M *Thompson Hine LLP*
Daroff Charles *Walter | Haverfield LLP*
Ellsworth Gary *Calfee, Halter & Griswold LLP* *
King Stephen M. *Thompson Hine LLP*
Landen Eric *Frost Brown Todd LLP*
Leader Edward *Taft Stettinius & Hollister LLP* *
MacDougall Irene *Walter | Haverfield LLP*
Mixter Stephen C *MixterLaw, LLC (ORL)* ◊
Nesbitt Stephen *Taft Stettinius & Hollister LLP* *
Noll Kelly *Benesch*
Ondak Robert *Benesch*
Rich Jodi *UB Greensfelder LLP* *
Weber Chaz *Tucker Ellis LLP* *
Zoller Golish Elizabeth *Calfee, Halter & Griswold LLP* *
Up-and-coming individuals
Hurtuk Josh *Walter | Haverfield LLP*

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* *

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 BakerHostetler team is highly skilled and able to handle sophisticated transactions."

"Each lawyer involved provided outstanding advice."

"The firm is incredibly adept at moving projects forward without giving you any impression your projects are in some queue."

Work highlights

BakerHostetler represented The Millennia Cos. in the closing acquisitions, financings and restructurings of 12 projects in seven states with more than 1,500 apartment units.

Notable practitioners

Amy Kellogg (see p.2825) 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:** *"I couldn't ask for a better legal partner to handle our real estate transactional needs. Amy is prompt and always willing to assist on all matters." "She is attentive to my matters and extraordinarily competent. If a matter crosses over into other specialty areas, she will coordinate those pieces seamlessly for me." "It is a pleasure working with Amy."*

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 hospitality properties.

Strengths

"The work we have given them is complicated. Their mastery of the details and nuances of various outcomes is masterful."

"We have been very pleased with the ability of Benesch to estimate and deliver within budget."

"The greatest part of the experience is never wondering if we need to engage another firm to handle various matters. Benesch can handle various issues."

Work highlights Benesch served as national disposition counsel for Seritage Growth Properties, assisting with the sale of over 35 properties in 20 states totalling approximately $500 million.

Notable practitioners

Jeffrey Wild is a vastly experienced practitioner who is particularly adept at handling real estate transactions, including project financing and acquisitions. **Strengths:** *"Jeffrey has exceptional legal skills and has equally strong business judgment."* **Jared Oakes** has particular skill in handling complex development and sophisticated financing work, including distressed debt. **Strengths:** *"Jared is congenial, courteous, lively and yet very respectful. His background and the diversity of clients he represents means he provides exemplary legal representation." "Jared is great counsel and a great leader who understands a deal and runs it well. He has depth of knowledge in all things real estate and works hard under pressure." "Jared is strategic and mixes that with his legal skills. He comes up with creative resolutions."* **Kelly Noll** 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:** *"She is a sharp, bright lawyer who can pinpoint issues and find things that someone else would miss. She is also very responsive."* **Robert Ondak** is particularly adept at handling retail leasing deals. He regularly acts for sophisticated retail developers and investors. **Strengths:** *"He is no-nonsense and practical." "Robert is detail-oriented and responsive. He is a great leader for his team and he cares a lot about his clients."*

Berns, Ockner & Greenberger

What the team is known for Berns, Ockner & Greenberger is a highly thought-of boutique operating out of Beachwood which 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.

Notable practitioners

Sheldon Berns' 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 is known as the grandfather of zoning. He is very qualified and knows everything in and out." "Sheldon is highly thought of and has a sophisticated practice."* **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 is an intellectual and a good advocate."* **Ben Ockner** frequently handles a range of contentious and noncontentious mandates within the zoning and land use 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.

Notable practitioners

Charles McCreary advises lenders and developers on a range of property financing issues. **Strengths:** *"Charles is a very knowledgeable lawyer and a pleasure to work with."* **Steve Intihar** provides counsel on a variety of real estate financing and development matters, as well as sales and leasing. **Strengths:** *"Steve is efficient and works creatively when deals needs to get done."* **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.

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

"For the complex services provided, the value of the service was excellent."

"Within the Calfee team, we always get focused support for whatever issue arises."

"The Calfee team is very responsive to our needs and timelines."

Work highlights

Calfee assisted The Goodyear Tire & Rubber Company with the negotiation of 15 real property leases, together with the sale and purchase of certain real properties located in Ohio.

Notable practitioners

Mara Cushwa (see p.2818) 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's vast experience makes her counsel very valuable." "Mara is knowledgeable, practical and responsive." "Mara is an expert on real estate matters and her advice and counsel have been invaluable."* **Karla Rogers** (see p.2834) 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 an outstanding resource for real estate matters. She is responsive and always has good ideas concerning approaches to complex scenarios." "She can handle complex and sophisticated matters that often require deep analytical abilities. Karla has a keen eye for detail, she proactively identifies issues and offers creative solutions to navigate challenging situations." "Karla is responsive, able to engage the right individuals and understand timelines we're working on. She pulls everything together."* **Gary Ellswort** (see p.2820) **h** (see p.2820) has experience in a wide variety of real estate matters, including leasing and financing. **Strengths:** *"Gary is practical and responsive." "Gary is extremely good at drafting and at being timely and responsive. He is very valuable and we get a lot out of him. He can adapt quickly and get the outcome we're looking for." "Gary is a pleasure to work with. He is prompt, concise and thorough."* **Elizabeth Zoller Golish** (see p.2843) offers her clients the benefit of extensive expertise in real estate transactions, including acquisitions and development deals. **Strengths:** *"Elizabeth is a great asset for our business." "She is very responsive and can get back to you quickly. She provides good legal feedback and good advice." "Elizabeth is responsive and knowledgeable on real estate matters."*

Frantz Ward LLP

What the team is known for Frantz Ward LLP acts for a number of real estate developers in Ohio, as well as clients in the retail and healthcare sectors. The Cleveland-based firm showcases a breadth of capabilities, including a particular strength handling acquisitions. The team is further noted for its expertise on leasing and development work.

Strengths

"The firm possesses exceptional ability and experience in complex real estate transactions."

"Frantz Ward delivers outstanding service to its clients."

"The team has high levels of intellectual capital across multiple legal disciplines."

Work highlights Frantz Ward LLP counseled Avita Health System on the development of hospital facilities on the site of a former indoor shopping mall in Ontario, Ohio.

Notable practitioners

Chair of the business law practice group Kevin Hinkel is a key contact.

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

"The entire team is very responsive and service-oriented. Emails and phone calls are answered promptly, and we always know who is working on our transaction and how to reach them."

"Frost Brown Todd has a deep bench in very specialized areas."

Work highlights Frost Brown Todd assisted Kaufman Development with the structuring of an EB-5 equity investment and nonrecourse loan for the third phase of a multi-phase development in Columbus, Ohio.

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 is an experienced attorney who works on complex deals."* **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. **Eric Landen** is an experienced real estate attorney sought after for his capabilities in acquisitions, dispositions and leasing matters. **Strengths:** *"Eric is my go-to contact. I have a lot of trust in Eric."*

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

"Jones Day professionals make themselves available in line with our needs and schedules."

"Jones Day has a wide-ranging bench, from seasoned partners to associates."

"The lawyers are very experienced in the commercial dimensions of transactions and their advice is practical from a business perspective."

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 a knowledgeable and practical real estate lawyer." "William has been an incredible source of knowledge."*

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.

Notable practitioners

Kenneth Kreider is a key contact at the firm.

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

"The Kegler Brown team is thorough and explains all possible solutions."

"The firm is very technical, while also being able to communicate in a manner that doesn't over-legal certain matters. It brings a nice business sense to all issues."

"Kegler Brown has a diverse team and regularly introduces various members into different situations as needed. The depth and breadth of their team is extremely valuable as we often face complex matters that need quick and timely solutions."

Notable practitioners

Cochair of the real estate and finance practice Michael Schottenstein is a key contact.

Porter Wright Morris & Arthur LLP

What the team is known for Porter Wright Morris & Arthur LLP is a respected firm with expertise in land acquisition and development, purchase agreements 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.

Notable practitioners

Matthew Moberg is a key contact and heads Porter Wright's real estate practice group.

Singerman, Mills, Desberg & Kauntz Co LPA

What the team is known for Singerman, Mills, Desberg & Kauntz Co LPA 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.

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 a high-quality lawyer and a very good real estate lawyer." "Gary is an excellent attorney and my usual contact. I think highly of him."*

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.

Strengths

"The Smith & Hale firm has a good reputation."

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 is very well respected, well credentialed, and has a great reputation."*

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister LLP 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 provides creative solutions and fast turnaround."

"Taft Stettinius & Hollister is a firm with a deep bench of well-seasoned attorneys."

Work highlights Taft Stettinius & Hollister LLP represented William Fideli Investments in the acquisition, development and construction of The William, an $80 million student housing development in Athens, Georgia.

Notable practitioners

Edward Leader (see p.2827) is based in Cleveland and regularly advises clients on complex real estate transactions. His expertise includes financing matters and acquisitions. **Strengths:** *"Edward represents his clients' best interests at all times and works tirelessly on our behalf."* **Stephen Nesbitt** (see p.2831) 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.

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 counselling, 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 is the best in class. The firm is cost-effective and they know the practice area. The team provides practical and business-sensitive solutions."*

Work highlights Thompson & Hine LLP assisted Pratt & Whitney with the development of a new manufacturing facility in Asheville, North Carolina and a separate $250 million transaction for a new facility in Hartford, Connecticut.

Notable practitioners

Thomas Coyne 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:** *"The leadership he provides is an inspiration." "Thomas is a fantastic practitioner who does high-level deals."* **Robyn Smyers** 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 sets the standard for excellence in client support. She knows the issues, expertly counsels the business and functions on risk/potential approaches, and ensures seamless execution on deals."* **James Aronoff** 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. **William Weir** has a strong reputation in real estate finance work. He is sought out for representation by financial institutions, particularly as they relate to student and affordable housing projects. **Strengths:** *"William does sophisticated work and manages clients' expectations well."* **Robert Curry** 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 helps us navigate some complex real estate matters. He is a tremendous person to have on the team and he does a great job." "He is a phenomenal lawyer who's very knowledgeable."* **Stephen King** 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 financing aspects. **Strengths:** *"I really love working with Stephen, he has a lot of experience." "Stephen is sharp and practical."*

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

"Tucker Ellis has the resources to provide expert opinion on all complex matters brought to them."

"The Tucker Ellis team has a variety of attorneys to manage complex deals, so that each attorney's specialty is in focus, and not weighed down on mundane tasks."

"Responsiveness is always important in real estate transactions and they do a great job of that."

Work highlights Tucker Ellis acted as counsel for S&T Bank on a revolving REIT credit facility, valued at $850 million.

Notable practitioners

John Slagter (see p.2837) enjoys a strong reputation in the market due to his expertise in challenging zoning decisions and assisting with various land use matters. **Strengths:** *"John is excellent to work with. He is very well respected within the municipalities we work in, as well as internally." "John has tremendous experience in both zoning and litigation."* **Keith Raker** (see p.2833) offers a comprehensive commercial real estate practice which incorporates transactional, development and leasing experience. **Strengths:** *"Keith is an experienced and skilled attorney." "He is very good at handling complex matters and handling deals." "Keith is collaborative and creative. I welcome his presence in a transaction."* **Chaz Weber** (see p.2841) has a strong lender-side practice. He regularly advises banks on a range of secured transactions. **Strengths:** *"Chaz is consistently my top choice for representation. He is in tune with market standards and provides solutions to get deals done quickly and efficiently." "Chaz is a very smart and sophisticated problem solver. He always has his client's best interests in mind." "Chaz is excellent to work with."*

UB Greensfelder LLP

What the team is known for UB Greensfelder LLP 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 is 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

"UB Greensfelder LLP has been involved in complex transactions for us; I know I can count on them to be thorough and accurate."

"They are subject matter experts on real estate matters."

"The team is a seasoned and strong real estate group that can handle all of our needs."

Notable practitioners

Scott Kadish (see p.2825) is frequently called upon to represent both landlords and tenants in transactions concerning the acquisition, development and leasing of retail premises. **Lori Pittman Haas** (see p.2833) 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 is a very strong and seasoned real estate attorney." "Lori is wonderful to work with." "Lori feels like part of our team."* **Jodi Rich** (see p.2834) has experience in a wide variety of real estate transactions, including complex shopping center deals. **Strengths:** *"Jodi provides excellent service. She is very attentive, responsive and professional." "Jodi is eager to assist her clients with the very best outcome. She has dealt with many facets of real estate and has great insight. She goes above and beyond to ensure she has covered all bases." "Jodi is one of our most trusted advisers. She is excellent in everything she does. We feel very confident when she is leading a project."*

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

"Their partners are industry experts and they always have smart, highly trained associates to assist."

"The team works at a very high service level and is always available when needs or questions arise."

"We appreciate the breadth of practice areas they cover."

Notable practitioners

Jill Tangeman (see p.2839) 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. **Strengths:** *"Jill does a great job for me. I would recommend her strongly." "Jill has a high reputation and is very well regarded and skilled in the area."* **Theodore Smith** (see p.2837) 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.

Walter | Haverfield LLP

What the team is known for Walter | Haverfield LLP 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 are a diverse team of individuals that specialize in certain areas, which creates a very well-rounded team that can be used throughout the entire real estate cycle."

"Walter | Haverfield provides great support at both the partner and associate level."

"The team is very responsive. They always return calls and email in a timely fashion."

Work highlights Walter | Haverfield LLP assisted Redwood Living with the acquisition, financing and/or development of 23 properties to be developed as Redwood apartment neighborhoods, with a combined acquisition and financing valuation of $350 million.

Notable practitioners

Edward Hurtuk comes recommended for his broad capabilities in commercial real estate and finance work. **Strengths:** *"Edward is very responsive. He always takes the time to address questions."* **John Waldeck** possesses expertise in a wide array of real estate matters, including transactions, project developments and financings. **Strengths:** *"John is a terrific lawyer."* **Charles Daroff** is well reputed for his strong capabilities in various elements of real estate transactional work. **Strengths:** *"Charles is an excellent attorney, with great experience in this field."* **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:** *"We would not have been able to move as quickly without Irene's expertise." "Irene is knowledgeable and gets the deal done. She is a pleasure to work with."* **Josh Hurtuk** advises a broad clientele, including joint ventures, on acquisitions and construction financing transactions. **Strengths:** *"Josh is responsive, nimble and incredibly knowledgeable on complex matters." "Josh does an excellent job and is good at keeping the process moving. He achieves a good result."*

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.

Sean Suder (see p.2838) of Suder, LLC 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 always able to assist with complex matters and simplifies the process for clients." "Sean is extremely knowledgeable and advises on the best opinion on matters." "Sean is an excellent attorney. Not only is he attentive to our needs, but he is a very genuine person who truly cares about his clients. He is honest and forthcoming in his interactions."*

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

UB Greensfelder LLP

Leading Individuals

Band 1

Bernert Edward *BakerHostetler LLP*

Callahan Thomas *Thompson Hine LLP*

Hayden Jeremy A. *Taft Stettinius & Hollister LLP* *

Hervey Michelle M *BakerHostetler LLP* *

Jaffe Dan L *Vorys, Sater, Seymour and Pease LLP* *

Szilvas Alexander J *BakerHostetler LLP* *

Tavolier David *Taft Stettinius & Hollister LLP* *

Thompson Mitch *Squire Patton Boggs*

Ware Nathan F *BakerHostetler LLP* *

Band 2

Dimengo Steven *Buckingham, Doolittle (ORL)* ◊ *

Gall Michael *Calfee, Halter & Griswold LLP (ORL)* ◊ *

Tracanna Richard F. *Benesch (ORL)* ◊

Widen Frederick *UB Greensfelder 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 BakerHostetler LLP 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 are very good at analysis regarding complex tax incentive issues, the interplay between multiple statutes, issue spotting, and novel tax issues of first impression."

"They are able to engage and provide feedback on short notice, and tailor responses as needed based on short turnarounds."

Work highlights BakerHostetler represented Stingray Pressure Pumping in the Supreme Court of Ohio regarding the statutory construction of sales and use tax exemptions for fracking equipment.

Edward Bernert is recognized as a leading practitioner in SALT affairs, advising both local and national clients on the impact of diverse Ohio taxes. **Strengths:** *"He's a top-notch litigator who goes above and beyond with his practice in terms of helping the tax community."* **Michelle Hervey** (see p.2823) 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. **Strengths:** *"She is a strong tax lawyer and very active on the controversy side."* **Alex Szilvas** (see p.2839) frequently acts on planning, structuring and project financing issues. He is noted for his expertise in both federal and state tax credits. **Strengths:** *"Alex is extraordinarily talented and a creative problem solver."* **Nathan Ware** (see p.2841)'s 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. **Strengths:** *"Nathan is able to explain complex matters in a way that is informative and helpful."* *"Nathan is an amazing attorney and has a business mind."*

Band 2

Taft Stettinius & Hollister LLP

What the team is known for Taft Stettinius & Hollister LLP 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

"Taft is a strong firm that has all areas of expertise covered."

"The team is comprised of well-seasoned lawyers who are experts in their field."

"They are very responsive, responding the same day or providing affirmation of our request and the timing of when they will respond with the appropriate guidance. Their service levels are outstanding."

Work highlights Taft Stettinius & Hollister advised CSX Transportation as its outside tax counsel on a variety of matters including commercial activity tax.

Jeremy Hayden (see p.2823) 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:** *"Jeremy's tax knowledge is unrivaled."* *"Jeremy is a diligent, hardworking lawyer who is a pleasure to work with on Ohio state tax matters."* **David Tavolier** (see p.2839) 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:** *"David represents his clients with aplomb and has never been anything but spot on in his analyses."*

Thompson Hine LLP

What the team is known for Thompson Hine LLP 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

"They handle litigation well."

Thomas Callahan handles IRS audits and other controversies, and is also regularly called on for his experienced counsel on transactional tax structuring. **Strengths:** *"He handles complicated issues very well and he is practical to work with."* *"He has a very strong presence in the market and is well respected for his work."*

Vorys, Sater, Seymour and Pease LLP

What the team is known for Vorys, Sater, Seymour and Pease LLP handles a range of complex tax matters. The team is experienced in handling federal tax, SALT and economic development incentives-related issues.

Dan Jaffe (see p.2824) 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 not only extremely practical but also very user-friendly. He knows our portfolio and our organization structure."* *"Dan's expertise related to real estate tax matters is unparalleled."* *"His ability to conceptualize the problem and figure out potential courses of action is simply amazing."*

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.

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.

UB Greensfelder LLP

What the team is known for UB Greensfelder LLP 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

"Their service level and ability to keep up when every lawyer was editing and changing paperwork was superb."

"Their expertise in the field of tax credits is undeniable."

Notable practitioners

Frederick Widen (see p.2842) 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 always finds a way to structure a deal properly for tax purposes."* *"Fred is knowledgeable and thorough."*

Other Ranked Lawyers

Steven Dimengo (see p.2819) 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:** *"Steve is always there to help whenever needed."*

Michael Gall (see p.2821) of Calfee, Halter & Griswold LLP specializes in tax advice. He is particularly adept in tax planning, negotiations, transactional work and structuring. He regularly represents private equity firms in high-value and cross-border matters. **Strengths:** *"He is noted for his technical expertise, practicality, his ability to address client needs and his ability to collaborate." "Mike has a very strong understanding of current market trends and the evolving tax environment."*

Richard Tracanna of Benesch is based in Cleveland and handles a range of tax issues, including those related to transactions. **Strengths:** *"Richard is a creative, knowledgeable tax attorney."*

Leaders' Profiles in Ohio

ALLOTTA, John J
BakerHostetler LLP, Cleveland
(216) 861-7660
jallotta@bakerlaw.com
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.

ASENSIO III, M.J.
BakerHostetler LLP, Columbus
614.462.2622
masensio@bakerlaw.com
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.

BARONZZI, Christopher
Porter Wright Morris & Arthur LLP, Columbus
Featured in Energy & Natural Resources (Ohio)

Practice Areas: Chris focuses his practice on matters pertaining to energy law and related real estate matters. He has extensive knowledge and experience with oil, gas, coal, pipelines, electric transmission, and land use disputes and transactions. In his practice, Chris counsels clients in transactions and litigates disputes involving petroleum products and natural gas pipelines, eminent domain rights, the Ohio Dormant Mineral Act (ODMA), the Marketable Title Act (MTA), lease disputes, mandatory pooling and unitization, royalty disputes, mineral title issues and electric transmission, among other issues. As a skilled litigator, Chris has represented clients in numerous Ohio and Pennsylvania county, state and federal courts, and before the Ohio Department of Natural Resources in disputes involving a variety of energy and real estate matters, construction disputes, mechanic's lien and creditor's rights issues. Chris is also co-editor and frequent contributor to the firm's blog, Energy Law Report.

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.

BAUTISTA, Philip
Taft Stettinius & Hollister LLP, Cleveland
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Featured in Intellectual Property (Ohio)

Practice Areas: Intellectual Property Litigation Commercial Litigation Patent Litigation Software and Technology Intellectual Property

BEACHDELL, Alexis C
BakerHostetler LLP, Cleveland
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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. In addition, she is co-chair of the firmwide Women's Committee.

BEE, Gregory
Taft Stettinius & Hollister LLP, Cincinnati
(513) 357-9673
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Featured in Healthcare (Ohio)

Practice Areas: Health Care and Life Sciences Corporate Governance Mergers and Acquisitions

BEKENY, Karl
Tucker Ellis LLP, Cleveland
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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.

BERCKMUELLER, Fritz
Calfee, Halter & Griswold LLP, Cleveland
12166228671
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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

BEUS, Karl
Calfee, Halter & Griswold LLP, Cleveland
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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/

BLAIR, Mitchell G
Calfee, Halter & Griswold LLP, Cleveland
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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, 2009-2023.

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 Cuyahoga Community College Foundation, Board Member Leadership Cleveland, Member National Eagle Scout Association, Member Bluecoats, Inc., Member

Publications: Active outside of the courtroom, Mitch has addressed the following organizations on topics related to jury trial techniques and defending class actions, corporate governance and compliance: Cleveland Metropolitan Bar Association Securities Law Institute Glasser Legal Works SEC Hot Topics Institute Annual SEC Issues Update Seminar on enforcement topics Association of Corporate Counsel Pricewaterhouse Coopers Leadership Forum

BOJKO, Andrew
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Featured in Banking & Finance (Ohio)

Practice Areas: Andy is a partner in the Banking and Finance Practice Group where he advises lenders, administrative agents and borrowers in matters involving middle-market debt financings, broadly syndicated debt financings, asset-based lending, mezzanine debt and acquisition financings. Andy also handles a variety of real estate matters, with a particular emphasis on construction and permanent loans, leasing, and acquisitions and divestitures.

BOOHER, Martin T
BakerHostetler LLP, Cleveland
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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, Adam
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Featured in Corporate/M&A (Ohio: South & Central)

Practice Areas: Adam is a partner in the Vorys Columbus office where he is the chair of the corporate group. His practice is focused on representing public and private companies in mergers and acquisitions and general corporate matters. He also advises public companies regarding directors' fiduciary duties and the application of Ohio's anti-takeover statutes, including the Control Share Acquisition Statute and the Merger Moratorium Statute. He also represents public companies in securities regulation and capital markets transactions, tender offers, periodic reporting and disclosure (including Form 10-K, 10-Q, 8-K and proxy reporting) and corporate governance (including executive compensation and NYSE/Nasdaq regulation).

BRENNAN, Terry M
BakerHostetler LLP, Washington, DC
(216) 861-7485
tbrennan@bakerlaw.com
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.

CALLESEN, Phillip M
BakerHostetler LLP, Cleveland
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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.

CAMPBELL, Jay
Tucker Ellis LLP, Cleveland
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Featured in Intellectual Property (Ohio)

Practice Areas: •Intellectual Property •IP Litigation •Patent Procurement •Post Grant Proceedings •IP Business Strategy & Agreements •Section 337 Investigations •Business Litigation •Artificial Intelligence & Autonomous Vehicles •Trademarks •Patent Litigation •Technology Transfer •Health & Life Sciences

Career: Jay Campbell is the rare intellectual property trial lawyer who has tried numerous patent cases to a jury — including one in which he received the largest jury verdict of the year in Arizona. Over the past 30 years, Jay has tried patent cases to both judge and juries and argued appeals before the U.S.

Court of Appeals for the Federal Circuit. He has tried cases in courts all over the United States, including Ohio, Arizona, California, Colorado, Delaware, Florida, Illinois, Massachusetts, Michigan, Minnesota, Nevada, New Jersey, New York, Pennsylvania, Texas, Washington, Wisconsin, and Washington, D.C. He represents clients in diverse technological fields, from artificial intelligence and surgical guidance systems to water bottles. Jay has an engineering degree as well as a background in theatre that he puts to good use in trying a case. Jay's mantra is that the easiest way to lose a patent case is to try it like a patent case. He thus focuses on developing an engaging and informative story focusing on the individuals in the litigation, rather than the often-dry technology. He finds that the jury pays more attention to and becomes more interested in such a story. Jay's track record bears that out. In 2022, Jay concluded a decade-long case after a jury trial in which the plaintiff was seeking $1.8 billion and the client paid nothing. In 2021 – although he traditionally tries high-technology IP cases – Jay tried a case involving a popular children's toy before a state court jury. The Honorable Kimberly A. Moore of the Federal Circuit once called Jay's cross-examination of the opponent's CEO a "Perry Mason" moment unlike any she had ever seen in a patent case. Jay has served as an expert witness and consultant in IP cases throughout the country, as well as a mediator in IP and technology-related cases. He also presents lectures on persuasive writing and trial practice.

Professional Memberships: •Cleveland Intellectual Property Law Association •American Intellectual Property Law Association •American Bar Association

CARESANI, Ann M
BakerHostetler LLP, Cleveland
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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
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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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216.622.8251
jcernelich@calfee.com
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 as a resource for clients involved with claims of sexual or other discriminatory harassment and provides practical guidance responsibly to address and resolve such claims. He has significant experience assisting 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 also provides guidance to clients on a regular basis as to rights and obligations under the Family and Medical Leave Act. He has appeared in appellate courts throughout Ohio, as well as 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 workforces 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 that arise with little advance notice. He recognizes that immediate responsiveness 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.

CHIRICOSTA, Matthew
Calfee, Halter & Griswold LLP, Cleveland
mchiricosta@calfee.com
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 insurance policyholders for a variety of insurance products, including commercial general liability (CGL), directors & officers liability (D&O), errors & omissions liability (E&O) and property insurance, to name a few. While Matt has deep experience litigating complex insurance disputes on behalf of policyholders when such disputes become unavoidable, he brings a proactive and cost-effective problem-solving approach to resolving complex insurance coverage matters and recovering insurance policy proceeds for policyholders. Matt is one of just 23 Ohio lawyers certified as an Insurance Coverage Law Specialist by the Ohio State Bar Association. Matt also serves as a member of the firm's Associates Committee and relishes the chance to assist in the career development and growth of Calfee's talented associate lawyers.

Professional Memberships: Legal Aid Volunteer Lawyers Program, represents economically disadvantaged clients in various litigation matters on a pro bono basis

CIPOLLA, John S
Calfee, Halter & Griswold LLP, Cleveland
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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

CIRIACO, Anthony C
Vorys, Sater, Seymour and Pease LLP, Columbus
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Featured in Employee Benefits & Executive Compensation (Ohio)

Career: Tony is a partner in the Vorys Columbus office and a member of the labor and employment practice group focusing on ERISA and employee benefit matters. His experience in the employee benefits area includes assisting clients in the design, implementation and interpretation of their employee benefit plans and programs, specifically in the areas of executive compensation, health and welfare benefits and qualified retirement plans. https://www.vorys.com/ciriaco

COOK, David
Vorys, Sater, Seymour and Pease LLP, Columbus
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Featured in Immigration (Ohio)

Career: Dave is a partner in the Vorys Columbus office and a member of the labor and employment group. His practice focuses on the representation of businesses and individuals in all areas of immigration and naturalization law. Dave speaks Japanese. Dave serves as Honorary Consul of Japan in Columbus. Dave is a member of the American Immigration Lawyers Association (AILA). He serves as Chair of AILA's Online Course Review Committee. He also served as a member of AILA's 2022 Fall Conference. Previously he served as a member of AILA's Annual Conference Planning Committee (Business) and as a member of AILA's Distance Learning and Business Committees. Dave also served as Chair of AILA's USCIS Texas Service Center Liaison Committee (2013-2014) and as a member of AILA's USCIS Service Center Operations (SCOPS) Liaison Committee. Dave served previously as a member of the AILA's USCIS Texas Service Center Liaison Committee (2009-2012) and as a member of the Nebraska Service Center Liaison Committee (2008-09). Dave is also a member of the Columbus Bar Association. Dave frequently presents seminars dealing with employment-related visa and immigration matters and employment-related immigration compliance. https://www.vorys.com/cook-david

CORPORA, Corine R
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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. •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 has been a member of her local chapter's (Northeast Ohio) Steering Committee, serving in various leadership roles for more than 25 years. 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.

CORS, Jeanne
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Featured in Antitrust (Ohio)

Practice Areas: Compliance, Investigations, and White Collar Defense Internal Investigations Antitrust Commercial Litigation

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 Co-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

Publications: Mara is sought out for her knowledge to provide article quotes and for speaking engagements by publications and conference hosts, including Inside Business and Lorman.

DAY, Steven
Calfee, Halter & Griswold LLP, Cleveland
216-622-8458
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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
Hahn Loeser & Parks LLP, Cleveland
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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.

DIMENGO, Steven
Buckingham, Doolittle & Burroughs, LLP, Canton
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Featured in Tax (Ohio)

Practice Areas: Steve is an Ohio tax attorney serving as the first call clients make when faced with a tax challenge. The more complicated the challenge, the more he can help you and your company. This includes representing the Cincinnati Reds before the Ohio Supreme Court to exempt their purchases of bobbleheads (and other promotional items) from Ohio sales/use tax. Typically, his clients own or manage a business. He works directly with clients to save them substantial amounts of money and resolve even their most complicated tax and general business issues. His clients think of him as their trusted advisor that, while valuable, is so hard to find. He concentrates his practice on Ohio sales, income and commercial activity taxes as well as transactions with federal tax implications. This includes comprehensive Ohio tax audits, appeals, and planning; sales of real property; and the acquisition/sale of businesses. He shares his knowledge through following and creating key developments, speaking, and writing to both legal and non-legal audiences. His experience helps him achieve the best possible results as efficiently as possible for each and every client.

DIPUCCIO, Dominic
Taft Stettinius & Hollister LLP, Cleveland
Featured in Corporate/M&A (Ohio: North)

Practice Areas: Mergers and Acquisitions Private Equity Venture Capital and Emerging Companies

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.

DRESSMAN, Chase
Taft Stettinius & Hollister LLP, Indianapolis
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Featured in Environment (Ohio)

Practice Areas: Environmental Environmental Litigation PFAS (Per-and Polyfluoroalkyl Substances)

DUNLAP, Jeffrey S
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Featured in Labor & Employment (Ohio)

Practice Areas: Complex Business Litigation, Employment & Labor Litigation

Career: Jeff 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. He 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 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. As Co-Chair of the firm's Litigation Department, Jeff helps lead the firm's team of accomplished litigators and trial lawyers as they represent clients nationwide in complex litigation and arbitration matters.

Professional Memberships: American Inns of Court (William K. Thomas Chapter) Cleveland Employment American Inn of Court 8th District Judicial Conference Court of Nisi Prius

Personal: Cleveland Metropolitan Bar Association The 3Rs–Rights, Responsibilities, and Realities Program (High School Classroom Volunteer, 2017-present) Laurel Lake Retirement Community, Inc. (Member, Board of Directors 2024–2026)

DUNSIZER, Jennifer
Vorys, Sater, Seymour and Pease LLP, Columbus
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Featured in Employee Benefits & Executive Compensation (Ohio)
Career: Jen is a partner in the Vorys Columbus office and a member of the labor and employment group. Her practice focuses on employee benefits and executive compensation plans. As former Managing Corporate Counsel for a large, publicly traded employer, Jen has extensive experience in the design, implementation and administration of retirement plans, deferred compensation, health and welfare plans, insurance benefits, short-and long-term cash and equity-based incentive plans, and early retirement programs; public company disclosure obligations and merger and acquisition activity. https://www.vorys.com/dunsizer

EDELSTEIN, David
Vorys, Sater, Seymour and Pease LLP, Columbus
Featured in Environment (Ohio)
Practice Areas: David is a partner in the Vorys Cincinnati office. His current practice is focused on environmental regulation, enforcement, environmental liability insurance and transactional matters. He works with businesses and government institutions to ensure that their operations are compliant with environmental law. He provides advice to businesses that helps minimize operational and legal risks. In his work, he appreciates clients' desires to keep the environment clean and safe. Prior to joining Vorys, David served as chief of the criminal enforcement unit for U.S. EPA Region VI in Dallas, Texas. He also served as a RCRA enforcement attorney for the U.S. EPA. His federal court enforcement experience includes trial and litigation work, where he worked closely with the Department of Justice, U.S. Attorneys Offices, and other state and federal regulatory agencies.

EDWARDS, Jennifer E
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Featured in Labor & Employment (Ohio)
Practice Areas: With a practice that spans traditional labor and employment in both the public and private sectors, Jenni Edwards is frequently called upon by senior executives to advise on high-stakes employment issues. Her strategic vision and creative problem-solving skills are an asset when negotiating collective bargaining agreements, developing litigation strategy and investigating complaints of misconduct, especially against C-suite members. Jenni excels in navigating the "gray areas" of the law and in helping clients develop common sense, business-focused plans for long-term compliance strategies, in litigation and arbitrations, throughout labor and settlement negotiations and in day-to-day employment issues. Jenni serves on the firm's Diversity Council and as the Office Leader for the Columbus Inclusion and Diversity Committee. In these roles, she works with firm leadership to develop critical strategic initiatives, facilitates connections between and among her colleagues across the firm, and supports the advancement of the firm's women and diverse attorneys as well as the associates in the Labor and Employment Group.

ELLSWORTH, Gary
Calfee, Halter & Griswold LLP, Cleveland
Featured in Real Estate (Ohio)
Practice Areas: Real Estate Law
Career: Gary Ellsworth helps clients grow their company footprint by negotiating purchase and/or sale agreements and assisting with the development and redevelopment of property. He quickly and efficiently solves complicated commercial leasing, zoning and real estate tax issues for clients in a variety of industries. Gary collaborates with in-house counsel and business teams at his corporate, nonprofit and municipal clients to find the right solution to their real estate needs, including those in the construction, banking, environmental, and manufacturing industries. Additionally, he represents clients in the acquisition of mineral interests including oil and natural gas by fee or lease. Gary has also assisted national banks with local and multi-site real estate financing transactions. Through his work with nonprofit organizations, he structures financial agreements for the acquisition of property, including multi-family housing developments, and helps the organizations obtain certain tax exemptions. Whether the client is the buyer, seller or looking to develop property, Gary is well versed in the entire real estate lifecycle. He previously served as Regional Park Planner for the Cleveland Metroparks where his duties included acquiring land for the Metroparks and assisting private landowners and municipalities with issues concerning land and natural resource conservation and protection. Gary also represented Cleveland Metroparks in an eight-county regional park and conservation agency consortium to preserve open space in Northeast Ohio. He joined Calfee in 2007.
Professional Memberships: Cleveland Metropolitan Bar Association, Member Ohio State Bar Association, Member
Publications: "At Risk Landlord: How to Protect Your New Lease," Cleveland Metropolitan Bar Association Bar Journal "All's Well that Ends in a Well, or Is It? The Impact of Oil and Gas Leasing on Current and Future Mortgages," Cleveland Metropolitan Bar Association Bar Journal "Advanced Topics in Commercial Real Estate," Ohio Association of Realtors Legislative Conference and the Ohio State Bar Association Seminar, Ohio

EVENCHIK, Aaron
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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: Understanding Construction Contracts, Ohio Concrete, December 2023 Demand Rising for Sustainable Housing, Properties Magazine, June 2023 Electric Vehicles and Zoning Laws, Best Lawyers, February 2023 Laying A Foundation: Understanding Your Options When Entering into a Construction Contract, Properties Magazine, February 2023 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
Roetzel & Andress, LPA, Akron
330 849 6605
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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 Greenleaf Family Center, Member of Board of Trustees

FLETCHER, Adam L
BakerHostetler LLP, Cleveland
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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. Additionally, Fran is an accomplished appellate lawyer, successfully arguing appeals on many groundbreaking issues. She also serves as an arbitrator on the American Arbitration Association Commercial and Consumer Panels and has represented numerous clients in arbitration proceedings.

Professional Memberships: American Bar Association (Chair Emeritus, Director & Officer Liability Committee, Business Law Section, and Member, Advisory Committee to the Standing Committee on Election Law) U.S. Sixth Circuit and Ohio Eighth District Judicial Conferences (Life Member)

GALL, Michael
Calfee, Halter & Griswold LLP, Cleveland
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mgall@calfee.com
Featured in Tax (Ohio)

Practice Areas: Tax Law Mergers and Acquisitions, Divestitures and Sales Public Finance ESOP Formation and Operation Aviation Law Corporate and Finance Private Equity

Career: As a Partner with Calfee's Tax practice group, Mike Gall devotes his practice primarily to assisting clients in structuring tax-efficient business transactions from formation through dissolution. Mike has represented private and public companies in purchase, sale, division, merger, liquidation and restructuring/reorganization transactions involving limited liability companies, partnerships, and Subchapter C and Subchapter S corporations. Mike's pragmatic approach achieves his clients' tax goals while being mindful of business considerations. In addition to his transactional practice, Mike is also well-versed in the various federal income tax laws affecting public finance. He has assisted issuers and conduit borrowers of all sizes with tax-exempt bond offerings, including matters involving the arbitrage and rebate rules, private business use and refunding and reissuance. He is a member of The Tax Club of Cleveland and is a regular speaker at the Cleveland Tax Institute in addition to serving in numerous officer roles.

Professional Memberships: The Tax Club of Cleveland, Member Cleveland Tax Institute, Regular Speaker and Officer

GARRITANO, Carlos
Tucker Ellis LLP, Cleveland
216 696 5364
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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

GATES, Martin S
Vorys, Sater, Seymour and Pease LLP, Cleveland
216.479.6115
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Featured in Banking & Finance (Ohio)

Practice Areas: Marty is a partner in the Vorys Cleveland office. He has nearly 30 years of experience helping clients successfully complete complex, multijurisdictional, multicurrency commercial financing transactions. In his practice, Marty represents administrative agents, lenders and borrowers in a wide variety of secured and unsecured commercial financing transactions, including syndicated and single-lender financings, investment-grade company financings, asset-based financings, acquisition financings, all types of subordinated debt financings, and private placements of debt securities. Marty also represents administrative agents, lenders and borrowers in connection with a wide variety of syndicated and single-lender real estate financing transactions including REIT financings, real estate fund financings, construction loans and mezzanine financings. He also advises clients with respect to the purchase and sale of corporate aircraft. In addition, Marty has significant experience in representing administrative agents, lenders and borrowers in connection with workouts and restructurings of troubled credits and debtor-in-possession and exit financings. He also frequently advises administrative agents and lenders on intercreditor issues in connection with transactions involving multiple debt tranches and lien priorities.

GOTTESMAN, Daniel
UB Greensfelder LLP, Cleveland
Featured in Healthcare (Ohio)

Practice Areas: Health Care Health Care Business Transactions Business Law

Career: Danny advises clients on various corporate, real estate, and health care transactional matters. Specifically, Danny represents private equity funds, family offices, and long-term care investors and providers in structuring, negotiating, documenting, and closing complex M&A transactions, real estate acquisitions and divestitures, joint ventures, leases, and private placements. He also assists owners, operators, and managers of skilled nursing and assisted living facilities across the United States. Danny assists his clients with the full range of complex issues that arise during a transaction, including navigating regulatory requirements, forming investment vehicles, negotiating real estate purchase agreements and operations transfer agreements, and structuring and closing debt and equity financing transactions. Danny works closely with his clients to address each transaction's unique challenges to ensure each client achieves its business objectives. He is Co-Group Leader of the firm's Health Care Practice Group.

Professional Memberships: Ohio State Bar Association American Bar Association Cleveland Metropolitan Bar Association American Health Lawyers Association

Personal: Danny's involvement in the community includes: Cleveland Community Mikvah, Inc. (President) Hebrew Academy of Cleveland (Board Member) Bikur Cholim of Cleveland (Former Board Member)

GRABAN, Matthew D
BakerHostetler LLP, Cleveland
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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.

GRADY, Rick
Vorys, Sater, Seymour and Pease LLP, Columbus
Featured in Construction (Ohio)
Practice Areas: Rick is a construction attorney based in the Vorys Columbus and Orange County offices who works on projects throughout the U.S. and internationally. He advises owners, developers, contractors and design professionals throughout public and private projects, and has appeared before courts and arbitration panels in numerous jurisdictions. He advises clients on risk management in various circumstances and has met construction professionals in dozens of job trailers and conference rooms – from Ohio to downtown Los Angeles, in rural Brazil and elsewhere. Rick drafts and negotiates contracts and related construction and procurement documents; assists with risk management and claims during the construction phase; and handles post-completion litigation and arbitration.

GRIFFITH, Kevin
Littler Mendelson, PC, Columbus
(614) 463-4210
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Featured in Labor & Employment (Ohio)
Practice Areas: Arbitration; Hiring, Performance Management and Termination; Investigations; Litigation and Trials; Unfair Competition and Trade Secrets; Whistleblowing and Retaliation
Career: Kevin practices primarily in the areas of whistleblower law, business competition litigation, and employment litigation. He has extensive litigation experience in cases involving whistleblower retaliation, corporate raiding, enforcing or defending covenants-not-to-compete, trade secrets, employment contracts, and interference with contract claims. Griffith has assisted employers to defend against hundreds of employment discrimination, whistleblower, retaliation, and wrongful termination cases, including several seminal cases before the Ohio Supreme Court. In addition, he counsels corporate clients concerning internal investigations, assists with drafting their codes of conduct, employment, and arbitration agreements, and provides advice and counsel regarding executive officer terminations, protecting business information, mass layoffs, and compliance with federal and state employment-related laws. Griffith has over 30 years of experience assisting companies throughout the United States in developing and implementing workplace substance abuse policies and testing protocols, including addressing the new legalized marijuana laws. Additionally, he is the co-chair of Littler's Whistleblowing, Compliance, and Investigations Practice Group and the former Office Managing Shareholder of the firm's Columbus, Ohio office.
Professional Memberships: Columbus Bar Association; Defense Research Institute; Federal Bar Association; Ohio State Bar Association

GUTTMAN, Daniel J
BakerHostetler LLP, Columbus
614.462.4740
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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
Calfee, Halter & Griswold LLP, Cleveland
216.622.8667
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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 Cleveland Leadership Center, Board of Trustees Legal Aid Society of Cleveland's Capital Campaign, Cabinet Member Great Lakes Theater, Board of Trustees The City Mission, Former Board of Trustees Member

HANFT, Seth J
BakerHostetler LLP, Columbus
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Featured in Employee Benefits & Executive Compensation (Ohio)
Practice Areas: Seth Hanft's practice focuses on the areas of employee benefits and executive compensation. He assists employers of all shapes and sizes, including private and public companies and nonprofit and governmental entities, in all facets of employee benefit plan legal compliance, operation and administration. He has extensive experience in advising clients on plan design and implementation issues for defined benefit and defined contribution retirement plans, all types of welfare benefit programs, and nonqualified and executive compensation arrangements. Seth's considerable knowledge of the Employee Retirement Income Security Act (ERISA) and the Internal Revenue Code enables him to navigate clients through the complexities of Department of Labor (DOL) and Internal Revenue Service (IRS) inquiries and audits, ERISA fiduciary compliance issues, Affordable Care Act investigations and HIPAA Privacy and Security requirements. He also has specific benefits and insurance experience with self-insured multiple employer welfare arrangements, works regularly with businesses to complete benefits-related regulatory filings and helps implement employee benefits transition solutions in mergers and acquisitions. A trusted advisor, Seth regularly counsels clients on executive compensation arrangements and related legal compliance issues.

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
BakerHostetler LLP, Cleveland
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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.

HART, Jeremiah L
BakerHostetler LLP, Cleveland
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Featured in Labor & Employment (Ohio)
Practice Areas: Jeremy Hart is a management labor relations and employment attorney. Jeremy provides strategic advice to employers across the country on labor relations and employment compliance. He strives to understand each client's business, culture and needs, so as to address every problem in a practical way that is uniquely valuable to the client. Jeremy represents clients in all aspects of labor relations, including in representation and unfair labor practice matters before

the National Labor Relations Board, collective bargaining and grievance arbitration. He also regularly provides guidance and representation concerning compliance with state and federal employment laws, and represents clients in state and federal employment litigation.

HAVENS, Jolie
Vorys, Sater, Seymour and Pease LLP, Columbus
614.464.5429
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Featured in Healthcare (Ohio)
Practice Areas: Jolie is a partner in the Vorys Columbus and Houston offices and the immediate past chair of the firm's health care group. She also serves as the firm's chief diversity & inclusion officer where she leads the firm's strategy, policies and practices related to diversity, equity, and inclusion. Jolie maintains a national practice focused on health care transactions, contracting, compliance, and provider/practitioner reimbursement, with significant experience involving hospitals and physicians. Jolie has counseled providers, practitioners, and other stakeholders across the industry, including adult and children's hospitals and health systems, physicians and physician groups, pharmacies and pharmacy benefit managers, home health agencies, ambulatory surgery centers, diagnostic centers and faculty practice plans, as well as manufacturers, distributers and sellers of medical devices, pharmaceuticals, dietary supplements, and other products regulated by the Food and Drug Administration (FDA). She counsels on legal issues involving: mergers and acquisitions; Medicare, medicate and private payor billing, coding, documentation and coverage; compliance with federal and state fraud and abuse laws; issues unique to concierge medical practices, Compliance with the federal FDC, FDA and related federal and state laws; compliance with HIPAA and its implementing regulations; compliance with EMTALA and various other health care laws; professional disciplinary actions; and legal and business implication of medical marijuana.

HAYDEN, Jeremy A.
Taft Stettinius & Hollister LLP, Cincinnati
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Featured in Tax (Ohio)
Practice Areas: Business Succession Planning Estate Planning Mergers and Acquisitions State and Local Tax

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 30 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.

HERVEY, Michelle M
BakerHostetler LLP, Cleveland
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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
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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/

HOELLE, Megan
Vorys, Sater, Seymour and Pease LLP, Columbus
Featured in Banking & Finance (Ohio)
Practice Areas: Megan is a partner in the Vorys Cincinnati office and a member of the finance, energy and real estate group. Her practice focuses on all aspects of commercial lending – including structured finance transactions, asset-based lending, cash flow lending and other leveraged finance, dealer finance, equipment leasing, middle market loan transactions and syndicated credit facilities. She regularly represents lenders in senior secured financings, mezzanine transactions and subordinated debt facilities. Her practice ranges from representing an insider creditor in a single-advance loan to an affiliate company or individual to leading a multi-bank group as agent's counsel in a multi-tranche, large-exposure syndicated credit facility. Her work frequently involves revolving credit facilities, construction loan and other multi-draw capital expenditure facilities, and term loan transactions. Megan also has experience representing lenders in franchising matters (involving purchase and operating loan facilities to franchisees), small business loans (both SBA 7(a) and 504 loan transactions) and letter of credit facilities.

HOWARD, Elizabeth
Vorys, Sater, Seymour and Pease LLP, Columbus
Featured in Employee Benefits & Executive Compensation (Ohio)
Career: Elizabeth is a partner in the Vorys Columbus office and a member of the labor and employment group. Her practice focuses on employee benefits. She has experience working with employers and multiemployer plans on benefit issues, including assisting with the design, administration and compliance of qualified retirement plans, deferred compensation plans, health and welfare plans, and fringe benefits. She also has experience representing clients with the Internal Revenue Service (IRS), Department of Labor (DOL) and the Pension Benefit Guaranty Corporation (PBGC). https://www.vorys.com/howard-elizabeth

HUGHES, Maura L.
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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
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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

ISRAEL, Rachael L
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Featured in Litigation (Ohio)

Practice Areas: Rachael Israel is dedicated to assisting individual and corporate clients who are facing the challenges of litigation, criminal investigations and regulatory actions. Rachael excels at in-depth analysis of complex legal issues, as well as developing big-picture strategies, and helps clients resolve disputes through cost-effective solutions and focused responses. With an emphasis on complex commercial and employment litigation, she provides comprehensive counseling and litigation services to in-house counsel, business owners and individuals. Rachael also advises on risk avoidance and mitigation in employment and compliance matters. For more than 20 years, Rachael has defended clients in state and federal courts, at the trial and appellate levels. Rachael has also served as the general counsel for a nationally renowned compounding pharmacy for the past 15 years, advising leadership on legal issues, employment matters, risk and compliance before the FDA and 45 state Boards of Pharmacy. She also sits on the Board of Directors for the company, helping to develop growth strategies and initiatives.

JAFFE, Dan L
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Featured in Tax (Ohio)

Career: Dan is a partner in the Vorys Columbus office and a member of the tax group. He served for many years as the head of the firm's federal tax subgroup. His tax practice includes mergers, acquisitions, divestitures, partnerships, LLCs, joint ventures, S corporations, real estate, restructurings, workouts, venture capital, business planning, executive compensation, financing and equity transactions, international transactions and tax controversies. In addition to his tax practice, Dan also (i) regularly represents clients in organizing and operating LLCs, partnerships and other joint ventures and (ii) has provided extensive counsel to family office clients. He has experience working in French, German and Italian. https://www.vorys.com/jaffe

JENKINS, Staci
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Featured in Immigration (Ohio)

Practice Areas: Immigration and Citizenship Employment Law

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 also serves as a volunteer mediator for the United States District Court for the Southern District of Ohio. 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 a member of the Ohio and Columbus Bar Associations.

Professional Memberships: Greater Ohio Policy Center, Former Board Chair and Member Volunteer Mediator, U.S. District Court for the Southern District of Ohio 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

Publications: Leadership Honors Roundtable Series, Panelist, University of Dayton (February 9, 2024)

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: Real Estate, Leasing & Hospitality, Retail, Business Law.
Career: 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. Scott serves as UB Greensfelder's Co-Managing Partner. In this role, he oversees the daily affairs of all the firm's offices and leads strategic, financial, and operational matters.
Professional Memberships: International Council of Shopping Centers (ICSC) American College of Real Estate Lawyers National Business Institute Ohio Advisory Council (Charter Member) 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."

KALLAS, Hani R
Vorys, Sater, Seymour and Pease LLP, Cincinnati
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Featured in Banking & Finance (Ohio)
Practice Areas: Hani is currently chair of the firm's finance, energy and real estate group and is a member of the firm's Management Committee. Hani has extensive experience representing regional and national banks, insurance companies, finance companies, BDCs and SBICs in structuring and documenting loan transactions, with an emphasis in bilateral and syndicated middle market, asset based and leveraged loan transactions, as well as workouts and restructurings arising therefrom. Hani also represents several manufacturing and service businesses on a variety of matters as "outside general counsel."

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
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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

KAUFMAN, Steven S
UB Greensfelder LLP, Cleveland
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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 to verdict as lead counsel 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 secrets, and intellectual property.
Professional Memberships: Cleveland Metropolitan Bar Association (Past President) Real Estate Litigation Committee of American Bar Association Litigation Section (Past Co-Chair) Judicial Review Commission for the Northern District of Ohio (Past Member)
Personal: J.D., Case Western Reserve University School of Law; A.B., Colgate University.

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 Bankruptcy, Restructuring and Insolvency
Career: Marc 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, health care , 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, health care companies, chemical companies, steel manufacturers, financial institutions, accounting firms, and a variety of governmental entities. As part of his sophisticated practice, Marc counsels health care 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 health care 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.

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 •Ohio Supreme Court Commission on Certification of Attorneys as Specialists, Vice Chair •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/

KIRSCH, Kevin W
BakerHostetler LLP, Cincinnati
614.462.2673
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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
Epstein Becker & Green PC, Columbus
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SKleinman@ebglaw.com
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/

KNUEVE, Mark
Vorys, Sater, Seymour and Pease LLP, Columbus
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Featured in Labor & Employment (Ohio)
Career: Mark is a partner in the Vorys Columbus office and chair of the firm's labor and employment group. He represents primarily employers and assists them in litigation matters, focusing on complex employment litigation such as wage and hour class actions and collective actions. He is involved in the preparation of employment-related documents, including employment policies and contracts. Mark also participates in employment-related arbitrations, as well as employer counseling, training and non-compete matters. https://www.vorys.com/knueve

KOHNEN, Ralph
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Featured in Litigation (Ohio)
Practice Areas: Compliance, Investigations, and White Collar Defense Antitrust Securities Litigation and Enforcement Defense FCPA and International Anti-Corruption Internal Investigations

KUHEL, Tony
Thompson Hine LLP, Cleveland
Featured in Corporate/M&A (Ohio: North)
Career: Tony is a partner in the Corporate Transactions & Securities practice group and currently serves as chair of the firm's Mergers & Acquisitions practice. He focuses his practice on mergers and acquisitions; private equity and venture capital transactions; joint ventures and other strategic transactions; and manufacturing, distribution, supply, and other commercial agreements. His practice also focuses on corporate governance and general corporate matters.

LAING, Michael
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Featured in Employee Benefits & Executive Compensation (Ohio)
Practice Areas: Employee Benefits and Executive Compensation Employee Stock Ownership Plan (ESOP) Tax

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

LAUTZENHISER, Roger
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Featured in Corporate/M&A (Ohio: South & Central)
Practice Areas: Roger is a partner in the Vorys Cincinnati office and a member of the corporate group. His practice is focused on the representation of public and private companies in federal and state securities regulation, corporate law and corporate governance, corporate financing and insurance law. Roger works with both public and private companies in matters involving mergers and acquisitions, financing and risk management. He also works with public companies in matters involving corporate reporting and disclosure, securities offerings, corporate governance, Sarbanes-Oxley Act of 2002 compliance and executive compensation.

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)

LAWSON, Margaret
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Featured in Intellectual Property (Ohio)
Practice Areas: Intellectual Property Trademark and Copyright Prosecution Copyright

LEADER, Edward
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Featured in Real Estate (Ohio)
Practice Areas: Real Estate Real Estate Finance Commercial Leasing

LEBOWITZ, Todd H
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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
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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, non-profits, 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 he regularly handles high-profile, politically charged matters that draw national attention. He frequently writes for MSNBC.com, CNN.com, TPM.com, USA Today, The Hill, and Huffington Post. His analyses of cutting-edge immigration issues frequently appears in major media outlets, including The New York Times, The Washington Post, The Los Angeles Times, Politico, Mother Jones, and CNN.
Professional Memberships: America's Voice (Immigration Policy Counsel) Latino-Jewish Leadership Council, American Jewish Committee (Founding Member) Global Cleveland (Board Member) American Immigration Lawyers Association (Past President and General Counsel) AILA Administrative Litigation Task Force (Former Member) American Immigration Council (Former Board Member) Case Western Reserve University (Former Adjunct Professor of Immigration Law) Cleveland State University (Former Adjunct Professor of Immigration Law)
Personal: J.D., Case Western Reserve University School of Law; B.A., University of Michigan.

LINVILLE, Ronald G
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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.

LOWE, Bruce
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Featured in Bankruptcy/Restructuring (Ohio)
Practice Areas: Bankruptcy and Restructuring Commercial Litigation

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.

LUCCI, John Paul
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Featured in Corporate/M&A (Ohio: North)
Practice Areas: Business Law Corporate Securities Mergers & Acquisitions Construction
Career: Routinely engaged by clients for his business acumen, John Paul Lucci is a partner in Hahn Loeser's Business Practice Area. John Paul's primary focus is mergers and acquisitions, corporate counseling and providing strategic and legal counsel to boards of directors and C-suite executives. John Paul has represented clients in leveraged buyout transactions and venture capital financings, as well as private-equity funds in the acquisition and disposition of scores of businesses across dozens of industries. As a testament to the value John Paul brings to transactions, he has repeatedly been engaged by buyers post-closing when he has represented sellers to continue as outside general counsel or to serve as lead M&A counsel for add-on acquisitions. In his corporate practice, John Paul has guided business owners through a myriad of complex issues that confront closely held companies such as succession planning, executive compensation, equity incentive plans and intergenerational transfers of ownership. John Paul serves as outside general counsel to private-equity portfolio companies, closely held businesses and ESOP-owned companies. He is a trusted advisor to boards of directors and serves as an elected secretary for select clients. John Paul prides himself on his unmatched responsiveness and his unwavering commitment to client service and advocacy. In addition to his corporate practice, John Paul works seamlessly with Hahn Loeser's intellectual property lawyers and is the relationship partner for several of the Firm's marquis intellectual property clients. As a leader in the community and at Hahn Loeser, John Paul is the former co-chair of Hahn Loeser's Corporate Transactions Group and an active member of the Firm's finance committee. Prior to attending law school, John Paul was a nonprofit executive, serving as the vice president of research and operations for the Community Partnership for Arts and Culture in Cleveland, Ohio. John Paul remains active in the nonprofit sector, assisting arts, cultural and environmental organizations in governance and nonprofit law. As a member of the board of trustees at the Nature Center at Shaker Lakes, John Paul oversaw the modernization of the Nature Center's bylaws and corporate governance.

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: Intellectual Property Trademarks Copyrights
Career: Mike assists clients with matters involving trademark law, such as trademark clearance, trademark application prosecutions, office actions before the U.S. Patent & Trademark Office, opposition and cancellation actions, and litigation. Additionally, he advises clients on 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 previously served as in-house counsel at Bristol-Myers Squibb and Johnson Wax, focusing on intellectual property, business and corporate law, administrative law, and truth-in-advertising matters.
Professional Memberships: Intellectual Property Owners Association (Member) Legal Aid Society of Greater Cincinnati (Trustee) Community Law Center (President, Board of Trustees)
Personal: Cincinnati Opera (Board of Trustees)

MARTINSEK, Amanda
UB Greensfelder LLP, Cleveland
216.316.3278
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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 over 30 years of experience litigating complex cases, including class actions, shareholder derivative claims, product liability suits, real estate matters, and disputes and claims. She has defended national and regional law firms against professional liability and other business tort claims. In addition to her significant trial experience, Amanda has represented public and private clients in administrative proceedings and arbitrations. Amanda has represented both public and private clients. 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. Additionally, Amanda also has extensive experience defending against class action litigation bringing a variety of statutory and common law claims, including securities claims, TCPA, state and federal consumer protection allegations, breach of warranty claims, alleged breaches of form contracts, state and federal antitrust claims, and mortgage recording and UCC-1 statutory causes of action.
Personal: The Cleveland Orchestra Advisory Council (Member)

MCCAFFREY, John F.
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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 is Chair of the Ohio State Committee.

MCDOUGALL, Mark
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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.

MCGRANOR, Timothy B
Vorys, Sater, Seymour and Pease LLP, Columbus
Featured in Energy & Natural Resources (Ohio)

Practice Areas: Tim is a partner in the Vorys Columbus office and a member of the litigation group. Tim's practice focuses primarily on oil and gas litigation, commercial litigation and antitrust. His practice takes him throughout the state and federal trial courts in Ohio, the Ohio courts of appeals, and the United States Court of Appeals for the Sixth Circuit. In his oil and gas work, Tim's experience includes representing both large, horizontal producers and conventional operators. He has represented clients in a wide range of disputes including landowner lease disputes, royalty claims and business-versus-business disputes, and has been involved in a range of disputes from single-plaintiff actions to multi-defendant class actions. In addition to his trial work in the state and federal courts, Tim has appeared before the courts of appeals in Ohio and the Sixth Circuit, and regularly participates in actions before the Ohio Supreme Court. Tim also has extensive experience defending oil and gas clients in regulatory proceedings, including before the Ohio Oil and Gas Commission and the Ohio Reclamation Commission. Tim's commercial-litigation work focuses on contract disputes and business torts. He has litigations actions in a number of industries, including manufacturing and banking, on behalf of both plaintiffs and defendants. Tim's antitrust experience includes representing 18 major U.S. retailers in a lawsuit filed in the Southern District of New York alleging violations of U.S. antitrust laws by Visa and Mastercard.

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 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

MENDOZA, Matthew
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Featured in Construction (Ohio)

Practice Areas: Construction Law Construction Litigation Insurance Coverage Insurance Recovery Business, Corporate and Commercial Litigation Appellate Proceedings Litigation Commercial Contracts Public Law Tort, Accident and Product Liability Litigation

Career: Matt Mendoza is a Litigation Partner and a leader of Calfee's Construction practice. His practice is focused in the areas of construction law, insurance coverage, products liability, toxic tort litigation and general business litigation. Matt has extensive experience in all aspects of litigation, and he represents clients regularly in state and federal courts, as well as in negotiations, mediations and arbitrations. His trial experience includes construction, tort, trade secret, merger and acquisition, and other business matters. In addition to his dispute resolution work, Matt also counsels clients in connection with matters and transactions involving construction and/or insurance-coverage issues. He is experienced at drafting and negotiating contract documents and other documents for both private and public construction projects. He also has experience drafting insurance procurement requirements, indemnification agreements and other risk-transfer provisions in contracts, and he regularly advises clients regarding insurance coverage issues in a variety of other contexts. He speaks regularly at seminars and other public forums concerning construction, insurance and product liability issues. Matt is a member of both the American Bar Association Forum on Construction Law and the John M. Manos Inn of Court.

Professional Memberships: American Bar Association, Forum on Construction Law, Member John M. Manos Inn of Court, Member The Judicial Conference of the Eighth Judicial District, Life Member

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 was the Practice Team Co-Leader of BakerHostetler's Employment Class and Collective Actions team for many years.

MESKO, Jennifer
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Featured in Insurance (Ohio)

Practice Areas: ·Insurance ·Class Action Litigation ·Business Litigation ·Life Sciences Litigation

Career: As Co-Chair of Tucker Ellis's Class Action Group, Jennifer Mesko defends and advises companies in a diverse range of class action matters in trial and appellate courts nationwide. Jennifer has a nationwide class action practice in the areas of insurance, consumer claims, product advertising and labeling, and data breach and data privacy. Jennifer takes a holistic approach to litigation, taking the time to understand our clients' goals before preparing a litigation strategy. She is adept at each stage of litigation – from crafting novel dispositive and class certification arguments to fashioning comprehensive discovery strategies and skillfully developing facts crucial for successful motion practice. Jennifer is also skilled at identifying and preparing a spectrum of witnesses, including corporate representatives and experts. Jennifer also briefs novel legal matters in both trial and appellate courts nationwide, including cutting-edge class action issues and novel preemption and jurisdictional arguments. She also routinely lectures at law schools and presents at CLEs and similar events on class action-related topics. She also co-chairs the ABA's National Institute on Class Actions. Jennifer's litigation prowess extends beyond class actions. She also handles commercial disputes, insurance bad faith actions, rescission claims, and complex insurance coverage issues.

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

Publications: ·Ohio Insurance Coverage (2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, and 2022 Editions),

Thomson Reuters •"Federal Judge Vacates $228M Damages Award in BIPA Trial and Orders New Damages Trial," Tucker Ellis Client Alert (July 2023) •"Illinois Supreme Court Holds BIPA Claims Accrue with Each Alleged Scan," Tucker Ellis Client Alert (February 2023) •"Recoupment of Defense Costs: When Can an Insurance Company Get Defense Costs Back From the Insured?", Cleveland Metropolitan Bar Journal (February 2022) •"INSIGHT: Coronavirus Raises Novel Business Insurance Issues," Bloomberg Law (March 2020) •"The Un-Easy Street of Class Action Settlements: Strategies for Preventing and Mitigating Fraud in Claims Administration," ABA Section of Litigation, Class Actions & Derivative Suits (September 2019) •"Illinois Supreme Court Rules in Biometric Information Privacy Act Case," ABA Section of Litigation, Class Actions & Derivative Suits (February 2019) •"Illinois Supreme Court Rules in Favor of Consumers in Landmark Biometric Case," Tucker Ellis Client Alert (January 2019) •"Status Quo Maintained: Supreme Court of Delaware Precludes Stockholder Derivative Claims," American Bar Association, Class Actions & Derivative Suits (Spring 2018) •"Third Circuit Emphasizes the Need to Provide Reasonable Notice of Arbitration Clauses," American Bar Association, Class Actions & Derivative Suits (March 2017) •"How to Remove Multi-Plaintiff Cases Involving Personal Jurisdiction Challenges and Avoid Subject Matter Remand," DRI's RX for the Defense (March 2015) •"Medical Malpractice and Sarcoma Care-Sarcoma Malpractice: Who is at Risk?", Journal of Surgical Oncology (2014) •"It's Not Form Over Substance – Procedural Fundamentals of Making and Reviewing a Claim," Cleveland Metropolitan Bar Association Journal (February 2014) •"Unpeeling the Layers of Recall, Contamination Policies," Law360 (March 2012) •"Toward a Compassionate Solution: The UNHCR Guidance Note & Asylum for Parents of Potential Victims of Female Genital Mutilation," 11 WHITTIER J. CHILD & FAM. ADVOC. 299 (2012) •"Report of the Cleveland Expert's Meeting: The International Criminal Court & the Crime of Aggression," 41 CASE W. RES. J. INT'L L. 429 (2009)

MESSER, Earl
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Featured in Construction (Ohio)
Practice Areas: Construction Construction Litigation Real Estate Real Estate Litigation

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 contract 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
Calfee, Halter & Griswold LLP, Cleveland
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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

MILLER, W Timothy
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Featured in Bankruptcy/Restructuring (Ohio)
Practice Areas: Mergers and Acquisitions Bankruptcy and Restructuring

MILLS, Jennifer A.
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Featured in Employee Benefits & Executive Compensation (Ohio)
Practice Areas: As the healthcare landscape is evolving, Jennifer Mills regularly works with large, self-funded employers in developing and implementing strategic and innovative health care plans, including direct contracting arrangements with healthcare providers and pharmacies. She advises clients of all sizes in the area of health and welfare benefits, including both for-profit and tax-exempt organizations and government entities. Jennifer has extensive experience in employee benefits, with a focus on health and welfare plan design and implementation. She has developed an extensive practice with regard to the requirements that apply to employer-sponsored plans and works with clients to develop business strategies that comply with complex regulatory frameworks. She also works with providers to advise them on strategies in working directly with employer-sponsored health plans.

MITCHELL, John
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Featured in Litigation (Ohio)
Practice Areas: Compliance, Investigations, and White Collar Defense Commercial Litigation

MITROUSSIA, Antonia
Taft Stettinius & Hollister LLP, Cincinnati
Featured in Immigration (Ohio)
Practice Areas: Immigration and Citizenship

MUETHING, Julie
Keating Muething & Klekamp PLL, Cincinnati
Featured in Corporate/M&A (Ohio: South & Central)
Practice Areas: Business Representation & Transactions Start-Ups & Growth Companies Mergers & Acquisitions Private Equity Corporate Governance Commercial Contracts Coronavirus (COVID-19) Response Team Commercial Finance & Reorganization Commercial Loan Documentation
Career: Julie Muething is co-leader of the firm's Business Representation & Transactions Group. She is an experienced transactional attorney primarily focusing on representing public and private companies and private equity funds in domestic and international commercial arrangements, joint ventures, recapitalizations, mergers, acquisitions and divestitures; and business formation, organization, reorganization and capitalization matters. Julie regularly counsels clients on various corporate and business matters, negotiation of key contracts, and developing strategies to address their current circumstances and future goals. Julie also maintains a commercial finance practice, regularly advising lenders, borrowers, and investors in a variety of debt and equity financing transactions. Julie was selected for inclusion in The Best Lawyers in America, 2020-2023 – Corporate Law and Mergers & Acquisitions Law and was named to Ohio Rising Stars, 2017-2020. Prior to attending law school, Julie taught first grade for three years at F.L. Stanton Elementary School in Atlanta, Georgia, with the Teach for America program. Julie is a former Adjunct Professor at the University of Cincinnati College of Law. Julie serves as Co-Chair of the firm's Hiring Committee.
Professional Memberships: Cincinnati Bar Association Ohio State Bar Association Goering Center, Board of Advisors HCDC Business Center, Advisory Committee ACG Cincinnati, Member Oyler School, A.P. Hampton Mentoring Program Teach For America, School Board Fellow

NAHHAS, Fadi
Eastman & Smith LTD., Toledo
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Featured in Corporate/M&A (Ohio: North)
Practice Areas: Business Law Immigration Mergers & Acquisitions
Professional Memberships: American Immigration Lawyers Association Ohio State Bar Association (chair, Corporate Counsel Section) State Bar of Michigan American Bar Association
Publications: Preparing Your Business for Sale – Are You Ready? March 21, 2019

NATALE, Andrew J
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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.

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 serves as Firm Chairman while also maintaining a very active and engaged practice. He sits by his clients' side to assist on mergers, acquisitions, and divestitures; corporate governance and capital formation (including private and public offerings); corporate finance; venture capital; and general corporate matters; as well as SEC compliance and NYSE and NASDAQ listing requirements. 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. Using his wealth of historical experiences and knowledge, he helps to oversee or provide strategic input on major projects or client initiatives to help drive better outcomes and to ensure that all appropriate resources are dedicated to addressing the client's needs and to provide clear communication and reporting. Doug is a leader in the Firm's efforts to develop new and expanded client relationships. For more than 37 years, Doug's practice has been focused on clients buying and selling privately held and publicly traded companies, working closely with strategic purchasers and sellers, as well as the private equity and investment banking communities, in those endeavors. In addition to his experience with hundreds of business transactions, Doug helps clients with capital transactions, private fundraisings, 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 M&A practice across the gamut, Doug has represented numerous private equity, venture capital, and mezzanine financing sources in making their purchases, sales, loans, or investments, regularly dealing with issues of valuation, governance, management, and exit strategies. In summary, Doug helps his clients take advantage of their business opportunities and overcome their business challenges. 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 Commercial Leasing Lending and Finance Mergers and Acquisitions

NOLAN, William A
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Featured in Labor & Employment (Ohio)
Practice Areas: Strives to bring energy, attentiveness, and clarity to bear on employment, contract, and other disputes, and on helping clients build teams, policies and processes to minimize the frequency and severity of disputes. Areas of particular experience include noncompetes and employee trade secrets, executive agreements, and managing employee health issues. Works in industries including manufacturing, education, construction, health care, and nonprofits. Opened and manages the firm's Columbus office.
Personal: Cornell University (B.A. 1984); Harvard University (J.D. 1989).

NORMAN, Mark A
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Featured in Environment (Ohio)
Practice Areas: Mark is a partner in the Vorys Cincinnati office and a member of the energy and environmental group. His practice includes all areas of environmental law, including litigation, dispute resolution, business and transactional matters and advising on regulatory issues. In 2011, Law360 named him one of four national MVPs in Environmental Law.

O'GRADY, Michael
Frost Brown Todd LLP, Cincinnati
513.651.6482
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Featured in Banking & Finance (Ohio)
Practice Areas: Corporate Law, Finance, Bankruptcy & Restructuring, Real Estate, Commercial Real Estate
Career: Michael has years of experience representing clients in all types of commercial, real estate, bankruptcy and insolvency matters. His bankruptcy practice includes the representation of debtors, secured and unsecured creditors, creditors' committees, trustees, and other parties in interest in insolvency matters such as asset purchasers and landlords. He is active in representing special servicers in connection with defaulted real estate loans and REO properties and has considerable expertise in single asset real estate chapter 11 cases. Michael often presents on insolvency and bankruptcy topics. He is regarded by his peers as an expert in the development and analysis of complex plans of reorganization, DIP financing, and preference/fraudulent conveyance claims. Michael's transaction practice is based primarily in the commercial and real estate finance area. He handles a wide variety finance transactions for borrowers and lenders, including syndications, asset-based and cash flow financings, and real estate construction & acquisition loans. In connection with finance transactions, Michael has negotiated and documented numerous multi-party subordination/intercreditor arrangements, construction, acquisition, and permanent loan facilities, construction lines of credit, letter of credit facilities to support bond financings, ground lease financings, rate swap transactions, and loan assumptions.

O'NEILL, Brian
Tucker Ellis LLP, Cleveland
Featured in Corporate/M&A (Ohio: North)
Practice Areas: •Corporate/M&A •Real Estate •Venture Capital •Private Equity •Real Estate •Finance
Career: Brian O'Neill's practice and expertise overlap several areas, most notably corporate/M&A, as well as private equity, venture capital, real estate, finance, and commercial lending. In his corporate/M&A practice, Brian represents public and private companies, private equity funds, and family offices in structuring and negotiating corporate mergers, acquisitions, divestitures, management buyouts, investments, joint ventures, ESOPs, and going-private transactions and regularly advises on corporate governance matters. He also has represented numerous clients with dysfunctional equity shareholder groups and out-of-bankruptcy restructurings and the acquisition and divestiture of distressed assets. His experience crosses a broad range of industries, including technology and software (SaaS), TMT (technology, media, and telecom), general and high-tech manufacturing and distribution, steel and metals processing, aerospace,

business services, transportation and logistics, professional services, wealth advisory and other financial services, insurance, environmental services, consumer products, and food and beverage, as well as real estate. In his real estate practice, Brian represents public and private companies, investors, and developers on major acquisition and development transactions, including joint venture/equity/debt structures, project financing, economic incentives, and entitlements, with particular experience on corporate facilities and headquarters projects. With years of past experience on the lender side, Brian also regularly represents corporate borrowers on ABL, acquisition, mezzanine, and other commercial and syndicated loan transactions.

Professional Memberships: • Leadership Cleveland, Class of 2007 • MetroHealth Foundation, Board of Trustees (Chair 2018-2021 and Exec Committee 2011-2021) • Cleveland Zoological Society, Board of Trustees • Ohio State Bar Association • Cleveland Metropolitan Bar Association • Florida Bar Association

OSCAR, Lawrence E
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Featured in Bankruptcy/Restructuring (Ohio)

Practice Areas: Business Law Restructuring, Bankruptcy and Insolvency

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

Publications: "Reach Out Live," Cleveland Metropolitan Bar Association and Reach Out for Nonprofits, Panelist, Webinar (May 2020) "Responsible Restart – Keeping People Safe and Reducing Liability," Alliance Bernstein, Panelist, Webinar (May 2020)

PASIADIS, Charlotte W
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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.

PATTON, Shannon
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Featured in Labor & Employment (Ohio)

Practice Areas: Business Restructuring and M&A; Discrimination and Harassment; Leaves of Absence and Disability Accommodation; Litigation and Trials; Staffing, Independent Contractors and Contingent Workers; Wage and Hour; Whistleblowing, Compliance and Investigations

Career: Shannon has spent her entire career as a management-side labor and employment attorney, with an emphasis on employment litigation; wage and hour issues; and corporate counseling. She has successfully represented clients before state and federal courts, administrative agencies, arbitration proceedings, and mediations. Patton has handled a variety of employment-related cases, including wage and hour matters and claims involving age, gender, race, religion, disability discrimination, retaliation, and employee harassment. In addition to private practice, Patton has in-house corporate counsel experience. She served as senior labor and employment counsel at a Fortune 1000 company. This in-house experience gives her a more practical and cost-sensitive perspective in advising clients.

Professional Memberships: American Bar Association; Cleveland Employment American Inn of Court; Cleveland Metropolitan Bar Association; Irish American Law Society of Cleveland – Founding Member 2013-present; Ohio State Bar Association; Catholic Lawyers Guild 2019-present

Publications: Wage and Hour Answer Book, Aspen Publishing, contributing author, 2009

PETERSON, Sachiyo
Vorys, Sater, Seymour and Pease LLP, Columbus
Featured in Immigration (Ohio)

Career: Sachiyo is a partner in the Vorys Columbus office. She counsels and assists clients in the highly complex area of immigration, nationality and employer sanctions (I-9) law. She focuses her practice on employment-based immigrant and nonimmigrant visas, and counsels clients on all major employment-based visa categories. She understands the importance of a client's ability to maintain seamless business processes, including the attraction and the retention of international talent in an efficient and practical manner. She advises clients on important immigration-related employment issues, such as employment eligibility, verification and recordkeeping requirements. She also regularly presents seminars and training regarding employment-based immigration and I-9 matters. Her practice spans various industries, including manufacturing, retail, universities, health care and other corporations. https://www.vorys.com/peterson

PETRIE, James
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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
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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/

PIETRAFESE, Brent
Calfee, Halter & Griswold LLP, Cleveland
Featured in Corporate/M&A (Ohio: North)

Practice Areas: Corporate and Finance Mergers and Acquisitions, Divestitures and Sales Wealth Management Law Family Offices Private Equity Business and Fund Formation Corporate Succession Planning Commercial Contracts Aviation Law Emerging Companies and Venture Capital Investment Management Charitable Giving

Career: Brent helps clients consummate mergers, acquisitions, divestitures, leveraged buyouts, joint ventures, and restructurings for a wide range of companies and industries. He has developed particular expertise in representing private equity firms, family offices and other financial investors in leveraged buyouts, investments and dispositions. Brent's experience with private equity firms, family offices and investment funds helps him assist clients in capital formation matters, including venture and mezzanine capital and other private equity financing matters. In addition, Brent provides day-to-day general corporate counseling to his clients and has extensive experience counseling clients on complex contract law matters, distributor and sales agent agreements, sales and purchasing contracts, and related terms and conditions of sale and purchase. Brent joined Calfee in 2003, and he was elected Partner in 2012. He served as Vice Chair of the Corporate and Finance practice group (2022) and

currently serves as Co-Chair of the Corporate and Finance practice group (2023-present).
Professional Memberships: Northeast Ohio Trusted Advisors Network, a professional networking group, Executive Committee Member Cleveland Metropolitan Bar Association, Member Julie Billiart School, Emeritus Director, Past Chairman of the Board of Directors (2015-2019) Claire's Crusade, Executive Board Member Investment Committee for Blue Coats, Member
Publications: "Steps to Help Initiate a Seamless and Profitable Sale," Crain's Cleveland Business (January 2019) "Capturing Enterprise Value, Creating Legacy Through Business Transitions," Panelist (February 2019)

PITTMAN HAAS, Lori
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Featured in Real Estate (Ohio)
Practice Areas: Real Estate, Leasing & Hospitality, Tax-Free Exchanges, Tax Planning, & Economic Development Incentives
Career: 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 has a robust leasing practice (representing landlords and tenants) for retail, office, warehouse, and manufacturing facilities with a mix of space leases and ground leases. With a background working on the business side of real estate, Lori has a unique understanding of the goals and challenges her clients face. She effectively blends her legal skills and business acumen to achieve her clients' objectives. Before attending law school, Lori was the real estate manager for a convenience store chain with approximately 1,000 stores located throughout seven Midwestern states, the company's real estate portfolio and working on new store development. Lori's clients find her business experience particularly useful when evaluating legal issues from a management and operational perspective. Lori is Co-Group Leader of the firm's Real Estate Practice.
Professional Memberships: Commercial Real Estate Women, Cleveland Chapter (Member and Past President) International Council of Shopping Centers (ICSC)

PORTER II, William G
Vorys, Sater, Seymour and Pease LLP, Columbus
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Featured in Litigation (Ohio)
Practice Areas: Bill is a partner and immediate past chair of the firm's litigation practice group. His practice focuses on complex litigation where, for over 35 years, he has led trial teams, litigated and tried a wide variety of cases on behalf of public and private corporations and their directors and officers, including class actions and injunctions in federal and state courts. As lead trial lawyer, he has litigated on diverse legal topics, including products liability, health and patient care, corporate, banking, fiduciary and commercial matters. Bill regularly appears in both federal and state trial and appellate courts. He has tried more than 40 jury and bench trials and has appeared multiple times before the Ohio Supreme Court, United States Court of Appeals for Sixth Circuit and numerous state courts of appeal. He recently argued before the Ohio Supreme Court, where he successfully defended a business issue of company-wide significance for a Fortune 50 company.

POTH, Christine M
Vorys, Sater, Seymour and Pease LLP, Columbus
614 464 5612
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Featured in Employee Benefits & Executive Compensation (Ohio)
Career: Christine is a partner in the Vorys Columbus office and a member of the labor and employment group. Her practice focuses on employee benefits and related tax matters. She has experience in the design, implementation and administration of qualified retirement plans, health and welfare plans, insurance benefits, fringe benefits, deferred compensation, and incentive bonus programs. She has significant experience in working with the Internal Revenue Service (IRS) and Department of Labor (DOL) on compliance issues. https://www.vorys.com/poth

PROANO, David F
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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
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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
216-274-2208
rrremington@hahnlaw.com
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
1-216-861-7420
crendon@bakerlaw.com
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. Carole has significant experience managing critical internal investigations and complex commercial, regulatory and criminal matters, with a particular depth of knowledge regarding the False Claims Act, FCPA, the Racketeer Influenced and Corrupt Organizations Act (RICO), insider trading, securities and shareholder litigation, as well as advising clients on structuring compliance programs to help avoid such problems. She has represented companies and individuals in high stakes criminal, civil, internal and congressional investigations. Carole is Co-Leader of the White Collar, Investigations and Securities Enforcement and Litigation team. She also serves as a member of BakerHostetler's Policy Committee, the firm's national board of directors.

RICH, Jodi
UB Greensfelder LLP, Cleveland
+1 216 583 7176
jrich@ulmer.com
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. She 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 (Vice Chair, Board of Trustees) The Park Synagogue (Board of Trustees)

RITCHIE, Alan
Thompson Hine LLP, Cleveland
216.566.5616
alan.ritchie@thompsonhine.com
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.

ROGERS, Gregory Parker
Taft Stettinius & Hollister LLP, Cincinnati
(513) 357 9349
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Featured in Labor & Employment (Ohio)
Practice Areas: ERISA Litigation Labor and Employment Litigation

ROGERS, Karla
Calfee, Halter & Griswold LLP, Cleveland
216.622.8616
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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 Co-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. Karla joined Calfee in 1998 and was elected Partner in 2009. She began serving as Vice Chair of the Real Estate practice group in 2020 and Co-Chair in 2024. Karla is involved in Calfee's mentoring program. Previously serving as the Director of Governmental Affairs for the Building Industry Association of Cleveland & Suburban Counties, Karla also served as an Associate with Taft, Stettinius & Hollister.

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

Publications: Karla is often a featured speaker at various legal seminars. She has been a featured speaker at the National Business Institute seminars titled "Handling Real Estate Transactions from Start to Finish." She has also spoken at numerous Ohio State Bar Association seminars involving commercial real estate law topics.

ROME, Peter A
Tucker Ellis LLP, Cleveland
216.696.4893
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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.

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: 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)

RUBIN, Ken
Vorys, Sater, Seymour and Pease LLP, Columbus
Featured in Antitrust (Ohio)

Practice Areas: Ken is a partner in the Vorys Columbus office, head of the antitrust subgroup and a member of the litigation practice group. His practice is focused on antitrust law and complex commercial litigation. Ken has significant experience counseling clients regarding price fixing, cartelization and international antitrust issues. He regularly advises manufacturers and retailers regarding vertical pricing and marketing issues involving Minimum Advertised Pricing policies, Resale Price Maintenance and the Robinson-Patman Act. Ken also has experience representing both plaintiffs and defendants in antitrust litigation, and has litigated a variety of antitrust issues under the Sherman, Clayton and Robinson-Patman Acts, including cases involving predatory pricing, price fixing, Walker Process, tying, group boycotts, monopsony, monopolization, corporate bribery, and issues involving the intersect of intellectual property and antitrust. He regularly represents clients regarding investigations by the Department of Justice, the Federal Trade Commission, and the Ohio Attorney General, and counsels clients on antitrust issues related to mergers and acquisitions, as well as antitrust compliance. Ken also has experience representing clients in intellectual property matters, including patent disputes, and has litigated a variety of cases under the Lanham Act and its state law corollaries. Ken has experience counseling clients regarding payments-related issues. Ken has experience representing both plaintiffs and defendants in class actions and in class action-related litigation.

RUSSELL, Gregory
Vorys, Sater, Seymour and Pease LLP, Columbus
614 464 5468
gdrussell@vorys.com
Featured in Energy & Natural Resources (Ohio)

Practice Areas: Greg is a partner in the Columbus office and leads the firm's energy group, one of the most experienced energy state and national practices in the Midwest. For more than 25 years, he has been advising producers and pipeline operators in Ohio on business and regulatory matters, ranging from asset transactions, to unit operations and development, to leasehold and royalty disputes. Greg's practice frequently involves appearing before state and federal courts and regulatory agencies.

SAYRE, Russell S.
Taft Stettinius & Hollister LLP, Cincinnati
(513) 357-9304
sayre@taftlaw.com
Featured in Litigation (Ohio)

Practice Areas: Antitrust Class Action, Derivative, and Multi-Party Litigation ERISA Litigation Securities Litigation and Enforcement Defense

SCHLOEMER, Jeffrey S
Taft Stettinius & Hollister LLP, Cincinnati
(513) 357 9609
schloemer@taftlaw.com
Featured in Banking & Finance (Ohio)

Practice Areas: Corporate Governance Lending and Finance Mergers and Acquisitions

SCHNEIDER, Karl
Eastman & Smith LTD., Toledo
khschneider@eastmansmith.com
Featured in Litigation (Ohio)

Practice Areas: Business Litigation Professional Liability White Collar Crime and Investigations

Professional Memberships: American Bar Association, White Collar Crime Institute Columbus Bar Association Judicial Screening Committee Professional Ethics and Grievance Committee Federal Bar Association Franklin County Republican Executive Committee, member Ohio Board of Building Appeals Member, 2013 – 2024 Chair, 2015 – Present Commissioner, Ohio Court of Claims, Victims Reparations Section, 1987 – 2004 Ohio State Bar Association Sixth Circuit Federal Conference, life member

Publications: New DOJ Policies Open the Door to Cooperation for More Companies Corporate Counsel Business Journal, March 14, 2019 DOJ Pilot Program Measures Up in First Year: The tone is cooperative, but companies are warned to self-disclose Corporate Counsel Business Journal, August 8, 2017

SCHULTE, Lynn M
Taft Stettinius & Hollister LLP, Cincinnati
(513) 357 9306
schulte@taftlaw.com
Featured in Banking & Finance (Ohio)

Practice Areas: Corporate Governance Lending and Finance Mergers and Acquisitions

SCHUMACHER, Avery
Epstein Becker & Green PC, Columbus
Featured in Healthcare (Ohio)

Practice Areas: Healthcare clients value attorney Avery Schumacher for her broad knowledge of the healthcare industry, public health, and health administration. Her practice regularly focuses on medical staff, credentialing, peer review, and quality improvement issues. She also represents hospitals and other healthcare organizations in contractual arrangements, including a variety of hospital-physician relationships, and counsels clients on operational and fraud and abuse compliance matters. In addition, Avery routinely advises healthcare clients on issues involving telehealth, professional licensure, HIPAA regulations and regulatory compliance orders, and organizational record retention and destruction schedules. She is also familiar with matters related to clinical research. https://www.ebglaw.com/people/avery-schumacher

SCRUTTON, Suzanne
Vorys, Sater, Seymour and Pease LLP, Columbus
614-464-8313
sjscrutton@vorys.com
Featured in Healthcare (Ohio)
Practice Areas: Suzanne is a partner in the Vorys Columbus office and chair of the health care group. She has experience representing providers in the fields of long term care, behavioral health and developmental disabilities. Suzanne has extensive experience with regulatory issues, Medicaid reimbursement and regulations, as well as contract negotiations with various payor sources. She represents several statewide health care provider trade associations in Ohio and Pennsylvania and their many members. Most recently, she was elected by her peers to serve a second term on the Board of Directors of the American Health Law Association (the AHLA).

SEASLY, Steven
Hahn Loeser & Parks LLP, Cleveland
216.274.2234
sseasly@hahnlaw.com
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 25 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

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: Urban Community School, Board of Trustees Member (August 2023–present) ACG Cleveland, Sponsorship Chair and Executive Committee Member (July 2023–present) Cleveland Young Professionals of the American Cancer Society, Past Committee Member

SETTINERI, Michael
Vorys, Sater, Seymour and Pease LLP, Columbus
Featured in Energy & Natural Resources (Ohio)
Practice Areas: Mike is a partner in the Vorys Columbus office and a member of the energy group. In addition to his legal experience, he has 11 years of project engineering and operations management experience including design and construction of large capital projects. Using that experience, he provides practical advice to clients on a wide range of utility and energy matters, including developing and permitting wind farms, solar farms and gas-fired electric generation plants in Ohio. Mike also has extensive experience litigating matters before the Public Utilities Commission of Ohio, the Ohio Power Siting Board, and the Ohio Oil and Gas Commission. In addition to Mike's regulatory and litigation practice, he regularly advises clients on matters related to the supply of energy services from the competitive market, including generation supply from renewable energy resources and compliance with PUCO regulatory requirements for suppliers. He also advises clients on matters involving the Ohio Building Code and regularly appears before the Ohio Board of Building Appeals.

SHADLEY, Frederic X
UB Greensfelder LLP, Cincinnati
+1 513 698 5014
fshadley@ulmer.com
Featured in Construction (Ohio)
Practice Areas: Construction Litigation, Complex Business Litigation, Product Liability, Catastrophic Loss
Career: Fritz brings more than 35 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 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: Fritz is involved in several philanthropic endeavors and thoroughly enjoys giving back to the community.

SHEPHERD, Amy M
BakerHostetler LLP, Cleveland
ashepherd@bakerlaw.com
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
UB Greensfelder LLP, Cleveland
+1 216 583 7012
pshlonsky@ulmer.com
Featured in Employee Benefits & Executive Compensation (Ohio)
Practice Areas: Employee Benefits, ERISA Litigation, Executive Compensation.
Career: With more than 30 years of experience, Patty focuses on helping clients establish, qualify, and maintain 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, and executive compensation. She also represents clients involved in governmental and private dispute resolution and has significant experience handling all types of ERISA litigation. Additionally, Patty serves as Partner-In-Charge of the firm's Cleveland office and is a member of the firm's Governing Board.
Professional Memberships: WEB (Working in Employee Benefits) (Member) American Society of Pension Actuaries Benefits Council of Cleveland (Former Vice President and Trustee) American College of Employee Benefits Counsel (Fellow)

Publications: Author of book review blog www.frombriefstobooks.com.
Personal: Cuyahoga County Public Library (Board of Trustees) The City Club of Cleveland (Vice President, Board of Directors) Planned Parenthood Advocates of Ohio (Board of Directors)

SIEGFRIED, Jeremy
Porter Wright Morris & Arthur LLP, Columbus
Featured in Corporate/M&A (Ohio: South & Central)
Practice Areas: In addition to maintaining a robust practice of his own, Jeremy serves as the leader of the Mergers and Acquisitions practice group. Jeremy's clients have come to rely on his steady leadership and exceptional ability to see the big picture when it comes to the growth of their businesses. Jeremy's clients span a broad range of industries including technology, retail, manufacturing, food and beverage, software, and telecommunications. He routinely counsels buyers and sellers on general corporate matters and transactions as well as on federal and state securities laws, business formation and growth, and private equity. Jeremy represents public and private companies in structuring and negotiating mergers, acquisitions, dispositions, strategic alliances, and joint ventures. He also provides guidance on public offerings of securities, PIPEs, shelf registration statements, private placements of securities, corporate governance, and executive compensation. Public clients often seek Jeremy's assistance on matters involving corporate governance under NYSE, NASDAQ, and AMEX listing standards, securities law compliance, 1934 Act reporting, and Sarbanes-Oxley compliance.

SIMON, Eric
Taft Stettinius & Hollister LLP, Cleveland
esimon@taftlaw.com
Featured in Healthcare (Ohio)
Practice Areas: Health Care and Life Sciences Long-Term Care and Senior Housing Contracts Real Estate Finance

SKUPSKI, George R
BakerHostetler LLP, Cleveland
216-861-7105
gskupski@bakerlaw.com
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. A sought-after expert in his field, he shares his deep knowledge of Land Use and Zoning Law as an adjunct professor at Case Western University School of Law. 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

SMITH, Andrew
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614.464.5434
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Featured in Labor & Employment (Ohio)
Career: Andy is a partner in the Vorys Columbus office and a member of the labor and employment group, which he chaired for eleven years. His practice focuses on all aspects of labor and employment law, including employment litigation, wrongful discharge, and wage and hour class actions. Andy has represented employers in federal and state court proceedings across the country; in administrative matters before a variety of federal and state administrative agencies; and in traditional labor relations issues. His clients include national retailers, home builders, financial institutions and international container manufacturers. https://www.vorys.com/smith-andrew

SMITH, J Theodore (Ted)
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+1 614 464 6232
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Featured in Real Estate (Ohio)
Practice Areas: Ted is a partner in the Vorys Columbus office and a member of the finance, energy and real estate group. Ted practices in general real estate development, and has specific experience in construction and design contracts, condominium law, real estate acquisition and sales, real estate covenants and restrictions, leasing, liens, evictions and real estate secured finance. He also works closely with the firm's economic development incentives attorneys to structure and implement the real estate transaction elements of incentives projects.

SNEAD, Jennifer
Taft Stettinius & Hollister LLP, Cincinnati
Featured in Immigration (Ohio)
Practice Areas: Immigration and Citizenship

SOLIMINE, Peter
Taft Stettinius & Hollister LLP, Cincinnati
Featured in Banking & Finance (Ohio)
Practice Areas: Corporate Governance Lending and Finance Mergers and Acquisitions Venture Capital and Emerging Companies

SPITZIG, Erica M
Taft Stettinius & Hollister LLP, Cincinnati
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Featured in Environment (Ohio)
Practice Areas: Environmental Litigation Environmental Regulatory Environmental PFAS (Per-and Polyfluoroalkyl Substances)

SPREEN, Janet A
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Featured in Corporate/M&A (Ohio: North)
Practice Areas: Janet Spreen, leader of the firm's Capital Markets and Securities and Corporate Governance practice teams, focuses her practice on advising public companies on securities law compliance matters and capital markets transactions. Her experience includes sophisticated equity and debt offerings, public company mergers and extensive counseling on securities disclosure, compliance with SEC and stock exchange requirements, corporate governance, investor relations matters, equity plans and executive compensation. Janet also advises significant stockholders of publicly traded companies on their reporting obligations and has several years of experience assisting with corporate governance, international entity management and other matters for clients in on-site roles. Janet is a member of the Hiring Committee, a member and former Chair of the Women's Committee for the firm's Cleveland office and a member of the national Women's Committee.

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

STEPANIAK, Mark J
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Featured in Labor & Employment (Ohio)

Practice Areas: Labor and Employment Litigation Non-Competition Agreements Wage and Hour Law Workplace Safety and Health

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.

STEVENS, Janay M.
Vorys, Sater, Seymour and Pease LLP, Columbus
Featured in Labor & Employment (Ohio)

Career: Janay is a partner in the Vorys Columbus office and a member of the labor and employment group. She focuses her practice on counseling employers in both employment and traditional labor law matters. Janay regularly assists employers in complying with the Fair Labor Standards Act, the National Labor Relations Act, the Family and Medical Leave Act, the Americans with Disabilities Act and its amendments, the Age Discrimination in Employment Act, Title VII of the Civil Rights Act, and the Fair Credit Reporting Act. She also has experience defending employers against employment lawsuits that include claims of wrongful discharge, discrimination, hostile work environment and harassment, wage and hour violations, breach of contract and violations of non-competition covenants. Janay has represented clients in state and federal court, before the Equal Employment Opportunity Commission, the Ohio Civil Rights Commission and other similar state agencies throughout the country. Janay also advises on best practices in hiring, firing and other disciplinary decisions; conducting internal investigations; and maintaining effective and compliant employee policies and regulations. She frequently conducts on-site training for managers and human resources professionals, including drafting employee handbooks, in an effort to keep her clients informed and well positioned to prevent and defend against litigation. Janay founded and leads the Vorys Initiative for Business Empowerment, an innovative program aimed at making legal services more accessible to racial and ethnic minority owned businesses. https://www.vorys.com/stevens-janay

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.

STRELOW COBB, Tiffany
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Featured in Bankruptcy/Restructuring (Ohio)

Practice Areas: Tiffany is a partner in the Vorys Columbus office and the chair of the firm's bankruptcy and creditors' rights practice group. She represents unsecured creditors, secured creditors, trustees, creditors' committees and other parties in interest in chapter 11 reorganization cases, chapter 7 cases and in related litigation on a national basis and has acted as co-counsel on an international basis.

SUDER, Sean
Suder, LLC, Cincinnati
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Practice Areas: Land Use, Zoning, Commercial Real Estate, Historic Preservation, Real Estate Taxation, Eminent Domain, Real Property Litigation

Career: Sean has served as lead counsel on commercial real estate and development matters including, purchase and sale transactions, all types of leases, zoning and land use approvals and appeals, real estate tax matters, and real estate financing and refinancing. He is licensed to practice law in Ohio, Kentucky, and the District of Columbia. Sean Suder is a go-to adviser to both private and public-sector clients on all legal matters related to the development and use of real property, including, specifically, zoning, acquisitions, dispositions, leasing, title and survey matters, and easements and licenses. Sean is a frequent author and speaker on matters of real estate and zoning and is regularly hired by lawyers and law firms to serve as an expert witness in zoning cases. Sean has worked on developments in both suburban and urban settings, including numerous urban infill and historic redevelopment projects. He gained extensive knowledge and experience in local government by serving as Chief Counsel for Land Use and Planning for the City of Cincinnati from 2010 to 2014. In that role, he served as lead counsel for the city's new zoning and land development code and award-winning historic preservation ordinance. Sean also represented the city in all land use, zoning and historic preservation matters, including representing and advising the Department of City Planning, the City Planning Commission, the Historic Conservation Board, Board of Building Appeals, and the Zoning Board of Appeals. In his role with ZoneCo, Sean has consulted with numerous communities throughout the U.S. on crafting modern, clear, consistent, usable and defensible zoning codes.

Professional Memberships: Cincinnati Bar Association American Planning Association (APA) Congress for the New Urbanism (CNU)

Publications: Quoted regularly in the following publications: –Cincinnati Enquirer –Cincinnati Business Courier –Governing Magazine –WVXU (NPR) Radio

SULLIVAN, James
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Featured in Insurance (Ohio)

Practice Areas: Insurance Coverage Insurance Recovery Business, Corporate 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 closely held and publicly traded corporate policyholders on a variety of matters, including: –Litigating insurance policy and bad-faith claims –Advising clients when buying insurance policies –Making recommendations about clients' existing insurance programs –Supporting M&A transactions, including with respect to representations and warranties insurance and due diligence. James has litigated in many Ohio appeals and trial courts, as well as numerous federal trial and appeals courts. James is one of 23 Ohio lawyers certified as insurance law specialists by the Ohio State Bar Association. He is a member of the American College of Coverage Counsel (ACCC). Multiple times he has served as an expert witness on insurance coverage issues. James received the 2022 Respected Advocate Award from the Ohio Association of Civil Trial Attorneys (OACTA). James joined Calfee in 2001 and was elected Partner in 2010. James serves on the firm's Diversity, Equity & Inclusion Committee. He also serves as a formal and informal mentor to other Calfee attorneys. James was elected to Calfee's Management Committee in 2023.

Professional Memberships: American College of Coverage Counsel (ACCC), Member Greater Cleveland Food Bank, Longtime Supporter Assistant & Head Youth Soccer Coach (2021-2023) High School Student Mentor for City of Cleveland and Junior Achievement Cleveland Metropolitan Bar Association's Insurance Law Section, Past Chair Numerous Pro Bono representations of underserved clients, including for Legal Aid; Cuyahoga County Common Pleas Court Diversion Program; and Quadriplegic Nursing Home Resident 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, including for clients, insurance brokers, trade associations, Ohio State Bar Association, Cleveland Metropolitan

Bar Association, Akron Bar Association, and Stark County Bar Association Co-authored 2022 LexisNexis Practice Note, featured in September 2022 Practical Guidance publication Co-authored articles included in the Cleveland Metropolitan Bar Association's 2021, 2020, and 2019 Insurance Law editions of its monthly "Bar Journal" periodical Hosted 2021 podcast episode with the Director of Ohio Department of Insurance Regularly quoted by reporters in national articles on insurance coverage topics PDF

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.

SZILVAS, Alexander J
BakerHostetler LLP, Cleveland
+ 1 216.861.7883
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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. Alex is a frequent speaker on tax-related topics at numerous accredited continuing legal education (CLE) programs, including national conferences on historic and new markets tax credits. He also has spoken on a variety of tax subjects at the Cleveland Tax Institute, the Ohio State Bar Association Annual Convention and the Ohio CLE Institute. Alex is a past chairman of the Cleveland Tax Institute and a recent past president of the Tax Club of Cleveland, which is the premier tax industry association in northeast Ohio whose membership is composed of leading legal, accounting and corporate tax practitioners in the area. Alex also has published outlines and articles on various tax topics, such as an article that he co-authored on like-kind exchanges under Internal Revenue Code Section 1031, which was featured in the prestigious national BNA Daily Tax Report, and an article on the Final Opportunity Zone Regulations that was published in the Journal of Taxation of Investments.

TANGEMAN, Jill S
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Featured in Real Estate (Ohio)

Practice Areas: Jill is a partner in the Vorys Columbus office and a member of the finance, energy and real estate group. She focuses her practice in commercial real estate with an emphasis on zoning, land use regulation and developer representation. Notable experience includes: assisting in the annexation, zoning and entitlement of several large mixed-use developments, including several master associations and golf course resort communities; and assisting in the negotiation and preparation of documentation for real estate purchase and sales contracts and commercial leases, as well as the preparation and organization of condominium, homeowners and master associations.

TAVOLIER, David
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Featured in Tax (Ohio)

Practice Areas: Tax Transactional Tax and Tax Planning Venture Capital and Emerging Companies Investment Funds Personal Tax Planning

TENEROWICZ, Matthew A
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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.

TERP, Thomas T
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(513) 357 9354
terp@taftlaw.com
Featured in Environment (Ohio)

Practice Areas: Brownfield and Site Development Environmental Litigation Environmental Transactional Services Environmental Regulatory

THOMAS, David
Taft Stettinius & Hollister LLP, Columbus
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dthomas@taftlaw.com
Featured in Litigation (Ohio)

Practice Areas: Compliance, Investigations, and White Collar Defense Commercial Litigation

TOTINO, Salvatore
Calfee, Halter & Griswold LLP, Cleveland
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Featured in Corporate/M&A (Ohio: North)

Practice Areas: Corporate and Finance Mergers and Acquisitions, Divestitures and Sales Tax Law Emerging Companies and Venture Capital Public Finance Charitable Giving Private Equity

Career: Sam Totino is a Partner with Calfee's Corporate and Finance practice group, advising clients on mergers, acquisitions, divestitures and sales of their businesses, and he is also a member of the firm's Tax and Public Finance practice groups. Sam's corporate and M&A practice focuses on counseling public and privately owned companies with respect to transactional matters, including mergers and acquisitions and a wide range of general corporate and business matters such as equity offerings and commercial contracts. Sam serves all types of clients, whether start-ups, closely held family businesses, private equity firms or multinational public companies, in a broad range of industries, including health care, energy, chemicals and consumer products. Sam has worked on a wide variety of merger and acquisition transactions, representing both buyers and sellers, including numerous privately owned companies and public companies such as RPM International Inc., Align Capital Partners, Chart Industries, Inc., Invacare Corporation, Linsalata Capital Partners, Watervale Equity Partners, Ferro Corporation, Cache Creek Industries, The W.W. Williams Company, LLC, and The Lincoln Electric Company. Through his representation of A&A Management Group, a talent management company providing brand, image and business and personal management services to professional athletes in the NFL and NBA (some of which include Travis Kelce, Mitchell Schwartz and Denzel Ward), Sam also has significant experience in negotiating business opportunities and arrangements for A&A's high-profile athlete clients. Additionally, as a member of Calfee's Tax practice group, Sam regularly advises both public and privately owned companies on federal, state and local tax issues in corporate transactions. His tax practice is specifically devoted to assisting clients in structuring tax-efficient transactions from formation through dissolution. Sam is a regular presenter at the annual Cleveland Tax Institute as well as a member of the Tax Club of Cleveland. Sam has significant experience with counseling nonprofit organizations with respect to all manners of issues, including those related to formation and ongoing operations. He is also a member of Calfee's Public Finance group and regularly counsels governmental issuers, 501(c)(3) entities and underwriters with respect to tax issues related to the issuance of tax-exempt bonds, including the arbitrage and rebate rules and private business use. Sam is a member of the Board of Directors of the Cleveland Pops Orchestra, an organization that performs the highest quality symphonic pops music to entertain and enrich a wide and diverse audience and that provides educational programs to develop an enduring appreciation of music, both enhancing the richness and vibrancy of Northeast Ohio living. He received a B.S.B.A., summa cum laude, Master of Accounting and J.D., summa cum laude, from The Ohio

State University. Sam began his tenure at Calfee in 2012, was elected Partner in 2021, and has served as a member of the firm's Hiring Committee.
Professional Memberships: Cleveland Tax Institute, Frequent Presenter Tax Club of Cleveland, Member Cleveland Pops Orchestra, Member of the Board of Directors COAR Peace Mission, Former Member of the Board of Directors

TUCKER, Janica
Taft Stettinius & Hollister LLP, Columbus
Featured in Labor & Employment (Ohio)
Practice Areas: Employment Law Higher Education Wage and Hour Law Commercial Litigation

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: The Kathleen O'Malley IP Inn of Court, Master of the Bench and Founding Member International Trademark Association (INTA), Member Cleveland Intellectual Property Law Association (CIPLA), Member

UNGAR, Michael N
UB Greensfelder LLP, Cleveland
216-978-8197
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Featured in Litigation (Ohio)
Practice Areas: Complex Business Litigation, Securities & Commodities Litigation, Broker-Dealer & Investment Litigation, Product Liability
Career: 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. Mike is Chair of the firm's Litigation Department and a member of the Governing Board.
Professional Memberships: American College of Trial Lawyers (Fellow) Cleveland Metropolitan Bar Association (Past President) The Legal Aid Society of Cleveland (Past President, Board of Directors) Appointment by Chief Justice Maureen O'Connor of the Supreme Court of Ohio to the Task Force on the Funding of Ohio Courts Securities Industry Association (Member) Ohio State Bar Association's Commission on Judicial Candidates (Past Member) American Inns of Court (Founding Member of a Cleveland Chapter) Judge John M. Manos Inn of Court (Master Bencher) Litigation Counsel of America (Senior Fellow)

VALENTINE, Nancy
Miller, Canfield, Paddock and Stone, P.L.C., Cleveland
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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
Personal: American Red Cross Greater Cleveland Chapter Board, 2016-2023 United Way of Greater Cleveland Campaign, 2017 ACG Cleveland, Annual Golf Event Committee, 2017 American Red Cross Cup Committee, 2016 and 2017 Medina City Schools Foundation, Past President & Board Member, 2016-2021 United Way 2016 Annual Campaign Committee and Volunteer St. Francis Xavier School, Homeroom Parent and Volunteer, 2015-2016

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
BakerHostetler LLP, Cleveland
216.861.7698
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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 and a Partner with 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. Jenn is a regular presenter at seminars and the author of numerous publications. Jenn began her tenure with Calfee in 2001 and was elected Partner in 2007. She was elected to the Management Committee in 2021 and was named Firm Vice Chair in 2023. Jenn is a member of the Calfee Women Lead affinity group. 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.

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)

WAHL, Travis J
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Featured in Banking & Finance (Ohio)

Practice Areas: Travis is the firm's partner in charge of operations and is the immediate past chair of the firm's finance, energy and real estate group. He practices primarily in the areas of derivatives and finance. He has extensive experience in the representation of commercial and investment banks, financial institutional holding companies, and borrowers in the preparation and negotiation of single institution and syndicated secured and unsecured U.S. dollar and multicurrency credit facilities, private placements, and mezzanine and second lien financings. Travis represents numerous financial institutions and public and private companies in derivatives activities, including advising on Dodd-Frank regulatory requirements and has a broad range of experience in the negotiation of derivative transactions and structured financial products, including transactions under the ISDA Master Agreement and related schedules and annexes, including credit support documentation. Travis also advises clients in general business transactions, including acquisitions, sales, documentary and standby letters of credit and uniform rules for collections.

WARE, Nathan F
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Featured in Banking & Finance (Ohio), Tax (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.

WARNCKE, Daniel R
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Featured in Antitrust (Ohio)

Practice Areas: Antitrust Commercial Litigation

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.

WATKINS, Mark A.
Vorys, Sater, Seymour and Pease LLP, Akron
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Featured in Intellectual Property (Ohio)

Practice Areas: Mark is a partner in the Vorys Akron office and a member of the intellectual property (IP) group. His practice focuses on all facets of intellectual property protection, including patent, trademark, copyright, trade secrets and intellectual property litigation. Mark provides IP counsel to many Fortune 1000 companies across the U.S. and around the world, helping companies create IP strategies for the procurement and protection of their IP rights. He develops company policies concerning protection of trade secrets, internal and external invention disclosure policies, inventor recognition programs, non-competition, confidentiality, and non-solicitation policies and agreements for employees and third parties. He also develops and manages systems for periodic review of company IP portfolios (domestic and international). In addition, Mark has experience in evaluation and counseling concerning IP rights acquired or divested in mergers and acquisitions; and in evaluation, counseling and negotiations on behalf of clients concerning transfer of intellectual property rights, including assignments and licenses. Mark has also participated in the enforcement and defense of a wide range intellectual property matters, including patent, trademark and copyright infringements, and misappropriation of trade secrets. In addition, Mark's experience in the entertainment industry is extensive. He has represented a variety of celebrities and athletes in the areas of product endorsement, brand licensing, development and protection of celebrities as brands, as well as in the enforcement of trademark and brand infringements worldwide.

WATSON, David
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Featured in Corporate/M&A (Ohio: North)

Career: David is a partner in the Corporate Transactions & Securities practice group. He focuses his practice on mergers and acquisitions, including distressed M&A transactions; private equity fund matters; business counseling; family business issues and succession planning. David has substantial experience in transactional and general corporate law, including the acquisition and disposition of businesses, both in the ordinary course of events and bankruptcy; the organization, operation and disposition of partnerships, limited liability companies and joint ventures; succession planning and the resolution of private shareholder disputes; and counseling clients across a wide range of industries on a variety of day-to-day business matters.

WATT, Kristin L
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Featured in Environment (Ohio)

Practice Areas: Kristin is a partner in the Vorys Columbus office and chair of the environmental group. Her practice is results-oriented and focuses on environmental compliance and counseling, enforcement defense and order negotiation, environmental audits, permitting issues and Brownfield redevelopment. She counsels clients with their due diligence in business and commercial real estate transactions and assists with contracting provisions related to each. Kristin has worked extensively in the areas of solid and hazardous wastes, petroleum underground storage tanks, NPDES permits, wetlands and environmental investigation/remediation. She practices before both administrative bodies and the courts.

WEBER, Chaz
Tucker Ellis LLP, Cleveland
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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)

WELSH, Thomas
Calfee, Halter & Griswold LLP, Cleveland
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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: As Calfee's Managing Partner and a member of the firm's Corporate and Finance practice, Tom Welsh serves as leader of the firm and 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. 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, past president, and former chair of its annual Deal Maker Awards event Greater Cleveland Partnership, Board of Directors Cleveland Baseball Federation, Board of Directors, member and former president Greater Cleveland Sports Commission, Associate Board, past member

WENTZ, Amy
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Featured in Labor & Employment (Ohio)
Practice Areas: Discrimination and Harassment; Hiring, Performance Management and Termination; Leaves of Absence and Disability Accommodation; Policies, Procedures and Handbooks; Privacy and Data SEcurity
Career: Amy devotes her practice to counseling and defending employers in a broad range of employment-related matters, including discrimination, harassment, and retaliation; wrongful termination; social media and privacy; The Family and Medical Leave Act; among others. Wentz regularly appears in federal and state courts, and she handles administrative charges before the U. S. Equal Employment Opportunity Commission and the Ohio Civil Rights Commission, among other agencies. Additionally, she advises employers on compliance and other employment-related issues; helps them develop employee manuals and policies; assists them with investigations of employee misconduct and harassment; and provides management training on the FMLA and ADA.
Professional Memberships: Federal Bar Association; Ohio State Bar Association; Cleveland Metropolitan Bar Association

WHITT, Jerad
Keating Muething & Klekamp PLL, Cincinnati
Featured in Banking & Finance (Ohio)
Practice Areas: Business Representation & Transactions Mergers & Acquisitions Admiralty & Maritime Law Commercial Finance & Reorganization Commercial Loan Documentation Coronavirus (COVID-19) Response Team Equipment Leasing & Finance Private Equity Real Estate Financing Venture Capital
Career: Jerad Whitt practices in the firm's Business Representation & Transactions Group with a concentration in commercial finance and banking. He assists lenders, borrowers, finance companies, lessors, lessees, and investors in connection with a variety of secured and unsecured debt financing and equipment leasing transactions. Jerad has experience representing clients in diverse commercial loan structures, including single-lender loans, broadly syndicated credit facilities and middle market loan facilities, litigation finance and law firm lending, commercial mortgage backed securities (CMBS) loans, working capital lines of credit and collateralized loan obligation (CLO) transactions. Jerad's practice also includes representation of escrow agents, paying agents and trustees in connection with holdback escrows, indemnity escrows, retainage and paying agent agreements and private placements. In addition to his experience with secured lending and other finance transactions, Jerad also provides practical advice and advocates for clients involved in venture capital transactions, mergers and acquisitions, and general corporate matters. Prior to joining KMK, Jerad practiced law at Frost Brown Todd in their Louisville, Kentucky office with a focus on CMBS loans. Jerad earned his law degree from the University of Cincinnati School of Law in 2017, cum laude, where he served as Articles Editor for the University of Cincinnati Law Review. While attending law school, Jerad worked as a law clerk at The Kroger Company, the Alcohol and Tobacco Tax and Trade Bureau, and the Office of the Ohio Attorney General. Prior to law school, Jerad worked as a project manager overseeing large scale roll-outs and enterprise-level projects in the fields of information technology and healthcare.
Professional Memberships: Leadership Northern Kentucky Class of 2023 Northern Kentucky Chamber of Commerce, Committee Member Ohio State Bar Association Cincinnati Bar Association Kentucky Bar Association

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: American College of Tax Counsel (Fellow)
Personal: Shaker Schools Foundation (Trustee) Northeast Ohio Health Services dba Connection (Former Trustee and Past-President) Suburban Temple, Cleveland, Ohio (Former Trustee)

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 Management Committee and its Diversity, Equity & Inclusion Committee; he serves as Chair of the Pro Bono Committee.
Professional Memberships: Judicial Conference of the 8th Judicial District (Cuyahoga County), Life Member 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

WILSON, James
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Featured in Antitrust (Ohio)

Practice Areas: Jim is a partner in the Vorys Columbus office and a member of the litigation practice group. He has litigated and tried a wide variety of antitrust and complex business matters over nearly thirty years, including class, injunctive and multidistrict actions, involving issues of price-fixing, tying arrangements, vertical restraints and alleged monopolization. In addition, he has extensive experience representing clients in criminal investigations, having represented numerous companies and individuals in antitrust criminal investigations, including a number of foreign nationals. Jim has also represented clients in civil investigations by the Department of Justice, Federal Trade Commission and state antitrust enforcers concerning mergers, pricing practices and allegedly monopolistic conduct.

WORKMAN, Nancy Nicole
Vorys, Sater, Seymour and Pease LLP, Cincinnati
Featured in Banking & Finance (Ohio)

Practice Areas: Nici is a partner in the Vorys Columbus office and chair of the firm's finance practice. Her practice focuses on commercial and structured finance matters, representing national and regional banks and public company and other large corporate borrowers in a wide range of financing transactions including syndicated and multi-currency credit facilities, asset-based lending facilities, acquisition financings, leveraged ESOPs, mezzanine financings, mortgage warehousing facilities and securitizations. In addition, Nici regularly represents financial institutions and corporate end-users, including public companies, energy companies, manufacturing companies and retailers, in connection with derivative transactions under the ISDA Master Agreement and its related suite of documents, including drafting and negotiating related Schedules and Credit Support Annexes, and related regulatory matters under Title VII of Dodd-Frank, including the negotiation of Futures and Options Agreements and Cleared Derivatives Transactions Addenda with FCMs in connection with mandatory derivatives clearing under Dodd-Frank.

YOUNG, Kevin
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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 39 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.

ZIMMERMAN, James M
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Featured in Corporate/M&A (Ohio: South & Central)

Practice Areas: Corporate Governance Lending and Finance Mergers and Acquisitions Private Equity Venture Capital and Emerging Companies

ZOLLER GOLISH, Elizabeth
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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 over 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 immediate past Chair of the Antitrust Law Section of the American Bar Association.