

# PITTSBURGH BUSINESS TIMES

20 PEOPLE TO KNOW IN LAW

## JAIME SERENITY TUITE

Pittsburgh office head, employment shareholder,  
Buchanan Ingersoll & Rooney PC



**Buchanan**  
Ingersoll · Rooney

Jaime Tuite in late April became head of Pittsburgh's third-largest law firm's downtown office, which is home base for 290 employees, including 132 lawyers — about one-third of Buchanan Ingersoll & Rooney's total. She'll continue to practice. She has had a 20-year career as an attorney at Buchanan and has been a shareholder since 2014. She represents employers in litigation matters, such as violation of noncompete agreements, discrimination and whistleblower claims, and investigates employee allegations, provides training and counsels clients on how to avoid litigation.

**What's one thing that has come out of the pandemic that you hope will stick?** I hope the videoconferences continue to replace telephone conferences. Nonverbal communication is important, and while many are "ZOOM'd out," I enjoy seeing people

when speaking with them. I am even more excited that the courts are opening back up, and we will be able to return to more in-person proceedings and meetings.

**Will corporations continue to use alternatives to law firms?** More law firms are incorporating the "alternatives" into their firm offerings, and there are advantages to clients for the law firms to manage and incorporate those services. Buchanan partners with third parties on a number of services, including related to data analytics and e-discovery, which have been beneficial to our clients.

**What is your most memorable case or major legal project?** It involved a due process claim and a jury trial loss. However, the Court of Appeals reversed the verdict, resulting in a victory for my clients. The case reminds me that lawyering requires: (1) great patience, (2) faith that justice will prevail, and (3) an appreciation for those around you who make the journey possible and, often, enjoyable.

**What can the legal industry do to improve diversity and attract more diverse candidates?** The industry must continue its Mansfield Rule, borne out of

the Rooney Rule (hiring practices that bring diverse, qualified candidates to the table). Firms must also engage in consistent mentorship/sponsorship practices and implement strategies that overcome the obstacles to diversity. For D&I, an intentional focus on an inclusive culture is key.

**What is your favorite depiction of a lawyer in a book, TV or cinema?** There are so many lawyer stories that I enjoy. I recently watched "Just Mercy" with my children. It is the story of Bryan Stevenson, a civil rights lawyer who fights for the rights of Walter McMillian, a Black man wrongly accused of murder. It opened the door for a family discussion about racism.

**What are you prioritizing in your new role as head of Buchanan's Pittsburgh office?** We are looking forward to more of us working in the office as well as furthering our in-person collaboration efforts, especially with clients. We also plan to continue to grow our Pittsburgh office, which remains Buchanan's largest office in terms of attorneys and government professionals.