

FALL 2008

Inside Benesch

NEWS AND INFORMATION FROM BENESCH, FRIEDLANDER, COPLAN & ARONOFF LLP

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Benesch Ranks First in The American Lawyer Summer Associate Survey

Benesch has ranked first in Cleveland in *The 2008 American Lawyer Summer Associate Survey*. The firm received an overall score of 4.587 on a 5-point scale, with 5 being the highest score possible. This is the second consecutive year Benesch has ranked first in Cleveland in the survey.

The 2008 survey was sent to nearly 11,000 summer associates at 190 law firms. More than 7,600 summer associates provided written evaluations and comments on their firms. The average of nine job satisfaction questions was used to determine a firm's composite score. The respondents were also asked to rate the firm overall as a place to work. ►

www.beneschlaw.com

Benesch is Excited to Launch Our New Web Site and Recruiting Video

Visit us at our new online home: www.beneschlaw.com. The firm has also launched a new recruiting video, which can be found on the "Join the Firm" portion of the firm's Web site.

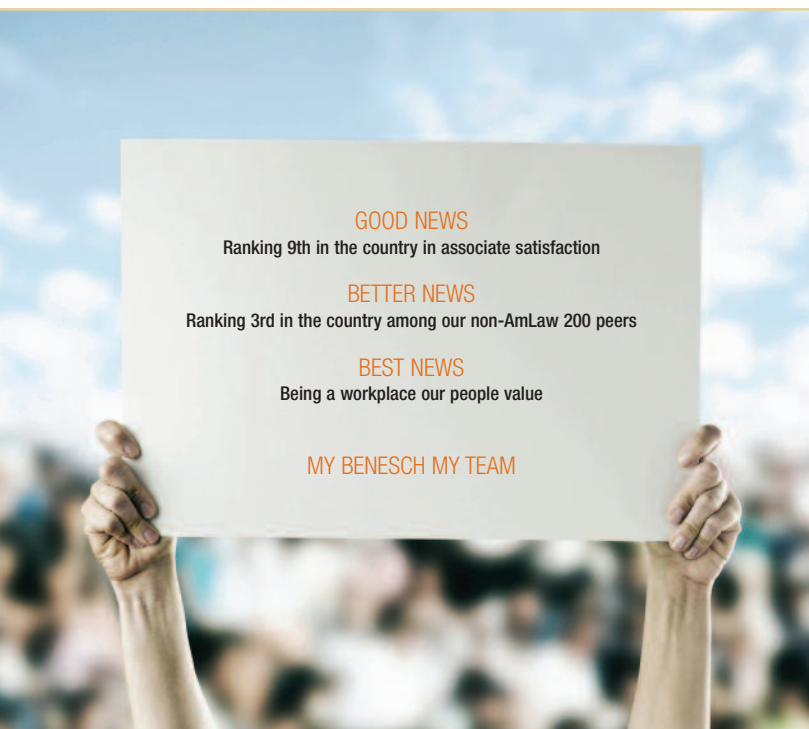
The intention of this high-energy video is to attract potential recruits and show what life is like at Benesch. Viewers are given perspectives from a range of Benesch attorneys, including Managing Partner **Ira Kaplan** and multiple partners and associates. The diverse group of attorneys featured in the video, the testimonials they provide and the corresponding shots of Benesch's staff members, offices, social events and community outreach efforts create a true sense of the firm's nature.



Ryan Burns, Benesch's Director of Legal Recruiting and Professional Development said, "We believe our new recruiting video is a great snapshot of what it is *really* like to work at Benesch. We are continually looking to add great talent and provide a supportive work environment, and we feel this video delivers that message to our audience." ►

Benesch Ranks 9th in Nation in AMLAW Midlevel Associates Survey

Benesch is pleased to announce that the firm has been ranked ninth nationally and second in the state of Ohio, out of 157 law firms, by *The 2009 American Lawyer Midlevel Associates Survey*. The annual survey examined 11 areas that contribute to job satisfaction for the associates, including: relationships with partners and other associates, the interest and satisfaction level of work, training and guidance, policy on billables, management openness about firm strategies and partnership opportunities, compensation and benefits, and the respondents' inclination to stay at their firm for at least two more years. ►



The American Lawyer's 2008 Midlevel Associates Survey asked 7,259 third-, fourth- and fifth-year associates from 180 law firms nationally to rank their employers on 11 areas that contribute to job satisfaction. Benesch ranked 9th in the country (up two spaces from last year) and 3rd among non-AmLaw 200 firms.

We're proud to be ranked among the nation's best. We're even prouder of what makes it possible—the people of Benesch.



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Benesch is a proud six-time winner of the NorthCoast 99 Award—Best Places to Work.

Client Profile

Vigillo

Vigillo completely redefines a company's ability to manage risk. Founded in 2007 and located in Portland, OR, the company's vision is to provide a state-of-the-art, web-based risk management system for firms that operate truck fleets. Vigillo's software solutions create an automated risk management infrastructure accessed over the web. In this environment, employees responsible for various aspects of risk management are able

to perform their functions with ease, clarity and unity as they work toward their common goal: protecting their company.

Among the advantages of Vigillo's software solutions are a reduced rate of driver turnover, enhanced document integrity, lower insurance premiums, bottom-line savings and improved corporate culture. The company's services make it easy for its clients' employees to acknowledge policy changes, file

forms and get trained on specific topics, resulting in greater safety and risk management.

Leading Vigillo's senior management team, which has over 40 years' combined experience in delivering enterprise software, is **Steve G. Bryan**, CEO. Bryan became acquainted with Benesch partner and Transportation & Logistics Practice Group Co-Chair **Marc Blubaugh** by attending transportation industry events at which Marc and other Benesch attorneys are frequently present. Marc was immediately on board with Vigillo's vision and began working with Bryan and his team during the conceptual and developmental stages. Bryan says of the Benesch team, "They understood what we were faced with immediately. They get it. Benesch knows what they're doing, and we trust and value their advice."

As Vigillo was formed and its software solutions began to take off, Bryan relied on Benesch to stay up to speed with the issues affecting the transportation industry. Bryan considers Vigillo and Benesch to have more of a business partnership than a traditional lawyer-client relationship. The firm helps build Vigillo's system by serving as an industry resource and producing written statements that are distributed to Vigillo's clients and employees via its comprehensive software system.

In addition to Marc, attorneys such as **Eric Zalud**, who chairs the Transportation & Logistics

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MY BENESCH

"It's nice to have a law firm that 'gets' my business."

Steve G. Bryan
CEO
Vigillo LLC



MY TEAM

Trucking presents many complex risk-management challenges. It's a highly regulated and highly litigated industry, yet many fleets are relatively unsophisticated in their management of required documents. With the help of Benesch's Transportation & Logistics Practice Group, Vigillo has developed a solution – the industry's first comprehensive software system for proactive risk management. Our attorneys' vast experience in the transportation field allows Vigillo to offer its customers risk-management policies that help keep them on the road and out of trouble.

To learn more about our Transportation & Logistics practice group, visit beneschlaw.com/myteam

BENESCH
Attorneys at Law

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Mariann Butch, a partner in Benesch's Litigation Group, and **Betty Delfosse** of Visual Evidence, a Cleveland company

that provides trial technology and support, have teamed up to start the Women's Technology Forum.

Women's Technology Forum is an independent group of women whose mission is "...to bring together businesswomen interested in technology related to the legal industry and to provide opportunities for them to help themselves and other businesswomen grow personally and professionally through leadership, education, networking support and national recognition." It consists of four steering committees: e-Discovery Process Education, Court Communication, Technology to Enhance Life and Administration.

The Forum had its first meeting in July. Presenter, **Judge Patricia Hemann**, a former federal magistrate judge in the Northern District of Ohio, spoke about e-Document retention policies relating to litigation. The group of attendees had a lively exchange of ideas and suggestions and an interactive discussion about where to take the Forum in the future. Following the meeting, attendees were sent an informational glossary of e-Discovery terms to aid them in more effective communication between IT, business and legal professionals.

If you are interested in participating in the Women's Technology Forum or would like more information, please contact Mariann at (216) 363-4198 or mbutch@bfca.com. ►

New Attorneys at Benesch



KARI CONIGLIO

Associate, Business Reorganization Practice Group

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B.A. Cleveland State University

J.D. Cleveland State University, Cleveland-Marshall College of Law



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J.D. Case Western Reserve University School of Law



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Of Counsel, Health Care Practice Group

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B.A. Wake Forest University

M.A. Cleveland State University

J.D. The University of Toledo

Mentoring Program Holds Client Panel



Seated from left to right at the Mentoring Program event are Kete, Minoff, Kilbane and Rubin.

Benesch's recruiting department recently organized a client panel as part of its ongoing Mentoring Program. Attorneys and staff who attended the event were able to have a discussion with several of the firm's clients in relation to best practices and client service standards.

Client panelists participating in the event included **Florian Kete** of Excel Polymers, **Roy Minoff** of Kichler

Lighting, **Cathy Kilbane** of American Greetings and **Steve Rubin** of Stark Enterprises. Benesch thanks the panelists for their attendance and values their participation in our Mentoring Program. ►

Awards and Honors



34 Benesch Attorneys Named 2009 Best Lawyers

The following 34 Benesch attorneys have been named in the 2009 Edition of *The Best Lawyers in America*:

George N. Aronoff – Corporate Law; Securities Law
(listed for 25 years)
Steven M. Auvil – Intellectual Property Law
Lawrence M. Bell – Corporate Law (listed for 25 years)
Gary B. Bilchik – Trusts and Estates
Gregory G. Binford – Health Care Law
Marc S. Blubaugh – Transportation Law
Harry M. Brown – Administrative Law; Health Care Law
Maynard A. Buck – Labor and Employment Law
Frank Carsonie – Health Care Law
Elizabeth A. Dellinger – Corporate Law
Janet K. Feldkamp – Health Care Law
Allan Goldner – Corporate Law; Mergers & Acquisitions Law
Bernard D. Goodman – Real Estate Law (listed for 20 years)
N. Victor Goodman – Administrative Law; Labor and
Employment Law (listed for 25 years)
Norman W. Gutmacher – Real Estate Law (listed for 10 years)
Douglas E. Haas – Corporate Law
James M. Hill – Corporate Law
Ira C. Kaplan – Corporate Law; Mergers & Acquisitions Law;
Venture Capital Law
Kevin D. Margolis – Environmental Law
Megan L. Mehalko – Securities Law
Barry J. Miller – Construction Law
Robert C. Ondak, Jr. – Real Estate Law
C. David Paragas – Administrative Law; Government
Relations Law
Alan E. Schabes – Health Care Law

William E. Schonberg – Bankruptcy and Creditor-Debtor
Rights Law

Howard A. Steindler – Real Estate Law (listed for 20 years)

Michael Swearengen – Real Estate Law

Martha J. Sweterlitsch – Health Care Law; Non-
Profit/Charities Law

Ronald J. Teplitzky – Banking Law

William M. Todd – Health Care Law (listed for 10 years)

Mark D. Tucker – Appellate Law; Labor and Employment Law

Jeffry L. Weiler – Tax Law; Trusts and Estates (listed for 20 years)

Jeffrey Wild – Real Estate Law

Eric L. Zalud – Transportation Law

Additionally, Benesch ranked first in Ohio in the areas of Administrative Law and Government Relations Law. The firm ranked first in Cleveland in the areas of Administrative Law, Corporate Law, Health Care Law, Securities Law and Venture Capital Law. The firm ranked first in Columbus in the areas of Administrative Law, Appellate Law, Government Relations Law and Non-Profit/Charities Law. These rankings are based on the number of attorneys in the areas mentioned.

Published biennially since 1983 and now an annual publication, *The Best Lawyers in America* is universally regarded as the definitive guide to legal excellence in the United States. The results are compiled through an extensive peer-review survey in which more than 18,500 of the leading lawyers in the U.S. confidentially evaluate their professional peers. ►

Vigillo

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Practice Group, and **Martha Payne**, who has 15 years of direct experience in the trucking industry, are able to add value to the service they provide Vigillo by bringing their industry knowledge to the table. Bryan says he appreciates his team at Benesch due to their, “High-quality work, great expertise and lack of egos. Plus, since they are so visible and well-known within the trucking industry, Vigillo enjoys instant credibility when customers hear that we are working with Benesch.”

Bryan expects Vigillo’s relationship with Benesch to continue to flourish, stating, “One of the things we love about working with Benesch is that they are always bringing us new ideas for the business.” As Vigillo embarks on the journeys these new ideas present, its Benesch team will be alongside to help navigate. ►

Diversity Corner

Learn More About Benesch's Diversity Committee

The Benesch Diversity Committee, consisting of 11 partners, associates and senior staff members of the firm, has three primary focuses: recruiting, retention and education. Each of these focuses has a task force of committee members dedicated to actively resolving issues under that umbrella. Specifically, the recruiting focus targets best practices for bringing top-notch talent to the firm. The retention task force focuses on ways to better develop our diverse lawyers, while also providing them with the tools they need to maintain their careers with Benesch. The education mission is intended to continually educate our lawyers about diversity issues and programming.



The Diversity Committee's strategic plan includes very specific action steps for each committee member.

Betsy Dellinger, Chair of the Diversity Committee, notes: "The firm and our Diversity Committee are both passionate at a personal level about diversity and committed professionally to having Benesch set the benchmark in our community for diversity." ►

Appointments

Transportation Lawyers Association and Council on Litigation Management



Eric Zalud, Chair of Benesch's Litigation Practice Group and Chair of the firm's Transportation & Logistics Group, was recently inaugurated as President of the Transportation Lawyers Association (TLA) at the group's Annual Conference in Fort Lauderdale, FL. TLA is an independent, international bar association whose members assist providers and users of logistics and transportation services, regardless of mode. TLA is dedicated to keeping its members ahead of the constant changes in all aspects of the specialized legal environment affecting the transportation community, regardless of the particular legal discipline involved.

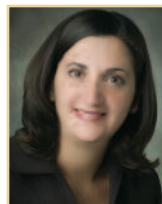
Eric was also invited to join the Council on Litigation Management (CLM). The Council consists of attorneys and in-house personnel who deal with litigation matters. Membership in the Council is by invitation only and invitation is limited. The Council is a nonpartisan alliance committed to furthering the highest standards of litigation management. The Council sponsors educational programs, provides resources, fosters communications and recognizes lawyers who meet high standards. Selected attorneys and law firms are extended membership based upon nominations from CLM Fellows.

Ohio Supreme Court



The Supreme Court of Ohio has appointed Benesch attorney **Michael Distelhorst**, Of Counsel, to a three-year term on its Commission on Professionalism. The Commission promotes professionalism among attorneys admitted to practice law in Ohio and aspires to advance the highest standards of integrity and honor among members of the legal profession. The Commission created and administers the Supreme Court's Lawyer to Lawyer Mentoring Program, which pairs experienced lawyers with new lawyers to provide guidance and share practical knowledge and skills during the transition from law student to legal practitioner. Its 15-member roster includes five judges, six practicing lawyers, two law school administrators or faculty and two persons not admitted to practice law in any state.

Cleveland Intellectual Property Law Association



Steven Auvil, Chair of Benesch's Intellectual Property Practice Group, has been named President-Elect of the Cleveland Intellectual Property Law Association (CIPLA) for 2008–2009 and will serve as President in 2009–2010. Additionally, **Susan Clady**, Of Counsel with the firm's Intellectual Property Practice Group, has been named Secretary of CIPLA for a two-year term from 2008–2010. CIPLA is an organization consisting of attorneys practicing intellectual property law, patent agents and law students interested in intellectual property law. With a membership of more than 400, CIPLA is an active group that brings together the private practitioner and the corporate lawyer at meetings and events. CIPLA cosponsors an annual intellectual property law seminar, the All-Ohio Annual Institute on Intellectual Property, which has been held each year since 1991 and attracts top intellectual property scholars who speak on a variety of topics.

American Bankruptcy Institute



Brad Sandler, a partner with Benesch's Business Reorganization Practice Group, has been appointed Co-Chair of the Special Projects Task Force of the Asset Sales Committee of the American Bankruptcy Institute. The American Bankruptcy Institute (ABI) is the largest multidisciplinary, nonpartisan organization dedicated to research and education on matters related to insolvency. ABI was founded in 1982 to provide Congress and the public with unbiased analyses of bankruptcy issues. The Asset Sales Committee studies asset sales and other issues arising from the liquidation of assets in and out of bankruptcy proceedings.

In addition to his appointment to the ABI, Brad was also recently appointed to the Education Committee of the Settlement Music School in Philadelphia, PA, was named to the Board of Directors for the Philadelphia Art Alliance and was named one of Philadelphia's "101 Top Connectors" by *Leadership Philadelphia*.

American Bar Association Section of Litigation



Jeremy Gilman has been reappointed Co-Chair of the Professional Liability Subcommittee of the Commercial & Business Litigation Committee of the American Bar Association Section of Litigation for the 2008–2009 program year. Additionally, **Brad Sandler** was reappointed Co-Chair of the Bankruptcy and Insolvency Litigation Subcommittee of the same committee for the 2008–2009 program year.

The committee focuses on issues arising from litigation relating to financial and business relationships, including banking, lender liability and credit disputes, securities and consumer matters, trade secret and confidentiality agreements, Uniform Commercial Code arrangements, real estate transactions, bankruptcy and general commercial dealings.

Mr. Gilman is a partner with the firm's Litigation Practice Group. His practice encompasses a wide range of complex business and liability cases and has included securities litigation, directors and officers litigation, fraud and business tort litigation, class action defense, products liability, professional liability and toxic tort defense, employment litigation, intellectual property litigation, insurance coverage litigation and commercial litigation. In the course of his practice, Mr. Gilman has handled cases in more than a dozen different states. He is a former Chairman of the Cleveland Better Business Bureau. ►

NorthCoast 99 Recognition

In the recently released 2009 NorthCoast 99, Benesch was listed as one of the 99 Best Places to Work in Northeast Ohio for the sixth time. NorthCoast 99 is an annual recognition program that honors 99 great workplaces for top talent in Northeast Ohio. The program was developed and is presented by the Employers Resource Council (ERC), Northeast Ohio's largest employers association. Since 1999, hundreds of organizations have been nominated and applied for the award, and the program has recognized nearly 300 organizations for their ability to maintain great workplaces that support the attraction, retention and motivation of Top Performers. ►

INTEGRITY		MY BENESCH MY TEAM
HONESTY		RESPONSIVENESS
EXCELLENCE		ACCOUNTABILITY
<p>What we stand for—made possible by the people who stand with us.</p> <p>Benesch attorneys and staff bring our core values to life every day to successfully pursue our clients' interests and advance our firm:</p> <ul style="list-style-type: none"> ■ Honesty, trust, integrity and ethical behavior in all our actions. ■ Excellence, competence and responsiveness in serving our clients. ■ Innovative and collaborative solutions for our clients. ■ Mutual respect, candor, teamwork and civility in our interactions. ■ Accountability and meaningful contributions to the ongoing success of the firm. ■ Meaningful contributions to the communities in which we live and work. <p>It's one thing to list your values; it's quite another to live them. We are proud to be recognized for the sixth time by NorthCoast 99 for our ability to attract, retain and motivate top performers.</p>		COLLABORATION
TEAMWORK		
RESPECT		

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Caring for Our Communities



Chair of Benesch's Real Estate & Environmental Practice Group **Kevin Margolis** (left) and Managing Partner **Ira Kaplan** received pies in the face in exchange for donations to CCFA.

Crohn's & Colitis Foundation of America

Over the summer, Benesch raised money to support the Crohn's & Colitis Foundation of America (CCFA). Among the various activities attorneys and staff took part in was a pie-throwing contest. A dozen attorneys and senior administrators acted as good sports and took pies in the face to support CCFA.

CCFA, founded in 1967, is a non-profit, volunteer-driven organization dedicated to finding a cure for Crohn's disease and ulcerative colitis. Its mission, in addition to curing Crohn's disease and ulcerative colitis, is to improve the quality of life of children and adults affected by these diseases. For more information, please visit www.ccfa.org.



dedicated to finding a cure

Juvenile Diabetes Research Foundation

Benesch continued this fall to support the Juvenile Diabetes Research Foundation International (JDRF). Since 1987, after partner **Norm Gutmacher's** then 11-year-old son was diagnosed with diabetes, Benesch has played an active role in raising funds for the Northeast Ohio Chapter of JDRF. From 1987 until the late 1990s, Norm served on the Board of Directors of the Northeast Ohio Chapter. Since leaving its Board of Directors, Norm has been a member of its Advisory Board.

In the past two years alone, Benesch raised nearly \$12,000 for JDRF through activities such as jeans days, pizza parties and participation in JDRF's annual Walk. Benesch has also purchased tables at the Northeast Ohio Chapter's Annual Gala, and the firm's attorneys and staff have assisted at the Walk and other events.

Founded in 1970, JDRF has awarded over \$1.3 billion to diabetes research. JDRF is a leader in setting the agenda for diabetes research worldwide and is the largest charitable funder and advocate of type 1 diabetes research. Its mission is to find a cure for diabetes and its complications through the support of research. To learn more, please visit www.jdrf.org. ►



Frank Carsonie Takes Flight

Over the summer, **Frank Carsonie**, a partner in Benesch's Health Care Practice Group, participated in an orientation flight aboard a KC-135 sponsored by the 121st Air Refueling Wing of the Ohio Air National Guard.

The flight originated from the Rickenbacker Air National Guard base outside of Columbus. Frank was able to sit in the cockpit of the plane during take-off and observe in-air, plane-to-plane refueling exercises during the flight. The purpose of the orientation flight was to familiarize community leaders with the role and mission of the 121st Air Refueling Wing and Ohio's employer support of Guard and Reserve organizations and programs. ►

Non-profit Spotlight



Cleveland's Community Solutions is marking its 95th year of helping the people who help Northeast Ohio. As a United Way agency, it is recognized for providing important resources to policymakers, community leaders and service providers. Although it is not a direct service provider, Community Solutions helps to identify the health, social and economic challenges facing Northeast Ohio and to develop strategies and solutions for the people and organizations affected by such challenges.

Formerly known as the Federation for Community Planning, Community Solutions focuses largely on public policy analysis and advocacy, applied research and communications. It undertakes coalition building and special projects, for example, playing a key role in The Cleveland Foundation's community-wide Youth Development Initiative. It is one of Ohio's leading advocates for sound tax, education, health and social service policies and is committed to increasing awareness of the benefits of investment in human capital. As part of that effort, a current goal of the organization is to increase support for a comprehensive, voluntary early care and education system for all Ohio children from birth to age six. Additionally, through the Council on Older Persons, it addresses a range of issue and programs that affect the well-being of the elderly.

Community Solutions is well known as the supplier of information and tools that help health and social service providers, public officials and other community leaders make decisions about the delivery of human services. It compiles relevant health and social status data, transforms data into usable and accessible information—like the *Social Indicators* series—and disseminates the information to the community in an easily understood manner.

As a past Board Chair of the organization, **Jim Friedman**, a partner in Benesch's Public Law and Real Estate & Environmental Practice Groups, said about the organization, "Community Solutions provides invaluable research and coordination on critical issues affecting the most sensitive concerns of people in our area. I was honored to serve as President of its predecessor, the Federation for Community Planning, and I support its work now."

In March of 2009, Community Solutions will present its 67th Annual Human Services Institute, a day of education, inspiration and reunion. This event, of which Benesch is traditionally a sponsor, is the longest-running and largest event of its kind in Northeast Ohio. It is geared toward people who desire to be involved in making Cleveland and the surrounding area a better place. For more information about Community Solutions or this event, please visit www.CommunitySolutions.com or contact Benesch attorney **Irv Feldman**, current Vice-Chair of the Board, at (216) 363-4469 or ifeldman@bfca.com. ▶



Going Green

Benesch continues to practice environmental responsibility and aid in preserving the earth. As part of an ongoing Green Initiative, the firm recently supplied all attorneys and staff with "Go Green!" reusable bags. **Carrie Gibson**, the firm's Recruiting Coordinator and a member of the Green Initiative Committee, said, "I love to use my green Benesch bag. It is very convenient for shopping, and I feel good doing my part to save the environment." The reusable bags are just one step Benesch has taken toward becoming a greener firm. ▶



Mike Primrose Finishes Ironman Competition

Benesch congratulates **Mike Primrose**, a partner in the firm's Corporate & Securities Practice Group, who recently finished his first Ironman competition.

Ironman Wisconsin is an "iron" distance triathlon held in Madison, WI. The "iron" or full distance triathlon consists of a 2.4-mile open water swim, a 112-mile bike ride and a full marathon (26.2 miles). Mike completed the race in 12:43:31, 966 out of 2200 racers and 78th of 226 men in his age group. ▶

Inside Benesch

E V E N T S

Nurse Manager Program

JANET FELDKAMP

2008 Nurse Manager Development Program

November 6, 2008 | Columbus, OH

Negotiating Business Acquisitions

BETSY DELLINGER

American Bar Association's 13th Annual National Institute on Negotiating Business Acquisitions

November 6–7, 2008 | Las Vegas, NV

Fundamentals of Health Law

HARRY BROWN

American Health Lawyers Association

November 10 | Chicago, IL

Long-term Care Legal Update

HARRY BROWN

Ohio Society of CPA's

November 11, 2008 | Columbus, OH

SMC³ Fundamentals of Contract Law Seminar

BOB SPIRA (Seminar Leader)

November 12, 2008 | Philadelphia, PA

Protecting Assets from Risky Business

MARTHA SWETERLITSCH

Ideas and Insights 2008: A Nonprofit Seminar

November 13, 2008 | Columbus, OH

Absenteeism and the FLMA: When are Employees Expected to Come to Work?

ANN KNUTH

AOPHA's Human Resources Conference

November 20, 2008 | Columbus, OH

Recent Developments in Corporate Governance Panel

DOUG HAAS

Annual SEC Developments Institute

November 19, 2008 | Cleveland, OH

Restraints on Lawyers' Speech

JOE GROSS

Ethics, Professionalism and Substance Abuse Education Seminar

November 21, 2008 | Cleveland, OH

Advanced Expert Witness Deposition Tactics

JOHN STOCK

NBI Conference

November 21, 2008 | Cleveland, OH

For more information on upcoming and current events, contact Megan Thomas, Client Services Manager at mthomas@bfca.com or (216) 363-4639.

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