



WHO TO WATCH IN LAW

Northeast Ohio's legal community is full of bright minds and interesting stories.

In this section, we offer a cross section of just some of those who are making their mark in Northeast Ohio's legal community and positioning themselves as leaders.

We also ask others working within the field to weigh in on challenges facing the sector in the future.

WHAT THE LEGAL COMMUNITY IS SAYING

TERESA METCALF BEASLEY

Senior counsel
Calfee, Halter &
Griswold LLP



What are some of the most significant challenges in the legal field going forward?

I see as an opportunity what others may see as a challenge and that is flexibility and adaptability. Clients' business needs are ever-changing with changes to the market as well as technology. As lawyers, we must be ready to change and adapt to new business opportunities, cultures, changes in technology as well as changes in the law in order to provide clients with the best legal advice and guidance. As our clients' needs develop and change, as attorneys we must be ready and able to grow and change with our clients by being flexible and ready to adapt to new strategies and technologies.

CRAIG M. BOISE

Dean
Cleveland-Marshall
College of Law



What are some of the most significant challenges in the legal field going forward?

Downward pressure on costs is the greatest challenge the legal field faces over the next five years. Technology and outsourcing have transformed the way companies in virtually every other industry do business, and those companies are now demanding substantial cost concessions from their lawyers. This has led to a reduction in law firm hiring and lower associate wages, which in turn have forced law schools to examine their cost structures in light of a shrinking pool of prospective students.

CARTER E. STRANG

President, Cleveland Metropolitan Bar Association
Partner, Tucker Ellis LLP



What are some of the most significant challenges in the legal field going forward?

We have too many law school graduates unable to find employment in the profession or pay off their school loans. And, there is an increasingly large number of people with unmet legal needs, as a result of the economy and cuts to Legal Aid. We must do more to attract the "best and the brightest" to the state and local judiciary. At the federal level, significant budget cuts adversely impact the administration of justice, and an overly politicized confirmation process keeps too many well-qualified judges from filling vacancies.

JEAN ROBERTSON

General counsel
Beck Aluminum



Some of the most significant challenges in the legal field going forward?

A side effect of the recession was the negative impact it had on young lawyers. The demand for legal services declined and associates were hit hard by layoffs. A significant challenge for the legal sector is finding creative solutions to this side effect, and those who do will be positioned to seize opportunities from their competitors. Concerns about work in the pipeline, particularly transactional work, create additional challenges to the business of operating a law firm. Adjusting leverage by utilizing contract and non-partnership track attorneys can help reduce overhead but may negatively impact productivity. Maintaining positive growth in the number of diverse attorneys will also require significant attention.

MATTHEW E. ALBERS

Of counsel
Vorys, Sater, Seymour and Pease



Health care, like other industries, has its share of complicated legal squabbles and a murky regulatory overlay.

But unlike other sectors, its chief commodity isn't so much in widgets or commercial goods but rather in people's well-being — and that's why Matt Albers finds health care law so rewarding.

Oh, it's entertaining, too. "There are all kinds of little puzzle pieces, and it's just fun to try to put them all together," Mr. Albers said.

Mr. Albers is a member of the Vorys Cleveland office and one of the driving forces behind the

firm's growing health care practice. He counsels clients on the legal and regulatory issues facing the industry, with an emphasis on mergers and acquisitions.

"There just seems to be a huge amount of energy and inertia behind the health care industry that to me makes it interesting, and in Northeast Ohio especially," he said.

Mr. Albers, for one, has served as the lead transactional and regulatory counsel in a hospital system restructuring involving the sale and purchase of three hospitals totaling more than 1,000 beds and about \$100 million in assets. He's also represented clients in response to government investigations brought on by the Office of Inspector General, Centers for Medicare & Medicaid and the U.S. Food and

Drug Administration.

Mr. Albers, meanwhile, is in his second stint with Vorys, with a term as associate general counsel for University Hospitals sandwiched in between.

Anthony J. O'Malley, managing partner of Vorys' Cleveland office, characterized Mr. Albers as "encyclopedic" in nature. If he's presented with a problem, chances are Mr. Albers has studied or addressed it at one time or another.

But he's not just book smart. Mr. O'Malley said Mr. Albers has a magnetic personality that just draws clients to the firm.

"I think he could be a professional entertainer if he didn't choose law," Mr. O'Malley said. "He's just very engaging and witty. He's definitely one of the stars of this market."

— Timothy Magaw

PATRICK BURKE

Senior associate
Squire Sanders

Patrick Burke often can't tell his family members and friends what he's working on.

The senior associate at Squire Sanders has employed his extensive background in the commercial banking industry to become a top representative to borrowers and lenders in commercial transactions.

But that comes at a cost: He can't really talk about the details of the deals or potential deals in which he's involved.

That changed in 2006 and thereafter when those closest to him got a clearer picture of what he does: Mr. Burke was one of 40 or so Squire attorneys working with Cedar Fair on its \$1.25 billion acquisition of Paramount. Suddenly, he had a very visible example of his work, which included

negotiating loan documents with banks providing financing for Cedar Fair; the company needed to borrow and restructure some existing debt to complete the acquisition.

"The thing I like about the transactional practice is that generally, the parties are trying to get to the same place," Mr. Burke said.

There has been a sea change in Mr. Burke's realm, though, increasing the importance of his work. He said that since the economy's crash in 2008, financing is much harder to obtain. Where previously the merger-and-acquisition folks would hammer out details first and the parties would worry about financing later — it was, after all, much easier to secure — financing comes first these days.

Before joining Squire, Mr. Burke was an accounting and finance major at Ohio State University and moved to Detroit to work in a commercial loan officer training program. A native Clevelander, he moved home and joined KeyBank as a small business lender and later Fifth Third Bank as a commercial credit officer.

While at Fifth Third, he went to Cleveland-Marshall College of

Law, eventually graduating first in his class. He was a summer associate at Squire and later, with that banking experience in tow and his ability to speak bankers' language, was hired on full time.

"Time and again, Patrick has helped us navigate through complicated international finance transactions under extremely tight deadlines," said Raimo de Vries, the managing director and group manager of international corporate banking at Fifth Third Bank. "Due to our need to rely on in-country support for most of our activities, he has been invaluable to connect us to different partners throughout the world."

Mr. Burke, who is listed in the 2013 edition of *The Best Lawyers in America*, chosen by way of a peer review process, also has extensive experience in mergers and acquisitions, securities and corporate governance.

He is a member of the Cleveland Metropolitan and Ohio State bar associations and formerly chaired the banking and financial services section of the Cleveland bar; he also is a member of the St. Raphael School advisory committee.

— Joel Hammond

GREGG A. EISENBERG**Partner**

Benesch, Friedlander, Coplan & Aronoff LLP



Technically, Gregg Eisenberg specializes in law related to mergers, acquisitions and raising capital.

Over the years, however, both his clients and his colleagues have come to rely on him as an all-purpose problem solver.

"Sometimes I think I'm a businessman dumped in a lawyer's body," he said.

Though Mr. Eisenberg has never started a business, he knows what

it's like to have to fight for customers and keep them happy. As a partner at Benesch, Friedlander, Coplan & Aronoff LLP in Cleveland, Mr. Eisenberg has spent an immense amount of time working to attract and retain

clients.

Sometimes that means staying on a case until midnight two weeks in a row. Sometimes it means eating breakfast, lunch and dinner with clients.

"I eat a lot," he said with a laugh. "I had two breakfasts this morning already."

That drive helped the 41-year-old make partner a year earlier than most Benesch lawyers do and

become the youngest person to land a spot on the law firm's seven-member executive committee, which is the firm's board of directors.

Mr. Eisenberg earned that spot because he's shown he understands the business side of Benesch, said managing partner Ira Kaplan.

That instinct also has helped him win clients, Mr. Kaplan said. For instance, Mr. Eisenberg is quick to give clients perspective on trends he's seeing in the market or introduce them to potential customers, financiers and other people in his network.

"They look to him for more than just legal advice, which is the highest form of flattery," Mr. Kaplan said.

The 1990 Beachwood High

School graduate majored in political science at the University of Rochester, where he also was "the smallest quarterback in Rochester's history," he said. He earned his law degree from Ohio State University's Moritz College of Law and immediately moved back to Northeast Ohio. He didn't even think about moving somewhere else.

"My parents are here. My roots are here," he said.

He credits the success he's had at Benesch over the past 15 years to his wife, Regina, who he said is his "backbone" for supporting him even when he has to work long hours. They have two children, Max, 6, and Sophia, 4. He enjoys spending time with his family, playing golf and traveling.

—Chuck Soder

DAVID MILLS**Founder**

The Mills Law Office LLC



Only eight years into his professional career, attorney David Mills in 2010 argued — and won — in front of the U.S. Supreme Court.

"It was a wild experience. I didn't think it would be that soon," Mr. Mills said of his appearance in the nation's highest court.

By that time, he also had his own practice and was an adjunct professor at Case Western Reserve University, teaching federal law.

He has gained publicity not only from his Supreme Court appearance in *Ortiz v. Jordan*, a case that stemmed from sexual abuse claims by an inmate against a prison guard, but also from his representation of Joe D'Ambrosio, a death row inmate recently exonerated more than 20 years after being convicted.

"If I ever needed anyone to represent me, David would be top of my list. He is absolutely committed to the work he does for his clients," said Andrew S. Pollis, assistant professor of law at Case Western Reserve University's Milton A. Kramer Law Clinic Center.

Mr. Pollis, who worked with Mr. Mills on the *Ortiz v. Jordan* case, characterized his colleague as part of an emerging community of "thought leaders" in the Cleveland legal world, someone using law to effect social change.

"He has a relentless inquisitiveness, coupled with a brilliant mind," Mr. Pollis said.

That relentlessness is why it didn't surprise Mr. Pollis that Mr. Mills opened his own practice while still so new to the legal scene. Mr. Mills had worked for four years as an associate at Jones Day and then for two years in judicial clerkships, first with an appeals judge in Columbus and then with another in Washington, D.C., before opening the doors to The Mills Law Office LLC in Cleveland.

"Most people, if they're going to take the leap, do so when they're in a position to have a few clients coming with them," Mr. Mills said.

Yet his desire to have an impact on real-life cases and his enjoyment of the appeals process, led him to take the plunge in 2008, six years after graduating from the University of Michigan Law School and nine years after receiving a bachelor of arts in mathematics from Colgate University in New York.

"His work shines not only because it's good but because it has personality," Mr. Pollis said. "He takes the hard, sometimes very hard, work of practicing law, especially the kind he does, and he makes it fun. He makes it a challenge; he makes it a puzzle."

—Ginger Christ



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EMILY HUGGINS JONES

Senior associate
Thompson Hine LLP



Emily Huggins Jones calls herself an Air Force brat. But she's building her law career on the high seas. A senior associate at Thompson Hine LLP, Ms. Jones grew up on Air Force bases but now is advancing the firm's environmental and product liability litigation group by developing a focus on the environmental aspects of admiralty, or maritime, law.

James Aronoff, Thompson Hine's partner in charge of the Cleveland office, in nominating Ms. Jones, lauded her efforts to "corner the market on environmental representation of the Great Lakes commercial shipping fleet."

Clean Water acts.

"It's a cool industry; it's cool to be around these guys," she said. "You become invested in their success."

When she first joined Thompson Hine she did product liability work before shifting over to helping clients understand the ins and outs of the Jones Act, a key piece of federal maritime law that limits what can be shipped between two U.S. ports on foreign-owned vessels.

Then she moved on to practicing environmental law and, eventually, put her maritime and environmental experience together. "We leveraged the crossover to fill what was an emerging void," she said.

For now, the practice is largely regulatory, negotiating for clients with state and federal environmental and maritime agencies. But she can see a time when it will take the next step.

"I'm a litigation junkie," she admitted. "Of course, I want the best resolution for our clients, so whatever saves them the most money is our goal. But if it comes to litigation, I'm in there."

Mr. Aronoff praised Ms. Jones for the niche practice she has carved out for the firm. "Bringing an environmental perspective to our established maritime practice has really provided an opportunity for us," he said.

In addition, he extolled Ms. Jones professional development. "Emily understands the difference between being a counselor and just being a lawyer," he said. "That perspective is where we as lawyers add value for our clients."

—Jay Miller

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JOSEPHINE S. NOBLE

Senior associate
Ogletree Deakins

Speaking anytime at the multi-state Midwest Labor and Employment Law Seminar is an honor in and of itself.

"But to be someone trusted with a preliminary session (before more than 700 people) and to receive rave reviews ... that sets her apart," John Gerak said of Josephine S. Noble, one of only two associate-level lawyers who spoke at this year's conference and an attorney at the law office Mr. Gerak leads.

Ms. Noble, 35, is a senior associate at Ogletree Deakins, a labor and employment firm with more than 40 offices, including one in Cleveland. She earned her law degree in 2004.

Regardless of her tenure, Ms. Noble is "great on her feet" and commands respect, said Mr. Gerak, managing shareholder of the firm's Cleveland location.

Ms. Noble doesn't shy away, either, from talking about the painful past that led her to a law career.

She grew up in the Bronx, one of seven children who faced separation when they were orphaned after their father, who abused drugs, died of AIDS and their mother died after him in 1992. The siblings stayed together thanks to their oldest brother, who at 22 became guardian of all of them.

At first, Ms. Noble's early life challenges inspired a desire to do social work. But then, a summer

experience with the American Bar Association Center on Children and the Law changed her mind.

"I felt that I could make more of a difference in a higher-level position," Ms. Noble said, citing how social workers' hands

often are tied by limited resources and bureaucracy.

So, after attending private school in New York City through a program that places gifted minority students, Ms. Noble was admitted into Harvard University and toward the end of her career there gave birth to her daughter, Lucia, who's now 13. Ms. Noble later earned her juris doctorate from the SUNY Buffalo Law School.

In the end, Ms. Noble entered the practice of labor and employment law, which she said enables her to help make sure employers are making the right decisions for their employees.

Perhaps the area to watch Ms. Noble will be in her non-legal pursuits: She aims to find some way to serve children like her, who are growing up in the inner city but want to pursue a career in law. She wants to be known for the causes she backs.

Ms. Noble credits her perseverance to her mother, Alice.

"She would say, 'If you put your name on something, make sure it is an accurate reflection of you' — meaning that mediocrity is not acceptable," Ms. Noble said. "She really ingrained in me this idea that you can be anything, you can do anything." — Michelle Park

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JULIE ROBIE

Managing attorney, consumer law practice
Legal Aid Society of Cleveland



Since joining the Legal Aid Society of Cleveland in 2004 as a Skadden Fellow, Julie Robie not only secured a full-time position as an attorney but also earlier this year was promoted to the head of the organization's consumer law practice.

She now oversees nine other attorneys and is editor of *Ohio Consumer Law*, an annual practice manual published by Thomson Reuters Westlaw. Her practice involves handling mortgage foreclosure, bankruptcy and utilities cases, as well as other consumer issues.

Tom Mlakar, Legal Aid's deputy director for advocacy and Ms. Robie's supervisor, isn't surprised by her fast progression through the ranks.

"Julie's vision, compassion and understanding of our clients and access-to-justice issues continues to inspire me and is an example of how lucky the Cleveland community is to have such a great young leader," Mr. Mlakar said.

A native of Maple Heights, Ms. Robie knew early on she wanted to

serve others, either through teaching or another route.

But it wasn't until her internship with the YWCA of Cleveland while studying English at Yale University that she saw a career as a lawyer as a way to achieve

that goal.

"That was my first glimpse in ways the legal profession could be used to assist people in great need," Ms. Robie said.

She decided to attend law school at her alma mater and upon graduation in 2004 secured a Skadden Fellowship — a two-year fellowship granted by the Skadden Foundation to allow law school graduates to practice public interest law.

"There's really nothing more rewarding than being able to assist a client who needs an advocate and who would really be floundering in the legal system without an advocate from Legal Aid," Ms. Robie said. "I think here at Legal Aid we see examples of people's lives being changed every day because of the services."

Legal Aid provides legal assistance to low-income residents of Ashtabula, Cuyahoga, Geauga, Lake and Lorain counties.

Ms. Robie and her husband, Todd, have two sons, Samuel, 5, and Silas, 1.

— Ginger Christ

PAUL SHIPP

Associate
Weston Hurd LLP



In the same way he prepares for the courtroom by seeing defense of his clients as an unfolding story, onetime English major Paul Shipp sets goals and finds ways to achieve them. His role as an associate in Weston Hurd's criminal defense and white collar litigation unit reflects it.

At the Cleveland-Marshall College of Law, he decided to be a civil litigator because he enjoyed moot court, but he needed trial experience to get there. His approach: He served five years as an assistant prosecutor in the general felony unit of the Cuyahoga County prosecutor.

His current work is not only in

Ohio, but national. One of his current cases is defending Ronald "Ronnie" Duke, a Detroit man who is the main defendant and government witness in one of the largest mortgage fraud prosecutions in the country.

When Mr. Shipp joined Weston Hurd in 2011, he was representing William Neiheiser, the former owner of Reliance Mechanical Corp. of Cleveland, in the massive federal probe of Cuyahoga County government. Mr. Neiheiser received 37 months in federal prison for bribing former county commissioner Jimmy Dimora and two other public officials.

"A good white-collar attorney can be effective in both civil and criminal courts," Mr. Shipp said. "It's kind of a unique area and I like that. Some things that used to be

in civil law have moved to financial crime now. It's less about eyewitness testimony and more about accountants and expert witnesses."

Carolyn M. Cappel, Weston Hurd's managing partner, said Mr. Shipp is a good fit for the firm and likely on the partnership track because of his willingness to aid other lawyers and bring in business.

"He is able to protect clients who get into trouble and face civil trouble as well," Ms. Cappel said. "He's a kind person. He does not pound the table. He does not scream. He practices law with a quiet, balanced way about him."

Mr. Shipp and his wife, Emily, live in Rocky River and have two young sons. He also is active in politics, partially because his wife is part of the Hagan political dynasty, and also because former colleagues in the prosecutor's office frequently seek judgeships. — Stan Bullard

BRETT WALL

Partner
BakerHostetler

Brett Wall had always viewed music as a full-time career, and at one point even dropped out of Ohio State University to chase his dream. Although that pursuit ultimately

fizzled, success over the last 15 years found its way to Mr. Wall another way.

The self-described "frustrated musician" serves as a partner at one of the region's largest law firms — BakerHostetler.

"Honestly, I had never envisioned anything other than music," Mr. Wall said. "I thought long and hard about it. I'm a man of limited skills and can read and write well and like to talk to people, so law seemed like the best bet."

Mr. Wall's peers might take umbrage with his modest self-assessment, as he has crafted a legal practice defending financial institutions in high-stakes litigation.

In the last year, Mr. Wall defended Fifth Third Bank in two high-exposure class-action lawsuits that challenged the bank's lending practices. More than \$1 billion was at stake in



these two cases, and he won them in federal court.

"He's totally committed to achieving success for the things our clients come to us for help on," said Hewitt Shaw, managing partner of the firm's Cleveland office.

Mr. Wall also mentors young attorneys and leads the firm in long-term client development and retention efforts.

Mr. Wall hasn't abandoned his love of music. For the last three years, he's owned and operated Elevation Recording Studio on Lakeside Avenue in Cleveland. He often lends his studio to up-and-coming artists who might not have the resources to access such facilities.

"I wasn't trying to make any money off this. Law is plenty lucrative enough," Mr. Wall said. "That's not the point. I wanted to get to art."

— Timothy Magaw

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MELISSA ZUJKOWSKI

Associate
Ulmer & Berne LLP

When budget issues forced the Cleveland Homeless

Legal Assistance Program to cut back on having a paid administrator around 2008, Melissa Zujkowski wasn't going to just sit back.

Instead, the Ulmer & Berne LLP associate took over the job herself, stepping up as volunteer director of the program — a role in which she still serves.

The partnership program of the Cleveland Metropolitan Bar Association's Committee to Aid the Homeless and the Northeast Ohio Coalition for the Homeless provides pro bono legal assistance to homeless and at-risk individuals.

Volunteers provide a variety of services, including shelter site

intake interviews, brief advice and information services, and direct representation in some cases.

"I feel like it's my responsibility now," said the 33-year-old Ms. Zujkowski, who dedicates about 10 hours a week to

the initiative, helping to coordinate the efforts of more than 50 attorneys. "I felt like it was a valuable program."

For her work, Ms. Zujkowski received in 2010 the Justice for All Volunteer of the Year Award, presented by the Cleveland Metropolitan Bar Association.

"Melissa is awesome when it comes to walking the talk," said Mike Ungar, a partner at Ulmer & Berne and past president of the Cleveland Metropolitan Bar Association.

Mr. Ungar described Ms. Zujkowski — who focuses her practice on complex corporate and commercial litigation, with a

concentration on consumer finances — as tough, smart, aggressive and creative. An Aurora native, she next hopes to focus on developing an expertise in intellectual property law.

"She's got one of those fill-the-room personalities," he said. "She just has a special quality about her. ... She gets it and she gets it quickly."

Ms. Zujkowski received her bachelor's degree in 2001 from Northwestern University and her law degree in 2004 from the Ohio State University Moritz College of Law.

In addition to her work with the Cleveland Homeless Legal Assistance Program, she also is involved with the Historic Gateway Neighborhood and The Mayo Society of Greater Cleveland.

Ms. Zujkowski lives downtown with her husband, Nathan Cemen-ska, an attorney in private practice.

"I love being here," she said. "I love Cleveland." — *Amy Ann Stoessel*

ALSO KEEP AN EYE ON ...

CHRISTIAN GROSTIC

Associate
Kushner & Hamed

Christian Grostic was only 4½ years out of law school when he found himself sitting second chair at the U.S. Supreme Court. Now, Mr. Grostic's next big case may get him his own spotlight. In August, he filed an appeal with the U.S. Sixth Circuit Court of Appeals in Cleveland for former Cuyahoga County Commissioner Jimmy Dimora. Dimora was convicted in March on 32 counts of bribery and public corruption and sentenced in July to 28 years in prison. Mr. Grostic couldn't talk about the case but he has been reviewing the trial record for appealable errors.

JODI SPENCER JOHNSON

President
Thacker Martinsek LPA

Ms. Johnson was named president of Thacker Martinsek — a majority woman-owned litigation boutique with offices in Cleveland, Toledo and Naples, Fla. — last July. She practices primarily in the area of insurance coverage, representing corporate policyholders in liability and first-party insurance matters. Ms. Johnson also is active in the ABA Section of Litigation, Insurance Coverage Litigation Committee, where she serves as a co-chair of the

Programming Subcommittee.

JONATHAN LEIKEN

Partner
Jones Day

As a partner at Jones Day, Jonathan Leiken defends companies and their employees during government investigations and civil suits related to fraud, insider trading and other allegations. But that's just his day job. Mr. Leiken in 2013 will become president of the Cleveland Metropolitan Bar Association. Plus, the former federal prosecutor teaches a course on white-collar crime at Case Western Reserve University School of Law and is co-founder of the Brain Gain Cleveland Project, an effort to recruit thousands of people to spread the word about good things in Northeast Ohio.

DUSTIN RAWLIN

Partner
Tucker Ellis LLP

Dustin Rawlin represents businesses in complex civil litigation matters in courts nationwide involving product liability, business tort, breach of warranty, consumer fraud and commercial litigation, with a focus on the defense of medical device litigation. He's currently involved in a case defending personal injury claims related to transvaginal mesh devices for

stress urinary incontinence. Mr. Rawlin recently was honored as one of only five attorneys nationwide to be named a 2012 "Law360 Rising Star" in the area of product liability.

SCOTT WELTMAN

Shareholder-elect
Weltman, Weinberg & Reis Co. LPA

For the first time in 17 years, the creditors' rights law firm will have a new leader, as Scott Weltman — a 20-year company veteran — takes over for longtime leader Alan Weinberg. Weltman Weinberg recently completed a multimillion-dollar information systems upgrade, and Mr. Weltman is taking over a quickly growing firm: In 2011, it employed 1,330, compared with 1,000 in 2007.

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WHAT THE LEGAL COMMUNITY IS SAYING

JUDGE DAN AARON POLSTER

U.S. District Court
Northern District of Ohio

Most significant challenges in the legal field going forward?

a) Providing equal access to justice. A growing percentage of our population cannot afford legal services.

b) Addressing the high cost of legal education, and the corresponding mountain of debt so many of our new lawyers face. This both reduces the

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career options for new lawyers, and creates significant entry barriers to the profession. If our profession ceases to reflect the diversity of our society, the rule of law is imperiled.

c) ... We need to make sure that our state and federal courts receive the resources necessary to dispense justice. We also need to insure adequate compensation for judges, and to find a way to ameliorate the intense partisanship over federal judicial nominations and confirmations that I fear is affecting the breadth and quality of the pool of applicants to the federal bench.



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