

Traci L. Martinez

Partner

Columbus

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About Traci

Traci Martinez, the managing partner of our Columbus, Ohio, office, is a nationally recognized trial lawyer and community leader. Traci has a unique and broad practice that is notable because she applies a keen focus on the business objectives of her clients, whether through litigation, counseling or transactional matters.

In her practice, Traci spends a large portion of her time devoted to trial work, which is a true passion. Her work in this regard is national, marked by a particular depth of trial experience in Ohio, Missouri and Kansas. Traci has successfully tried numerous cases and obtained full defense verdicts in multiple jurisdictions concerning a wide range of disputes. Her focus is on winning, whether the controversy arises from contracts, business torts, catastrophic claims or otherwise. She employs an aggressive, yet strategic approach to all matters and has a unique ability to understand plaintiffs' strategies during very early stages of litigation. She partners with clients to distill complex circumstances and thoroughly explains options at every stage of litigation.

A legal strategist and trusted adviser to organizations across the US, Traci regularly counsels boards of directors and C-suites on the complex employment issues they face, including executive agreements and compensation, sensitive investigations such as alleged sex-harassment/hostile work environment claims and threatened executive takeovers. She advises employers on compliance with federal and state employment laws, including covenants not to compete, trade secrets, independent contractor issues, social media law, the FMLA, Title VII, the ADA and the ADEA.

As a former member of the firm's Global Board, Traci assisted in the strategic planning of the firm's initiatives, including expansion into new markets, such as Asia and Italy. She has been instrumental in the evaluation and advancement of partners across the firm and has led the planning of the firm's global partners' meetings.

Traci regularly volunteers her time to advance diversity initiatives within the firm and her community. Currently, she serves as chair of the firm's Advancing Women's Task Force and is the Champion Sponsor for the firm's LatinX Hispanic Attorney Resource Group. She is consistently recognized for her efforts relating to diversity and inclusion. She was selected by *Latino Leaders*

magazine as a Top Latino Lawyer and Most Powerful Women in Law, earned *Profiles in Diversity* magazine's Women Worth Watching Leadership Award, and was shortlisted for Inspiring Role Model in Promoting Gender Diversity in the Legal Profession – *Chambers USA* Women in Law Awards.

Prior to attending law school, Traci was an elementary school teacher. Currently, along with other chief executives in the community, she is a member of the Columbus Partnership. She also serves as chair of the Experience Columbus Board of Directors and Columbus State Community College.

Credentials

Education

- The Ohio State University, J.D., formatting editor, *I/S: A Journal of Law and Policy for the Information Society*, 2008
- University of Houston, M.A., 2001
- University of Notre Dame, B.A., 1998

Admissions

- Missouri, 2015
- Ohio, 2008

Courts

- U.S. Dist. Ct., E. Dist. of Missouri
- U.S. Dist. Ct. W. Dist. Of Missouri
- U.S. Dist. Ct., S. Dist. of Ohio
- U.S. Dist. Ct., N. Dist. of Ohio

Memberships & Affiliations

- Member, Ohio State Bar Association
- Member, Columbus Bar Association

Recognitions

- Recognized in *The Best Lawyers in America* for Labor Law – Management, Employment Law – Management and Litigation – Labor and Employment
- Selected, *Lawyers of Color Power List*, 2020
- Selected, Harvard Business School's Young American Leaders Program, 2020
- Shortlisted for Inspiring Role Model in Promoting Gender Diversity in the Legal Profession – Chambers Women in Law Awards: USA 2018
- Selected, *Latino Leaders* magazine, Top Latino Lawyers, Super Lawyers, Most Powerful Women in Law, 2018
- Selected, *Profiles in Diversity's* Women Worth Watching Leadership Award, 2018
- Pathfinder Facilitator, Leadership Counsel on Legal Diversity, 2017 – 2018
- Fellow, Leadership Council on Legal Diversity, 2016 – 2017
- Named, *Columbus Business First's* "Forty under 40" Class of 2016

- Selected, Leadership Columbus Class, 2015 – 2016
- Recognized in *Ohio Super Lawyers –Rising Stars*, 2014 - 2018

Expertise

Services

- Labor & Employment
- Litigation

Community Involvement and Volunteer Work

- Chair of Board of Directors, Experience Columbus, 2023 – present
- Trustee, Board of Trustees, Columbus State Community College, 2023 – present
- Member, Columbus Partnership, 2021 – present
- Board and Executive Committee Member, Experience Columbus, 2018 – 2023
- Chair, Diversity, Equity & Inclusion, Experience Columbus, 2021 – 2023
- Member, National Hispanic Bar Association, 2015 – present
- Volunteer, The Ohio State Moritz College of Law to advance diversity initiatives, 2008 – present
- Board Member, HandsOn Columbus, 2017 – 2019
- Volunteer, American Immigration Lawyers Association Citizenship Day (assisting Cuban Permanent Resident with completing documentation needed to apply for US citizenship), 2016
- Board Member, Delaware County Foundation, 2014 – 2016
- Deputy President, Region X Hispanic National Bar Association, 2013 – 2015
- Mid-Ohio Foodbank: Squire Patton Boggs Campaign Organizer and Volunteer, 2012 – 2015
- Adjunct Professor, The Ohio State University Moritz College of Law, teaching Appellate Advocacy, 2011 – 2015
- Member, Delaware County Foundation Scholarship and Grants Committees, 2013

Publications & Speaking Engagements

- Presenter and moderator, "*Dobbs v. Jackson Women's Health Organization*: What are the complexities to navigate for your organization and the future of abortion protections in the US?" — August 12, 2022.
- Featured, "Big Cities Talk Return to Office. Rest of the U.S. Is Already There," *The New York Times*, August 2, 2022.
- Guest speaker, "Implications of Being a First Generation Lawyer," LegalSpeak Podcast, 2019.
- Presenter, "The End Game: Employment Law Year in Review," L&E Annual Seminar (CLE), October 22, 2019.
- Presenter, "Sometimes, Even Superheroes Need Leave: A Discussion on Leaves and Accommodations," L&E Annual Seminar (CLE), October 22, 2019.
- Panelist, "Top Employment Law Mistakes Even Superheroes Make," L&E Annual Seminar (CLE), October 22, 2019.
- Moderator, "International Women's Day Celebration: Navigating Current Social Issues," San Francisco, California, March 8, 2018; Los Angeles, California, March 7, 2018.
- Presenter, "Phone a Friend: Your Lifeline to Navigate Gender Issues," L&E Annual Seminar (CLE), October 25, 2017.

- Presenter, "Deal or No Deal: Legal and Practical Advice for Dealing with Employee Leave Issues," L&E Annual Seminar (CLE), October 25, 2017.
- The Ohio State University Moritz College of Law: *Sidebar* article, 2016.

About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.