

Reminger Co., LPA

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Ohio: (Cleveland, Columbus, Cincinnati, Sandusky, Youngstown, Toledo, Akron). Kentucky: (Louisville, Fort Mitchell, Lexington). Indiana: (Indianapolis, Fort Wayne, Northwest Indiana, Evansville).

DIVERSITY LEADERSHIP

Head(s) of Firm: Stephen E. Walters, Managing Partner

Diversity team leader(s): Gregory Guice, Partner and Chair of Diversity Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	152	153
U.S. offices only	152	153

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2019)

	Men	Women
White/Caucasian	28	14
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	30	14

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	12	10
African-American/Black	2	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	15	11

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	81	22
African-American/Black	4	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	86	23

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

OF COUNSEL (2019)

	Men	Women
White/Caucasian	2	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	2	2

NEW HIRES (2019)

	Men	Women
White/Caucasian	14	5
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	15	5

Strategic Plan and Diversity Leadership

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

We communicate the importance of diversity through our firm wide emails, weekly Friday memo, our website, our social media sites, regularly scheduled meetings, and through the support of diverse organizations on both a local and national level.

Who has primary responsibility for leading diversity initiatives at your firm?

Gregory G. Guice, Partner and Diversity Chair.

Does your law firm currently have a diversity committee?

Yes

If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Yes

If yes, how many attorneys are on the committee, and in 2019, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 24

Total hours spent on diversity: 2000

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

If yes or partially, please explain.

We do not set specific numeric goals in terms of personnel. However, we do set goals and objectives with regard to ensuring that we attend a minimum number of recruiting events of diverse attorneys and law students. We also ensure that we sponsor or attend at least a certain number of diversity themed events.

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

If yes, is it formal or informal?

While we do not have specific numeric goals with regard to increasing diversity firm wide, we do attend a significant number of diversity themed recruiting events and all attorneys within the firm keep an eye towards increasing diverse talent through lateral hiring.

How often does the firm's management review the firm's diversity progress/results?

We review the Diversity Committee's progress/results on a regular basis, including in preparation for our biannual partnership meetings. In addition, our managing partner remains involved in all diversity initiatives and routinely reviews the progress of the Firm's results.

How is the firm's diversity committee and/or firm management held accountable for achieving results?

All of our diversity efforts are reported to firm management and the Diversity committee for evaluation of scope and effectiveness. Diversity, and the efforts of the Diversity Committee, are reported to, and evaluated by the firm's partnership at our bi-annual partnership meetings. And, the Managing Partner stays involved in all diversity efforts and regularly monitors the firm's progress.

Is your firm minority-owned or women-owned?

No



Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
	X		Formalize diversity plan and committee with action steps and accountability to management
		X	Conduct firmwide mandatory diversity training for all attorneys and staff annually
X			Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
	X		Focus on strengthening firm's mentoring program
		X	Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X			Support law firm's internal affinity networks
		X	Hire a director of diversity or other full-time professional to implement the firm's diversity program
X			Coordinate or work with clients on diversity issues
X			Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
X			Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
	X		Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
	X		Focus on strengthening firm's mentoring program for women
X			Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
		X	Provide accommodations specific to mothers (e.g., lactation rooms)
	X		Implement policies to address gender pay equity



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
		X	Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
X			Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
		X	Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
		X	Increase the number of attorneys with disabilities at the associate level
		X	Increase the number of attorneys with disabilities at the partnership level
		X	Increase the number of attorneys with disabilities in leadership positions
		X	Focus on strengthening firm's mentoring program for attorneys with disabilities
		X	Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters



X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
	X		Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)



Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law
- Fund scholarships for minority high school or college students
- Mentor minority high school or college students
- Participate in or host mock trial programs or career events
- Provide internships or employment to minority high school or college students
- Outreach to middle school students

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

We support local bar associations with efforts at reaching out to diverse college, high school and grade school students. For example, we support the Cleveland Metropolitan Bar Association's Louis Stokes Scholarship Program (College Students), the Stephanie Tubbs Jones Summer Legal Academy (High School Students) and the 3 R's Program (Grade School Students).



Recruitment - New Associates

Does your firm annually recruit at any of the following types of institutions?

Ivy League law schools: The members of our Diversity Committee visit minority themed regional job fairs put on annually by various chapters of the National Black Law Student Association (BLSA) and other organizations. Specifically, we attend the South Eastern Minority Job Fair (SEMJF), the Indianapolis Bar Association Diversity Career Fair (IndyBAR), the North Eastern BLSA Job Fair (NEBLSA) and in addition to participating in the Midwest BLSA Job Fair (MWBLSA), we also assist in sponsoring the MWBLSA. These fairs allow us access to students from a wide range of law schools from around the country.

Other private law schools: Western Reserve University, The members of our Diversity Committee visit minority themed regional job fairs put on annually by various chapters of the National Black Law Student Association (BLSA) and other organizations. Specifically, we attend the South Eastern Minority Job Fair (SEMJF), the Indianapolis Bar Association Diversity Career Fair (IndyBAR), the North Eastern BLSA Job Fair (NEBLSA) and in the Midwest BLSA Job Fair (MWBLSA). These fairs allow us access to students from a wide range of law schools from around the country.

Public state law schools: In addition to routinely recruiting from public state schools such as The Ohio State University, University of Toledo, Cleveland State University, University of Akron, and University of Cincinnati, The members of our Diversity Committee visit minority themed regional job fairs put on annually by various chapters of the National Black Law Student Association (BLSA) and other organizations. Specifically, we attend the South Eastern Minority Job Fair (SEMJF), the Indianapolis Bar Association Diversity Career Fair (IndyBAR), the North Eastern BLSA Job Fair (NEBLSA) and the Midwest BLSA Job Fair (MWBLSA). These fairs allow us access to students from a wide range of law schools from around the country.

Law schools of Historically Black Colleges and Universities (HBCUs): HBCUs participate in the regional job fairs under the auspices of the National Black Law Student Association (BLSA), as well as the SEMJF and the IndyBAR.

Diversity job fairs: We attend a number of job fairs across the country including the SEMJF, the NEBLSA job Fair, the MWBLSA/CMBA job fair, and the INDYBAR. We also participate in various recruitment events such as the Cleveland Metropolitan Bar Association Minority Clerkship Program, Columbus Bar Association's Minority Clerkship Program, and the Midwest Black Law Student Association Annual Conference with Interview Portion.

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

Do you have any programs specifically targeted at first-year students?

Many of our offices participate in their local 'Minority Clerkship Program' for their region. Although the details of the program vary by region, it is designed to assist first-year minority law students with obtaining a summer employment during their first-year summer.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	7	6
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	8	6

OFFERS MADE* (2019)

* Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	4	4
African-American/Black	1	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	5	5

OFFERS ACCEPTED* (2019)

* Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	4	4
African-American/Black	1	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	5	5

NEITHER ACCEPTED NOR DECLINED (2019)

* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	3	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	3	3

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	0	1

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	7	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	7	0

NEW PARTNERS PROMOTED* (2019)

* Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	4	4
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	4	4

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	12	4
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	12	4

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, LGBTQ or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Firm is Mansfield Rule certified
- If the firm is not Mansfield Rule certified, does it plan to be certified?
- Other (please specify)

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

No

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Not applicable

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

Not applicable



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	0	0

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	0	0

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	0	0

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	0	1

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	1	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	1	1

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	0	0

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	0	0

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	1	1

OF COUNSEL

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	0	0

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	0	0

EQUITY PARTNERS

	Men	Women
White/Caucasian	4	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	4	0

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, LGBTQ attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Implement procedures to ensure gender pay equity
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of minority men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly minority attorneys (for whom research indicates a greater inclusion problem), are not being excluded
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

A move to part time will not affect any attorney's ability to remain at the firm.

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

[No response]



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	0	0	44
Of counsel	0	0	0	3
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	86	23	n/a	109



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	6	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	6	1

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	6	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	6	1

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	6	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	6	1

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	6	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	6	1

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	11	36	3
Number of such positions held by:			
Minorities	0	3	1
Women	0	6	2
LGBTQ attorneys	n/a	n/a	n/a
Individuals with Disabilities	0	0	0

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 14

Minorities heading offices: 0

Women heading offices: 0

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: 0

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Gregory G. Guice, Co-Chair, Retail, Hospitality and Entertainment Facilities (49); Julian T. Emerson, Co-Chair, Environmental/Mass Tort/Class Action (13) and Chair, Architects and Engineers / Construction Liability (32); Vince Antaki, Co-Chair, Environmental/Mass Tort/Class Action (13); Myra B. Stockett, Co-Chair, Insurance Coverage/Bad Faith (43)

Women heading practices: Myra B. Stockett, Co-Chair, Insurance Coverage/Bad Faith (43); Carrie Starts, Co-Chair, Retail, Hospitality and Entertainment Facilities (49); Jeanne Mullin, Co-Chair, Medical Malpractice, (66); Holly Wilson, Chair, Education Law, (9); Barbara Janovitz, Chair, Estate Planning (12); Allison McMeechan, Chair, Elder and Special Needs (12), Probate Admin., Trust Admin. (13)

LGBTQ attorneys heading practices: 0

Individuals with Disabilities heading practices: 0

COMMITTEE LEADERS

Minorities heading committees: Gregory G. Guice, Diversity Committee (24)

Women heading committees: Carrie Starts, Acacia Perko, Co-Chairs of Women's Leadership Council (39)

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



The Firm Says

Reminger Co., LPA understands the importance of diversity, and is committed to promoting and maintaining a diverse and inclusive work environment. We firmly believe that having a diverse work force enhances not only our ability to anticipate and meet the needs of our clients, but also our profession and our community. In our efforts to fulfill our commitment to diversity, we have established a committee dedicated to implementing initiatives to recruit attorneys from all backgrounds. Our commitment does not stop at the hiring process; we are committed to helping all of our attorneys succeed as professionals.

Our Diversity Chair, Gregory G. Guice, is the Past Vice President of Diversity and Inclusion for the Cleveland Metropolitan Bar Association (CMBA), where he worked on initiatives that promote diversity and inclusion within the legal profession, the judicial system, and the wider community. He is a member of CMBA's Board of Trustees and the Board's Executive Committee. Gregory's history with the CMBA's diversity initiatives includes Co-Chairing the CMBA's Minority Clerkship Program, being a member of the CMBA's Diversity and Inclusion Committee and chairing that committee's Diversity Pipeline Subcommittee. In fact, Reminger is a charter member of the CMBA's Minority Clerkship Program, which assists first-year minority law students with finding summer employment at some of the larger firms and departments.

We invest a lot of time and resources into working with, participating in, and sponsoring organizations and events that share our mindset and mission.

Reminger proudly sponsors and attends events that are geared toward promoting diversity in the legal community, including the Law and Leadership Institute, various events and gatherings by the John Mercer Langston Bar Association, the Midwest Black Law Students Association Annual Conference, the Midwest Black Law Students Association/Cleveland Metropolitan Bar Association Job Fair, the Case Western Law School's BLSA fundraising event, and the Cleveland State Law School's BLSA fundraising event.

We attend a number of diversity-focused conferences, including the Lexington Diversity and Inclusion Summit, the National Bar Association Commercial Litigation Corporate Counsel Conference, the National Bar Association Annual Conference, the Midwest Black Law Student Association Annual Conference, DRI's Diversity for Success, DRI's Women in the Law Conference, and the Lavender Law Conference. As mentioned previously, we routinely attend recruitment events and job fairs that are geared toward recruiting diverse students and licensed attorneys.

We also have worked hard to create a culture that offers support for our women attorneys. We established the Womens' Leadership Council more than one decade ago to strengthen and further our dedication to attracting and retaining talented women lawyers. Reminger recognizes and values the unique strengths and abilities of our women lawyers and that those qualities serve to benefit the firm as well as our local and legal communities.

We strive to provide a supportive environment for our female lawyers; however, we also focus on community involvement and marketing efforts to help develop new clients and expand existing relationships. Together, these measures help not only our women lawyers but also the entire firm to thrive and provide an unparalleled level of service to our clients.

Our efforts at helping women attorneys flourish at Reminger begin when our new associates and law clerks are partnered with a mentor. Their mentor serves as a role model and provides the associate with the opportunity to learn from the women who have succeeded in their own careers. Various meetings and events are held to further promote the relationship of our female lawyers.

Reminger supports flexible and non-traditional work arrangements for our female attorneys. Through the years, our attorneys have been able to create individualized programs that meet their professional and personal needs including part-time, flex-time and job sharing arrangements. In fact, Reminger is a past recipient of the Ohio Women Bar Association's "Family Friendly Award" as a result of these efforts.

The ability to grow and develop a successful legal career at Reminger is evidenced by the fact that more than 40% percent of our women attorneys are partners in the firm. Opportunities to be involved in leadership positions at Reminger are plentiful. Women attorneys are also active in our Management Group and serve as Practice Leaders. Reminger also supports community involvement and marketing efforts to help our women lawyers develop new clientele and expand existing relationships. Our female lawyers are leaders in the community and involved in various organizations throughout the state. Through their community involvement, our women are actively involved in planning, attending, and supporting community events designed specifically for women professionals.

