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KMK D/I NEWSLETTER

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Sweet Cheeks Diaper Drive and Social Service Event

On December 14, 2017, the Women's Initiative teamed up with Johnson Investment Counsel (JIC) to host the Women's Initiative's inaugural KMK Social Service Event to benefit local non-profit, Sweet Cheeks Diaper Bank. Sweet Cheeks Diaper Bank is the only diaper bank in the greater Cincinnati area serving the basic need of diapers for low income families. With a prohibition against using government assistance for the purchase of diapers, and Cincinnati consistently ranking in the top 10-15 poorest cities in the country with populations of greater than 250,000 and having a child poverty rate tending to rank in the top 1-5 in the country, the need for diapers for our littlest citizens is astounding.

KMK answered the call. Thanks to the generosity of everyone at the firm, KMK and JIC were able to raise a total donation to Sweet Cheeks Diaper Bank of \$23,431. This amount provided enough diapers to Sweet Cheeks' clients through March 2018. KMK and JIC also rolled up their sleeves to wrap more than 30,000 diapers

at the Social Service Event—enough to fill up a 15 ft. U-Haul truck.

From donating money and diapers to taking the time to wrap and load all the diapers in a matter of hours, the response from KMK was incredible. Working alongside the enthusiastic JIC team also made for a fun, social evening. The Women's Initiative sends its sincere gratitude to everyone at KMK who helped make its inaugural KMK Social Service Event a huge success and it looks forward to another successful KMK Social Service Event in 2018.

Special appreciation goes out to Kathleen Haws for her significant efforts to organize and prepare all the diaper wrapping supplies and stations for the event.



KMK and JIC wrapped more than 30,000 diapers at the Social Service Event



Kelley Brandstetter Tracy, KMK Law; Mary Ellen Malas, KMK Law; Megan Fischer, Sweet Cheeks Diaper Bank; Priya Sivagnanam, Johnson Investment Counsel



Left: Chris DeSantis, CPDeSantis.com;
Marcus Phelps, KMK Law

Right: Adrienne Roach, KMK Law;
Chris DeSantis, CPDeSantis.com;
Bethany Recht, KMK Law

Embracing Generational Diversity

On October 3, 2017, management and organizational consultant Chris DeSantis visited KMK to deliver a humorous presentation on the generational differences that arise in the workplace. From Traditionalists, to Boomers, to Gen Xers, and yes, to those Millennials, Chris offered tremendous insight regarding the way in which each generation was raised and the events that shaped each generation's worldview, and how those things impact each generation's interactions with other generations in the workplace.

Chris called our attention to the significant transformations of the home and school environments experienced by Gen Xers and Millennials, which often conflict with the seemingly unchanging work environment that their Traditionalist and Boomer colleagues view as much more consistent with their own home and school environments growing up. Chris discussed potential approaches to foster better communication and understanding between the generations to achieve more successful outcomes, whether that be tapping into the wisdom of the legacy-minded Boomer, inspiring collaboration from the privately skeptical Gen Xer, or

providing meaningful, constructive feedback to the constantly engaged Millennial.

Yet, despite all our differences, including the significant increase in tattoos amongst Gen Xers and Millennials, Chris reminded us that we actually have much more in common than we have differences between us. Chris challenged us to know who we are and what is important to those around us, starting every conversation with the proposition that there may be different perspectives among those participating in that conversation.

“We don't see things as they are, we see them as we are.”

– Anais Nin

Inaugural Diversity Case Competition for First Year Law Students

In January 2019, KMK will host the first ever Diversity Case Competition for first-year minority law students in the Greater Cincinnati area. This inaugural competition will provide a premier learning experience through a challenging case competition. In addition, participants will have opportunities to network and connect with non-legal and legal professionals from around the Greater Cincinnati area. The program will include students from the University of Cincinnati College of Law, University of Dayton School of Law, the University of Northern Kentucky Salmon P. Chase College of Law, The Ohio State University Moritz College of Law, and the University of Kentucky College of Law. Additional

information about the program will be available in Fall 2018. If you are interested in being involved with the Diversity Case Competition, please contact Julie Mulhern.


University of
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The Greater Cincinnati Minority Counsel Program (GCMCP)

KMK is an active member of the Greater Cincinnati Minority Counsel Program (GCMCP). The mission of the GCMCP is to increase the volume, value, and significance of corporate legal work managed, billed, and performed by minority attorneys by implementing a partnership among corporations, majority-owned law firms, minority-owned law firms, public sector, and charitable and educational organizations. GCMCP hosts a variety of networking events between law firm attorneys and in house counsel at major Cincinnati corporations and other organizations, as well as offers a number of free CLE events throughout the year.

The GCMCP just recently launched the GCMCP Academy to provide critical training in key areas to help member attorneys be prepared and have the top notch skills that are most needed to succeed in the legal arena. On May 16, 2018, the GCMCP Academy will also be holding the “Effective Writing Skills Workshop” from 11:45AM-2:30PM (lunch provided) at Graydon. KMK attorneys can register for these workshops *for free* through the GCMCP website: www.gcmcp.org



Shannon Lawson currently serves as Secretary for the GCMCP Board of Directors. If you are interested in getting involved with GCMCP’s programs or events, including participating in a KMK-hosted GCMCP Academy workshop, please contact Shannon.

Thanks, Kudos and Congratulations

ALFA International Women’s Initiative Practice Group



Congratulations to **Lisa Wintersheimer Michel** on her appointment to the Steering Committee for the ALFA International Women’s Initiative Practice Group (WIPG). The WIPG serves as the central forum for the ALFA women attorneys to network and share best practices concerning all

aspects of the practice and management of law. The group is open to all women attorneys in ALFA International law firms like KMK, and includes lawyers at all stages of their careers. The goals of the WIPG include increasing opportunities in other practice groups, sharing knowledge of best practices, confronting and addressing the unique challenges of female lawyers, and building and strengthening meaningful business and personal relationships.

WE Succeed & On The Rise



Congratulations to **Margaret Kubicki** on successfully completing the Cincinnati USA Regional Chamber Leadership Program WE Succeed. WE Succeed is an intensive three-month executive coaching experience designed to help high potential business professionals develop exceptional

leadership skills to advance their company and career.

We also extend our congratulations to Margaret on her promotion to partner at KMK.

Thanks, Kudos and Congratulations (continued)

2017 YWCA Rising Star



Congratulations to **Sarah Vonderbrink Geiger** on being selected to the YWCA of Cincinnati's 2017 class of Rising Star Award recipients. The YWCA Academy of Career Women of Achievement created the Rising Star Award and Network in 2002 as a way to mentor and support younger women in pursuit of excellence

in their careers. Nomination criteria include having the qualities of an outstanding performer, proven leadership abilities, and the potential to attain marked achievement in her chosen career.

Women Helping Women



Congratulations to **Tom Hankinson** on his appointment to the Board of Women Helping Women. Women Helping Women prevents gender-based violence and empowers all survivors, providing evidence-based prevention, expert crisis intervention, and support services locally for survivors of dating violence, sexual violence, domestic

violence, and stalking. Women Helping Women serves over 15,000 clients annually.

KMK is sponsoring Women Helping Women's 12th Annual Light up the Night Gala—Superhero Soiree to be held on April 26, 2018 at JACK Cincinnati Casino. For more information about this event and Women Helping Women, please contact Tom Hankinson.

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At the law firm of Keating Muething & Klekamp (KMK Law[®]), we strive to stay ahead of the curve in understanding the complexities of the new economy and anticipating how our clients' business goals may be affected.

Our attorneys integrate themselves into our clients' businesses — strategizing from their point of view in order to develop sophisticated, high-value solutions that are efficient, effective, and economical. To explore the ways in which KMK attorneys can provide value-added solutions customized to your unique challenges, contact us.

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