

## EIGHTY-SIX YEARS AND COUNTING . . .



By Harold R. Kemp  
Kemp Schaeffer and Rowe

Steven Rowe, Michael Schaeffer and Harold Kemp  
Suzette Doak, Kathy Taynor (seated) and Nancy Smith

Our firm is a law firm blessed with three legal assistants who have now logged a total of over 86 years of dedicated service for the firm. In this day and age, it is a real tribute to have this type of employee loyalty and longevity. These ladies should be cloned for their work ethic and dedication.

Nancy Smith achieved the 30-year marker on July 22, 2009. On May 5, 2010, Kathy Taynor gained the 30-year distinction. Suzette Doak won the 25-year marker on February 18, 2010.

The common thread with these women must result from how they were raised; in terms of values, respect and appreciation. These three have seen an incredible transition in the practice of law since they commenced their careers.

Nancy arrived at the firm in 1979. She works primarily for Harold Kemp and Jackie Kemp, and she stays young by working six days a week, arriving promptly each morning at seven. When not at work, she can be found volunteering for the West High School Alumni Association.

### Nancy reminisces as follows:

My Mother told me “remember that the lawyer is the boss.” Not everyone can be a boss.

At the beginning of my career, things were pretty simple. The equipment consisted of a typewriter, reel-to-reel Dictaphone and an adding machine. A phone with push buttons. No voice mail.

In my working career, we became super automated and the practice became a lot easier.

I am especially fond of the memories we

have over all of these years with clients. They still remember me and I have now met their children and grandchildren.

I still find it hard to understand some of the decisions we receive from the court. Some just do not make sense.

I will work until I can't walk or the car won't start.

Kathy works primarily for Michael Schaeffer and is very comfortable dealing with multi-million dollar transactions. On May 5, she was the first of our employees to earn the distinction of working for our firm full-time for thirty years.

All cases are treated equally by Kathy; she just hunkers down and plows through the work with unyielding dedication. Kathy enjoys keeping up with her husband, her son and daughter-in-law, as well as her daughter who recently became engaged and achieved a degree in pharmacy.

### Kathy recalls . . .

When I started working for the firm, I really enjoyed the co-workers and Michael Schaeffer.

The most dramatic change has been to go from an electric typewriter to computers, emailing of documents, and the internet. How incredible!

I believe that I have been fairly compensated. This was very important to me in raising a family. Sometimes I wish that it was “30 years and out.”

I like to assist in the winning of large cases, successful bank attachments and working with honest caring attorneys.

I have seen the laws change so

dramatically from protecting the creditors to protecting the debtors.

I would advise anyone to gain more education; become a paralegal with a better understanding. Take pride in your work. Proof read everything!

Never burn bridges. Stay friends with former employees and maintain contact with them.

Work for an employer where it can remain constant; even though you might get married, have children, attend graduations and weddings as I have.

Gain a good perspective on life – work to live instead of live to work!

Suzette works primarily for Steve Rowe, together with two other lawyers in the office. She has taken a “hands-on” approach to the practice, together with maintaining impeccable employment loyalty. Suzette is involved with her church, her husband and her very beautiful daughter at Dublin Coffman High School.

### Suzette remembers . . .

I worked as a legal secretary for five years in Weirton, West Virginia, before coming to Columbus. I interviewed with Steve Rowe and was appreciative of his time and effort to really train me properly.

The concerns that I had after the first day quickly went away and now, it's 25 years later.

Technology has been phenomenal. Only when you have worked in an environment without these modern marvels can this be understood.

I really appreciate the relationships I have developed, both with employees and with clients. This is the most important thing. I have endearing respect for the partners as they have for me. We need to keep praising each other. Associates with a “know it all” attitude need to learn an understanding of respect. Everyone needs to hear “thank-you.”

The firm has been very understanding when family issues arise and time off is needed.

Young people entering the workplace should determine the reputation of the employer; this is important.

Our firm – partners and staff – could not let this significant milestone pass without paying tribute to these three fine ladies. We owe a debt of gratitude for 86 years of employment. May it continue on into the future.

\* Harold, Michael and Steve met as law clerks in March, 1973, and commenced operation as Kemp Schaeffer Rowe in April, 1977.



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