



THE TOP 100 ATTORNEYS

Mauricio J. Rauld, Esq., Syndication Attorney

Celebrating
our 15th
Year of
Publishing





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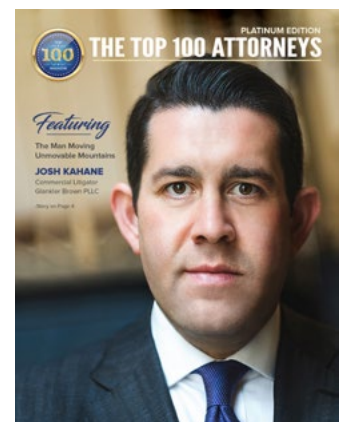
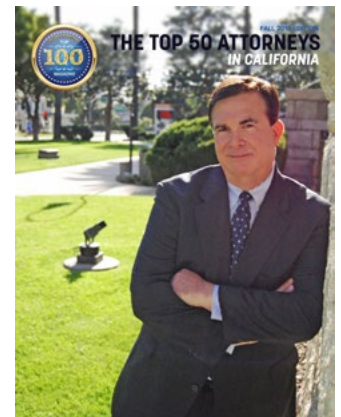
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The staff of *The Top 100 Magazine* would like to express their gratitude for having the privilege of working with the brightest, most accomplished, and esteemed professionals in the legal profession.

Through the combined efforts of our account directors, writers, production staff, and artists, as well as the cooperation of everyone who is featured in this extraordinary edition, I believe we are presenting a publication that will serve as a standard for legal achievement for all time.

I know that our readers will be equally impressed by these stories and appreciate the tremendous fortitude, dedication, and perseverance of these individuals, along with the many sacrifices they have made in the pursuit of their dreams.

It is my sincere wish that each and every one of these amazing professionals continue to experience success and my pleasure to present *The Top 100 Attorneys Magazine*.

Joseph Nunziato
CEO, Redwood Media

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THE TOP 100 ATTORNEYS

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**THE TRAILBLAZERS. THE LEADERS.
THE CHANGE-MAKERS. THE DREAMERS.**

We bring the stories of extraordinary people to the world.



DANIEL J. CALLAHAN

Celebrated litigator, Daniel J. Callahan (“Dan”), has a forthright confidence backed by quantifiable results, successful verdicts, and settlements. As one of the top trial attorneys in the state of California, he has attained over \$1 billion in awards for his clients and throughout his storied 42-year career, he’s upheld one vital strategy—be prepared! “If you’re not preparing to win, you’re preparing to fail,” he shares.

Dan’s formidable trial skills are evident in several of his landmark cases. He brought and won a complex breach of contract dispute for *Beckman Coulter v. Flextronics*, receiving a unanimous jury verdict after a three-month trial, in which the award was \$934 million. It was the largest in California that year, and to this day, remains the largest in Orange County history. Apart from monetary awards, Dan also set important legal precedents, such as getting patent and trade secrets infringement covered under a general liability insurance policy. “We have proven ourselves to be experts in insurance coverage and in finding insurance coverage for our clients,” he shares.

Until recently, Dan was the managing partner of Callahan & Blaine, a prominent law firm that has been part of the southern California landscape since 1984. Now he is preparing to serve the community in two more, very exciting ways as CEO of Callahan Consulting Group.

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ABOUT CALLAHAN CONSULTING

Callahan Consulting Group serves law firms and sole practitioners throughout California, providing consultation on litigation and trial strategies, as well as creative techniques to present issues and arguments for both plaintiffs and defendants. Dan's litigation practice areas include civil, business, personal injury, employment, and insurance, and as someone who knows the best attorneys in America, he also helps clients find the best lawyers for their cases in their community.

ABOUT DAN

Juries adore Dan, the opposition fear him, and clients rely on him. He's obtained many eight-figure verdicts and settlements and defended against and defeated some of the finest plaintiff firms in the country. He's highly respected by the legal community, and as such, he has cultivated a contact list that reads like a *Who's Who* among the legal elite. There's no problem that he can't handle and even after 42 years, he's still solving them at an astounding rate. This impressive record has led to his recognition as OCTLA *Trial Lawyer of the Year* three times, and being named as one of the *Top 10 Attorneys in the United States*, according to the *National Law Journal*. He's also been voted *California Business Trial Lawyer of the Year* by *California Lawyer Magazine* and named one of the *Top 100 Trial Lawyers* by the American Trial Association—all while maintaining a top ranking by *Best Lawyers in America*, *Super Lawyers*, and *Avvo*.

The Top 100 Magazine spoke with Dan to learn more about the latest additions to the Callahan Consulting Group's suite of services and the memorable cases that led to his stellar reputation as a fierce litigator, client advocate, and trailblazer.

THE INTERVIEW

Dan, let's begin with the attorney referral and case-matching services offered by your firm.

The first component is helping clients find a suitable attorney in their area for the particular specialty that is required. Based on four decades of experience and my familiarity with many of the leading attorneys nationwide, I can strategically vet attorneys to ensure I recommend the best match. Without proficiency in the law, or an intimate knowledge of those practicing it, a client cannot make an informed decision about who should represent them. More often than not, especially with personal injury attorneys, the firms you see on billboards aren't always the best. They just have bigger marketing budgets. The second component, which ultimately complements the first, is working with attorneys to improve their pretrial and trial litigation strategies. My firm has often been retained to clean up a mess that another attorney made in handling a case, so we understand the need for this service.

You've made headlines for some of your settlements. Can you give us some highlights?

Exclusive of mass torts or class actions, I received the largest personal injury settlement in U.S. history on a road design case against the City of Dana Point. This particular case was especially memorable for me because other attorneys had refused to take it because the defendant was an uninsured drunk driver. I took



the case and pursued the city on behalf of two women who were rendered quadriplegic. Despite the obvious liability of the driver, I settled the case with the City for \$50 million.

There's no debating your achievements, but what do you believe to be the underlying factors of your success?

The thing that immediately comes to mind is preparation. I read and summarize all of my own depositions and prepare all of my examinations. I had one case where my client was a large company being sued by a man claiming emotional distress. On the stand, the plaintiff described his emotional distress as being in a white room with no doors or windows. Something about that sounded familiar to me so I went back and did some research. I discovered that his testimony was taken from an episode of *The Twilight Zone*. I read that very language from the back of the video cover and the jury laughed. Had I not already been fully prepared for upcoming witnesses, I would have not had the time to devote to researching this issue. Later the jury gave me a unanimous defense verdict.

Lastly, Dan, we've heard that you're very engaged in the community. Tell us about some of your philanthropic undertakings.

I am involved with the Juvenile Diabetes Organization, the Liver Foundation, and CHOC, which benefits children in impoverished areas. I have personally funded the education of several inner-city youths who went on to become doctors. Giving back is very important to me.

Daniel received his B.A., magna cum laude, from Western Illinois University, and his J.D., with honors, from University of California at Davis School of Law.

SANDY

Raysor-Taylor

“ I Choose the Mountain. ”

“I choose the mountain and I will never stop climbing. I choose the mountain and I shall forever be ascending.” These words by Howard Simon have fed Sandy Raysor-Taylor’s spirit her entire life, and anyone who’s ever crossed paths with her will tell you that she is the very embodiment of this sentiment. She’s not only the founder and principal attorney of her namesake firm, Raysor-Taylor Law, in Baltimore, Maryland, but as the former division chief of the Life and Health Division of the Maryland Insurance Administration, Sandy stands as the first female and the first African American to hold this position and she is the recipient of MIA’s *Citation of Excellence Award*. With a 24-year history as a passionate legal advocate specializing in consumer bankruptcy, complex tax litigation, domestic law, catastrophic personal injury and wrongful death, Sandy has climbed mountains on behalf of thousands of people, ushering them through some of the most challenging times of their lives. Along the way, she was victorious in the precedent-setting case of *In Re: Megginson* (2007) against the United States Department of Justice, which tremendously impacted bankruptcy laws and allowed debtors to be eligible to continue to file a Chapter 7 bankruptcy who would be otherwise required to file a Chapter 13 after the 2005 bankruptcy reform. Sandy was recognized for her accomplishments with the *Barred & Beautiful Award* in 2021, a commendation that honors outstanding female attorneys and their contributions to the legal profession.

“ Just knowing that I made a difference in a person’s life. That is my greatest reward. ”

Sandy’s rise to prominence was not driven by ego, or glory, or status, or even the desire to be the unwitting trailblazer that she’s become. It was driven by the simple yet profound desire to help people, which began long ago in the tiny Southern town of Blackville, South Carolina, where Main Street spans a single stoplight, Dollar General is the social epicenter, and the high school homecoming game is a holiday celebrated by

all. It is an unassuming hamlet where the tradition of helping one another is as much a part of the fabric of the community as the storied lore of the secret powers held by the waters of Healing Springs. This is the village that nurtured the fearless spirit of a small-town girl determined to make a difference, who rose to break barriers in the vein of her hero, Supreme Court Justice Ruth Bader Ginsberg, and become an award-winning attorney and the leader of thriving practice in one of the largest cities in the country. Yet Sandy’s humility belies her credentials and her remarkable achievements, reflecting the same genuine, caring spirit that first compelled her to the law long ago, so poignantly captured in her own words: “Just knowing that I made a difference in a person’s life. That is my greatest reward.”

We had the privilege of talking with Sandy to learn more about her journey, her practice, and why she still chooses to work personally with each and every one of her clients.

Let’s start at the beginning. Why did you decide to become an attorney and start your practice in Baltimore?

Even as a child, I had a reputation for being tenacious and extremely outspoken in school. I was very competitive and did a lot of public speaking in the community. My public speaking started in my hometown church of Shrub Branch Missionary Baptist Church in Blackville, SC, where my parents, William and Elouise Raysor, would take me every Sunday. I began speaking at church events at the tender age of three years old. I couldn’t read yet, so my grandmother Ella would teach me to memorize my speeches. Everyone always told me, “You should be a lawyer.” I decided at 20 that’s what I was going to be, and I was going to help people who needed it most. After college, I worked for Blue Cross Blue Shield of South Carolina in the Legal Department and eventually moved to Maryland and transferred to Blue Cross Blue Shield of Maryland, where I worked as an underwriter and a contracts administrator, negotiating software and other vendor contracts for the company. I did this while I cared for my ailing Mother and attended law school at night. It was hard, but with the love and support of family and friends, I did it - because nothing was going to stop me—“I chose the mountain.” The rest is history. I opened my practice in 1998

“ The majority of my cases involve defending people in matters of domestic violence, child custody, guardianship, child support, and divorce.

to focus on specifically on these areas of law because that's where the most need was, especially in the area of domestic law.

Domestic law is particularly close to your heart. Tell us about your work in this area.

It really is. The majority of my cases involve defending people in matters of domestic violence, child custody, guardianship, child support, and divorce. A lot of my clients are women who are afraid of their husbands or are in abusive relationships, and so many of them are traumatized, so my first goal is to empower them to fight their spouse and mentally prepare for it before I even think to go to court. My motto is “Power Women Empower Women!” It's not just about serving as their legal advocate or litigator who knows the law; there's a lot of therapy involved in what I do, and my undergraduate degree in psychology helps tremendously. They're understandably distraught, depressed, and they're at their wits end—and they're looking to me for strength. For me, the fight is on. I will climb that mountain that for her.

Is this why you still choose to work personally with your clients? That's a rare approach for most leaders of a thriving law firm.

It absolutely is, and I think the one-on-one relationship I have with each of my clients is what sets me apart. A lot of attorneys assign admin staff or paralegals to work with their clients, but in doing so, they don't get that personal experience to be able to effectively defend them. The best-laid strategy can run amok in court if the other attorney throws something out of left field, and if *you*, as their advocate, don't know your client's *whole* story, you can't defend them because you're not fully prepared. I've so often prevailed on behalf of my clients in court because I have great insight into their lives, personalities, nuances of their situations, so I'm prepared for these curve balls.



Founder & Principal Attorney

Let's end with a personal question, Sandy. What do you enjoy most about your work?

Helping people and making a difference in their lives. I have clients whose children were babies when I helped them, and now they're grown, and they send me cards, like, “Thank you so much for helping us. Because of you, I was able to go to college, and now I'm successful in my dream job.” That's what makes me smile, just knowing that I made a difference in a person's life. That is truly my greatest reward.

Sandy is a member of the Delta Sigma Theta Sorority and holds an LL. M. in taxation, a Doctorate of Jurisprudence, and a master's in public administration from the University of Baltimore, Baltimore, MD where she was honored as an Angelos Scholar. She also holds a Bachelor of Arts in psychology and a Bachelor of Arts in health education from Columbia College, Columbia, SC. Sandy is currently pursuing a Doctorate of Philosophy in criminal justice at Liberty University, Lynchburg, VA.

CONTACT: raysorlawofc@aol.com | LI: Sandy Raysor-Taylor

DAVID SENOFF



A Civil Action. The Rainmaker. Erin Brockovich. To Kill a Mockingbird. Nearly everyone has seen or heard of these popular movies heralding the tenacious fictional and real-life lawyers who battled against the greed and corruption of some of the most powerful civil and corporate entities on behalf of everyday people. And while he'd humbly shun the comparison, it's not difficult to see in David Senoff a glimpse of the fictional Atticus Finch and more than a bit of Ed Masry, Jan Schlichtmann, and other passionate legal advocates who came before him, all of whom were driven by the sacred value that drives David—to fight the good fight for all. In an industry that keeps score on success through billable hours, the size of a case, or

“

Whether I'm fighting on behalf of an individual or a class of people, engaging in public policy issues, or representing political candidates, there is no gray area between right and wrong, and I'm driven by making sure the side of "right" prevails.

a celebrity client list, David measures "success" based on one simple but profound metric. "This is not a job for the money or the prestige. I view it as a calling, and I keep score based on the lives I've changed," he says. For the people he's represented and the causes he's championed, there is no calculus to measure the immensity of the impact David has made.

Designated as a *Super Lawyer* for the last 16 years and recognized as a *Best Lawyer* by *US News & World Report's* "Best Lawyers in America" for the past eight, David has fiercely battled—and prevailed—against seemingly indomitable behemoths, among them large health insurers, banks, and others. From representing people against

Co-Founder & _____
Managing Member

For the people he's represented and the causes he's championed, there is no calculus to measure the immensity of the impact David has made.

health insurers to obtain coverage for lifesaving medical treatment, to serving as plaintiff's co-lead counsel for victims in the infamous "Kids for Cash" cases, to acting as counsel for campaign committees and candidates and engaging in important public policy fights, to reigning victorious as lead class counsel for thousands of low-wage workers—this is what David lives for. And this is precisely what compelled the 30-year legal veteran to cofound First Law Strategy Group in Philadelphia, Pennsylvania. Launched in 2019 with partner Hillary Weinstein, the boutique plaintiff's litigation firm specializes in class actions and appellate advocacy, insurance bad faith, affirmative litigation for governmental entities, and campaign and election law problem-solving.

We had the distinct privilege to sit down with David to learn more about his practice, some of his most memorable cases, and what drives him to keep fighting the good fight.

Q: David, let's start with a personal question. What drives you keep fighting the "good fight" for people?

My sister was born with cystic fibrosis and was told she wouldn't live past 16 years old. Now, she's 48. For years, I watched my mom battle with the insurance company for her treatment and about the hospital bills. When I hear these types of stories from people fighting for lifesaving care or something like this, that's what drives me. It reminds me of watching my mom having to do that for my sister. That's why I was so interested in these kinds of cases. In my view, whether I'm fighting on behalf of an individual or a class of people, engaging in public policy issues, or representing political candidates, there is no gray area between right and wrong, and I'm driven by making sure the side of "right" prevails.

Q: Let's talk first about some of the class action cases and public policy battles that you've engaged in. Can you share a few examples with us?

I'm happy to. The "Kids for Cash" cases (*Wallace v. Powell, et al.*), which we started working on when I was almost 20 years removed from law school, challenged my trust in the entire "system," and I was no naïve young lawyer then. When judges take money from entities with a financial interest in the privately run juvenile facility to which the judges are sending children who appear before them for what are, in large part, otherwise "minor" or "petty" offenses, to help the private facility earn money, it reflects negatively not only on those involved, but our entire system of justice. And that is not the worst part. The worst part was

the tragic ways in which these acts by a handful of actors effected thousands of lives. Fortunately, we were able to resolve the cases and provide some compensation for the victims.

In our "Wage Debit Card" cases (*Siciliano v. Mueller*), I served as lead class counsel for a certified class of 2,380 low-wage workers, where we made new Pennsylvania law regarding the state's Wage Payment and Collection Law by establishing that employers violated the law by paying employees solely by debit card. Ultimately, the employees got almost 100% of their transaction costs back.

Q: Tell us about some of your most memorable medical insurance bad faith cases.

There are many that left an indelible mark on me, but I'll briefly share just two. First, *Robb v. HealthAmerica*. I obtained an injunction against our terminally ill client's health insurer ordering it to cover a lifesaving bone marrow transplant prescribed by his nationally recognized hematology-oncologists at the Hospital of the University of Pennsylvania and who testified that the procedure was not experimental. Thereafter, the client received the treatment and recovered and lived longer than expected—in time to see the wedding of his daughter and birth of his grandson.

The second one settled confidentially, so without identifying it by name, I successfully challenged the denial of a pancreas transplant for a labile diabetic client whose nationally recognized endocrinologist and transplant surgeon had prescribed the treatment noting that without it she would die. I secured coverage for the transplant for the client, who went on to live a healthy and productive life.

Q: Let's end with another personal question, David. What do you enjoy most about your work?

What I enjoy is the problem-solving and strategic aspects of it. A lot of attorneys will say it's the trial part of it. While I enjoy that and do not shy away from it, it's the work leading up to it, trying to convince my opponent that not only am I right, but why.

David served by appointment of the Supreme Court of Pennsylvania to its Civil Procedural Rules Committee from 2016 to 2019. Since 2020, he has served by appointment of the Supreme Court of Pennsylvania to the Disciplinary Board of the Supreme Court of Pennsylvania.

FIRST LAW
STRATEGY GROUP

Brandon J. Tittle

Founding Partner



About With more than a decade of business bankruptcy law experience, Brandon J. Tittle is the go-to attorney for finding creative solutions to complex insolvency-related issues. His extensive expertise includes managing bankruptcy restricting cases—on both national and international scales—and representing entities in Chapter 7 and 11 cases, out-of-court restructurings, and creditors’ committees. After law school, Brandon obtained an LL.M in bankruptcy from St. John’s University and was named an American Bankruptcy Institute Scholar. He then went on to clerk for both the Honorable Mary F. Walrath, U.S. Bankruptcy Judge for the District of Delaware, and the Honorable Alan S. Trust, U.S. Bankruptcy Judge for the Eastern District of New York.

After completing his clerkships, Brandon gained admission to New York, Texas, and the Supreme Court of the United States and amassed skills from some of the largest, high-end law firms in Texas: Porter Hedges in Houston; Winstead PC in Dallas; and Reid Collins in Dallas. During this time, he saw multiple high-profile cases—including Washington Mutual and the largest solar powered bankruptcies—and the experience he gained ultimately led to the opening of his own practice, Tittle Law Group, a professional limited liability company. Recently listed among the *Top Law Firms of Collin County* by *Local Profile Magazine*, the Plano-based practice specializes in business bankruptcy, Chapter 11, Chapter 7, and Subchapter 5 of Chapter 11. The firm also does general bankruptcy litigation and commercial litigation, and deals with issues outside of the bankruptcy court for clients, when necessary. Brandon leads the firm’s commercial litigation and business bankruptcy practice with a focus on corporate reorganization, restructuring, acquisitions, and litigation.

We had the pleasure of sitting down with Brandon to learn more about his extensive experience in business bankruptcy, Tittle Law Group, and the elements that set them apart from their competitors.

TITTLE LAW GROUP

— A Professional Limited Liability Company —

Q&A Tell us more about Tittle Law Group and the people who have joined you.

We opened our doors on September 1, 2021, with two attorneys, one paralegal, and a legal secretary, and we're already looking to expand. Our associate attorney R. Luke Graham specializes in bankruptcy law as well, and while he could work in any large firm, he has also chosen to make a difference. Our partnership allows us to be collaborative, so we can find creative solutions to our clients' problems, and we will do so with a competitive legal rate and the horsepower of a bigger firm.

What inspired you to go into this particular area of practice?

My undergraduate degree is in accounting, and my dad worked for Deloitte and other large firms that did restructuring work. He is the one who led me into the bankruptcy arena. Then, in my second year of law school, during internships with two bankruptcy judges, I learned that I could utilize my financial background to help people reorganize their businesses and give them a fresh start. I saw that there was a lot of self-worth in that area of law and that I was making a real difference.

Why did you decide to branch out on your own?

I chose to go out on my own because I felt it was the best way to help middle-market companies. My goal is not to represent large companies, but to save those that are small and mid-sized. Starting my own firm also allowed me to be more affordable to my clients. I have big firm experience and the credentials to work at any large firm in the country, but I chose to open Tittle Law Group so that I can be nimble and flexible, especially with billing.



Brandon J. Tittle is the go-to attorney for finding creative solutions to complex insolvency-related issues.

How are you able to make your rates more affordable to clients?

It involves Subchapter 5, which was signed by Congress before the outbreak of the COVID-19 pandemic. Large firms don't have the power to do Subchapter 5s because it is very streamlined, and most large firms don't have the bill rates to compete.

In what other ways does Tittle Law Group differ from other law firms?

We're made up of big-firm attorneys who work on smaller cases and offer more flexible rates. My experience has also equipped me to make clients comfortable during the worst times of their lives. I strive to make them feel like that this is just another hurdle that I will help them overcome. Because we take away some of their stress, our they can devote their attention to other important aspects in their lives, such as work and family.

How does your previous work experience benefit clients?

The cases during our clerkships exposed us to large, high-profile, complex cases. I've seen the ways bankruptcies can go bad as well as the ways people can come to an agreement and

make things work. At Tittle Law Group, we bring that level of complexity down to a smaller scale and really simplify that complexity. My finance degree also helps me now. Before law school, I worked as an auditor and trained at auditing businesses, so my original plan was to get both a CPA and a JD. What I wanted to do eventually came down to either tax or bankruptcy, and I fell in love with bankruptcy. I can jump into my clients' financial statements, help them understand what's going on, and assist them in restructuring their debts. Chapter 11 allows you to do things to people's financial statements that you can't do anywhere else, and my accounting background equipped me with that knowledge. Essentially, my team and I have a unique appreciation and deep understanding of the liquidity challenges companies face and the experience to navigate those challenges successfully. *Brandon received his Juris Doctorate from the University of Arkansas School of Law where he contributed to the Law Review.*

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Shari Lee Sugarman, Esq.

*There is an old adage which asserts that a person should do one thing and do it well. **Shari Lee Sugarman** decided early in her career to challenge that proposition and **become a phenom in two fields**, merging her legal expertise with her real estate knowledge. It is an integration not only of her many skills, but a channel through which she can indulge **her two greatest passions—working with and helping people.***



SUGARMAN

LAW PC

Shari Sugarman, Principle and Founder—Sugarman Law, P.C.

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ABOUT SHARI

Shari is the founder of Sugarman Law, P.C., a boutique firm that focuses on commercial and residential real estate law, loan workouts, and foreclosure defense in addition to a full suite of business law services and estate planning. Prior to establishing her namesake firm in 2005, she worked with some of the best attorneys in litigation on Long Island. Today, she brings 23 years of experience to a role that she refers to as “the best of both worlds,” using her legal expertise—litigation, corporate operations, and contracts—in tandem with her knowledge of real estate—purchase and sale of residential and commercial properties, lending, and closing—to assist clients in a comprehensive manner.

Focus and skills are not the only differentiating factors for Shari. They are in complement of her greatest asset—personalized service.

“I like being able to make a difference in people’s lives. It’s often the little things that have the greatest impact, and if I can make somebody’s life a little bit easier, then I’ve done my job.”

ABOUT SUGARMAN LAW, PC

The firm’s motto says it all—“We plan to protect your home, your business, and your legacy.” This three-part approach, which represents both the mission and the service offerings, could not be more accurate. Sugarman Law assists small- to mid-sized businesses from their conception through the structuring of their daily operations, and then remains available for any unexpected legal challenges. Further still, Shari and her team work to safeguard the individuals behind these companies by preserving their legacies through estate planning and wealth preservation. For her real estate clients, she brings an uncommon understanding of the intricate language of real estate law, giving them confidence that they are well represented in commercial and residential closings, settlement loans, landlord tenant disputes, lease preparation and enforcement, condominium documents, foreclosure protection, loan modification and more.

THE INTERVIEW

Shari, how did you come to combine your interests in law and real estate?

I was a real estate paralegal before going to law school, working for a real estate developer. After I received my law degree, I was trained by some of the best attorneys on Long Island, and I worked for some large firms doing commercial and construction litigation, working with real estate developers and companies, and banking compliance. I found that I really enjoyed the real estate area, in particular, so when I went out on my own in 2005, I went with something I knew—real estate and other transactional matters. By combining my experience in transactional matters with my litigation expertise, I can uncover the holes in a contract to then

prevent litigation. In 2007, the market crashed, and people were losing their homes, and investors and developers were suffering tremendously. It was almost instinctual for me to combine my legal and real estate experience as a way to combat the loss and help people. While there had been no question in my mind from the beginning to focus my practice in this area, when I was able to assist so many people during that difficult time, I knew this was exactly where I was meant to be.

What makes your firm different from others?

We offer big firm service with small firm personalization. Our culture is not focused on revenues; it’s about relationships. There are a lot of firms where it’s about the number of hours they can generate. That’s not what my firm is about. If my staff needs to take time off, they’ve got it. If my client works nights and I have to talk to her at 4 a.m., I’ll make myself available. The service I offer is what sets me apart and epitomizes our goal as a company. I give a small gift to each of our purchasers, usually something pineapple related, the symbol of hospitality. I know this gesture is atypical for attorneys, but that’s just who I am. It makes me smile.

Many law firm owners with your résumé assume more of a management role, assigning cases to their legal teams. Yet you choose to be intimately involved in each of your clients’ cases. Why is this important to you?

It’s all about my reputation. Clients come to me to deal with me, not to be passed off to an associate or a paralegal. I’ve had many clients for over 20 years, and I still remember the details about their businesses and families. It’s important to me that my clients know, without any doubt, that they are my most valued asset.

Can you share a memorable experience with a client that touched you deeply?

I was representing a woman right before COVID started. She had found a space for her “dream bakery” and asked me to negotiate the lease. It took a long time because of the pandemic, but we got favorable terms and she opened for business in 2021. The week before, we ordered cakes for my husband’s retirement party, and I got to see her doing what she loved. It was very rewarding. Another time, clients came to me at risk of losing their home due to foreclosure. By the time they left my office, we’d come up with a plan to save the home. They gave me a big hug and said, “Thank God we met you.” That had a huge impact on me, not only because I helped save a family home, but because of their happiness. It was heartwarming. My clients and I often become great friends—it’s why I love doing what I do.

Shari received her J.D. from Jacob D. Fuchsberg Law Center and is admitted to practice before all state courts in New York as well as the Eastern and Southern Federal District Courts. She is active in the Suffolk County Women’s Bar Association, having served two terms as president and as chair of various committees. She is also on the board of directors of the Suffolk County Habitat for Humanity and is active in the North Babylon and Deer Park chambers of commerce.

Lisa Turpin

&

Partner, Attorney

Supervising Partner, Attorney



Jennifer Snider

For over two decades, attorneys Jennifer Snider and Lisa Turpin have been driven by a singular goal—to fight for those who need it most. They are at once fierce protectors, guardians of justice, and compassionate advocates. And there’s nothing they won’t do for their clients.

As two extraordinary legal minds with New York City-based Harmon, Linder & Rogowsky, Jennifer, who serves as a partner, and Lisa, a supervising partner, are the very embodiment of the firm’s unwavering pledge to help victims of serious personal injury. “We take the cases that other firms won’t because our entire team of attorneys knows that we’re fighting for something that’s bigger than the monetary award. We’re fighting for justice and the restoration of livelihoods,” says Lisa. To accomplish this takes more than skill, experience, and the vast amount of knowledge nestled in the books of a legal library. It takes passion and empathy and an immeasurable love of humanity. *This* is Jennifer and Lisa, two remarkable leaders on a mission to create brighter futures for their clients while nurturing the firm’s growing team of lawyers.

The Top 100 Magazine spoke with them to learn more about their work, what drives them—and one surprising passion project.

About **JENNIFER**

Jennifer joined the firm as an associate attorney in 2005, just after passing the bars in both New York *and* New Jersey. She specializes in representing people injured in motor vehicle accidents, slips-trips-falls, school assaults, police brutality and construction cases. In addition, she oversees the legal writing department, mentors’ staff, and trains attorneys throughout three offices in NYC, Long Island, and Puerto Rico. Yet, despite her breadth of responsibilities, Jennifer’s clients always have direct access to her. She’s been instrumental in changing threshold law in favor of plaintiffs, holding entire school districts legally responsible for student bullying and helped file claims against the Boys Scouts of America.

Jennifer, why did you choose to personal injury law?

I always wanted to be an attorney, and I fell in love with the law on my first day in practice. I want my clients to be well compensated, but more than that, I want to improve lives on a

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We're fighting for **justice** and the **restoration of livelihoods.**

”

larger scale. Many times clients just need to know that someone is on their side, understands what they are going through and will fight for them. I'm motivated to use the law in an individual case to help effectuate changes that benefit society as a whole. If I believe in something or someone, I am relentless.

What do you enjoy most about your work?

My passion is taking on cases that most attorneys would reject due to their complexity and uncertainty. My job is to really listen to my clients, to fully understand the facts of their individual case and not be judgmental. Those individual facts, that a lot of attorneys don't take the time to really listen to, are what helps me win cases. I've met some really interesting people, at one of the most vulnerable times of their life, who I have been fortunate enough to help.



Tell us about your passion project, Beyond the Dream Entertainment.

I have always loved music, so I jumped at the chance to do something outside of the legal field when the opportunity to work with Slick Naim presented itself. Slick is a talented director, whose passion is music.

So, I saw the parallel, two people who are successful in one career understand we can achieve whatever we set our minds to with hard work and determination. Since we've partnered together for his music- we have put out an album, "Came for It All, seven (7) music videos and his popularity and success has been on the rise.

Jennifer is a graduate of Tulane University and Temple University School of Law and is a member of their International Alumni Association, as well as the New York State Lawyers Association.

About LISA

As supervising partner with over 20 years of experience, Lisa is responsible for hiring and training attorneys for the entire firm, delegating casework to her team of 20, and, of course, representing personal injury clients. She joined the firm in 2001 as an associate and accepted her current role in 2009. Driven by her passion for defending those who turn to her for justice and guidance, Lisa never shies away from a challenge. Whether she is in the courtroom defending a client or mentoring a young attorney in the office, she thrives on the intrinsic reward of knowing

she's made a positive impact. As a natural leader and effector of change, Lisa has set her sights on accomplishing dual missions—to eradicate bullying and support the attorneys under her care.

Lisa, why did you choose to personal injury law?

I wanted to be an attorney since I was six years old. While in law school, I hadn't thought about specializing in this area, but when I graduated, my first job just happened to be with a personal injury firm, and I fell in love with it. To see that I've helped someone who is injured and in a dark place in their life, that's my greater reward.

You're especially passionate about bullying cases. Was there a particular moment when you felt compelled to focus on it?

It wasn't a single case, per se. I've always been opposed to intimidation, especially with children. I'm very invested in all my cases, but these are a particular passion of mine because the outcome extends beyond the client, to all of humanity. When I see a child who is scared to go to school or becomes withdrawn because they were bullied, I feel compelled to intervene. Children have an inalienable right to feel secure, whether that's in school, online, or in their community. I'm determined to not only help these kids, but to eradicate this epidemic—one case, one client, one bully at a time.

You place a tremendous emphasis on teaching and nurturing your staff and attorneys. Does your desire stem from your own experiences and challenges early in your career?

I think in some sense, it does. I started at the bottom with no connections and no inside track, but I had a great mentor. It was through hard work, determination, and perseverance that my career progressed. I try to do the same for my attorneys and staff, and I pride myself on being fair and dealing with all of them in the same manner.

Lisa attended the State University of New York at Buffalo, obtaining a double major in sociology and psychology, and a minor in criminology and law. She received her JD from Brooklyn Law School.

Mauricio J. Rauld, Esq.

Q & A



Syndication Attorney

When Mauricio J. Rauld, Esq. founded his practice, Premier Law Group, in 2006, it was with a resolute devotion to what he calls, “client obsession.” Over the past 16 years, without ever wavering from that commitment, his firm has helped over 1,000 clients achieve nearly \$1 billion towards their real estate syndication objectives. This is not an unforeseen stroke of luck, but the inevitable result of stewardship by one of the premier syndication attorneys in the country.

Mauricio is a nationally recognized expert on private placements, and in complement of over two decades of experience in securities, he’s a seasoned investor. While he is a highly sought-after speaker, and a No. 1 Amazon bestselling author, Mauricio, along with the firm’s managing partner and principal, Bethany LaFlam, remains thoroughly engaged and committed to his roles as chairman and active legal practitioner for Premier Law Group.

Premier Law Group is a boutique securities law firm that specializes in real estate syndication, the term used when a group of investors pool their capital to jointly purchase a large property. While Premier Law Group does not raise capital itself, they ensure their clients do so in full compliance with all federal and state securities laws. On average, they handle about 250 offerings annually, all while maintaining their client-centric pledge. “We offer a world-class customer experience for real estate syndicators by being customer obsessed, creating life-long client relationships, educating, and providing exceptional value to our clients throughout the process,” Mauricio explains. “Our clients have direct access to the legal team, so they can focus on raising capital, not worry about deliverables or wait days to get a response to urgent questions.”

We spoke with Mauricio to learn more about Premier Law Group, who they serve, and why they operate in this legal niche.

When Mauricio J. Rauld, Esq. founded his practice, Premier Law Group, in 2006, it was with a resolute devotion to what he calls, **“client obsession.”**

Q: Mauricio, in what ways does your firm differ from those others who also offer real estate syndication?

A: In addition to focusing 100% of our practice on real estate syndications, which is rare, we have one of the fastest turnaround speeds of any law firm—one week. We have put together a unique team to serve our clients. Bethany LaFlam, managing partner, is a securities expert and winner of Connects Media’s *Lawyers in Real Estate Award*. Our CEO, Jeffrey Wright, MBA, has extensive experience in integrating people, processes, systems, priorities, and strategy. We also hired a director of customer obsession, whose sole job is to ensure our clients have absolute access to our attorneys and ensure they have the best experience out there. There is nothing more frustrating than having to chase down your legal team to get time-sensitive answers.

“ We offer a world-class customer experience for real estate syndicators by being customer obsessed, creating life-long client relationships, educating, and providing exceptional value to our clients throughout the process.

Q: Given the competition in the real estate market, how does having the fastest turnaround benefit your clients?

A: The longer it takes for the attorney to put together disclosure documents, the more our client’s investors are waiting, and the more likely it is that those investors will go elsewhere and invest in someone else’s real estate project. Investors have myriad options of funds and investment vehicles for their money, so when a syndicator has someone ready to write a check, they want to move as quickly as possible. We allow them to do that because of our quick turnaround.

Q: That leads me to the next question, how does your experience as a real estate syndication expert and investor come into play?

A: As an investor, I’m intimately familiar with the challenges of syndication—the market research, due diligence, acquisitions, capital raising, investor relations, financial modeling, etcetera. I’ve seen thousands of business plans and countless structures and pro formas, so there’s nothing a client could present that I haven’t already handled.

Q: What are the benefits of a fund, and have they become more common since COVID?

A: Over the past five years, we’ve been in a syndication boom. Since COVID, there’s been an explosion in people wanting to create funds and we’re doing more than ever before—it’s a third of our business now, whereas it used to be only a small portion. The rationale is this—it’s easier to acquire properties if you already have the money available. You’re in a much stronger position and you’ve got more leverage in the marketplace. It’s common to have 20-30 offers on a property that you’re competing against, so if you can make a cash offer, or show that you don’t have to raise the capital, you’re increasing the odds in your favor.

Q: Tell us a little about your live real estate syndicator weekly event.

A: Bethany and I started doing this in March 2022. It’s called *The Real Estate Syndicator Live*, and it’s available via Zoom for those who want to attend live and ask questions, or via our podcast. Every Wednesday, we do a live 15–20-minute discussion on a particular real estate syndication topic, then open up to Q&A. We are starting to bring on expert guests who explore topics such as market analysis, due diligence, underwriting, marketing, tax, mindset, asset protection, asset management, capital raising, and branding. Currently, we have about 75-100 live attendees every week.

Q: I know there have been many, but what are a few of your greatest professional accomplishments?

A: Other than building our exceptional and talented team of attorneys, paralegals, and staff, and instilling our firm culture, it was being named a *Southern California Rising Star* by the *Super Lawyers Magazine* for being one of the top 2.5% up-and-coming lawyers in that region. I’m also the number one bestselling author of three books: *5 Things Every Syndicator Must Know to Stay out of Jail*; *Success Habits of Super Achievers* (co-authored with Darren Hardy, Brian Tracy, Mark Victor Hansen, Kyle Wilson and others); and *Don’t Quit, Stories of Persistence, Courage and Faith*. I also travel around the country for speaking engagements, was recently named KenMcElroy.com’s legal advisor, and am a regular contributor to *The Real Estate Guys™* radio show.

Mauricio is a graduate of the University of California at Berkeley and obtained his Juris Doctorate from Loyola Law School in Los Angeles, where he was a member of the prestigious Scott Moot Court Honors Board and a Best Oral Argument finalist.



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Gary Gallen

CEO & Founder

As one of the U.K.'s leading corporate defense lawyers, Gary Gallen is not afraid to challenge the way traditional law practices operate. Over the course of his 25-year career, he became frustrated from talking to people after they had already gotten themselves into trouble. So, he set out to create a new model for helping clients before a legal crisis arose. In 2012, Gary founded rradar with the goal of disrupting the sector, democratizing law, and breaking down the barriers preventing people from obtaining legal representation and advice. Headquartered in Yorkshire, England, rradar is a specialist litigation and commercial law firm that uses legal expertise and digital tools to proactively educate, manage, advise, and deliver solutions to reduce legal risk for businesses. With five U.K. office locations—in Hull, Leeds, Birmingham, and Glasgow—rradar fuses first-class legal advice and representation with the latest technology to deliver a preventative, education-led strategy making the law more accessible and affordable for businesses.

Gary is a member of the bar associations of San Francisco and New York State as well as GBX Global, a group of British tech entrepreneurs committed to providing a network of mentoring, advice, investment coaching, and support for British tech businesses already established or wanting to establish themselves in the San Francisco area. He is also a law tech mentor for Barclays Eagle Labs and is actively involved in the NHS Innovation Accelerator program. *CEO Monthly* has named Gary *CEO of the Year* for both the U.K. and Eastern Europe, and in 2021, he was shortlisted for the *Great British Entrepreneur Awards* in the category of *Disruptor of the Year*. Gary was also a regional finalist for the North of England in the 2021 *Ernst & Young Entrepreneur of the Year Awards*.

We recently spoke with Gary to learn more about rradar's immense growth, innovative digital channels, and strategies for helping clients tackle business risks before they become costly legal problems.

What are rradar's core values?

Unity, Authentic, Relentless, Pioneering - our values are a critical part of rradar and the company we are building. We have looked long and hard at what we would like to be and how we're going to get there. One of the most

“ With the wealth of talent at rradar, we've designed a wide range of assistance, advice packages, and digital tools to help clients manage the real risks businesses and their directors face every day.

important things we focused on was a set of values and principles that summed us up. They shape our culture and our people and what we're striving to achieve – not just tomorrow, or next week, but next year and in ten years' time. Our operating model has three fundamental pillars: knowledge, technology, and education. As knowledge and domain experts, we understand the knowledge businesses have and need, as well as the antiquated ways they access it. So, we make that knowledge relevant to different types of businesses through technology and education. We utilize both to help people prevent problems from arising in the future.

How has the pandemic been a catalyst for change within rradar?

rradar has weathered the storm and emerged better positioned to develop a new and exciting range of digital client service tools. Thanks to IT, business continuity planning, and an agile workforce including an in-house development team, we've remained fully operational and equipped to serve our clients. We supported them by monitoring the legal, regulatory, and economic developments, enabling us to react quickly, update our guidance, and offer practical help to struggling businesses – particularly when having to make often difficult decisions that affected their businesses and their people.

Now that word has gotten out that rradar adds value to both the businesses that use its services and the commercial entities with whom it partners, how has the company grown?

rradar continues consistently to grow clients, headcount, turnover & profits faster than not only traditional competitors but also most other companies too. We've been recognised as being in the *Top 100 Fastest Growing Technology & Legal Companies* in the north of England for each of the past six consecutive years. We're also winning new international clients & business partners and we've demonstrated consistent growth through acquisitions and the launch of both new digital and legal services. But to make this happen requires people, and we've been recruiting some phenomenal industry experts including a CTO and a commercial director from large global firms; top talent who recognize where rradar is going and the changes we're making. Taking all this into account, I expect that over the next twelve months, rradar will double in size. It's an exciting time for our company.

To what do you attribute the rapid growth you've seen over the past few years?

We invested in all kinds of technology long before many others were on board with it. Several people even laughed at us for

making such an investment, but after the pandemic, they realized we knew what we were doing all along. Law firms need to focus on how they deliver legal expertise to their clients faster, smarter, and better, and shaping their business plans around this. The digital tools we had developed and already had in place meant that we could reach and support businesses during the pandemic because our model didn't require us to be face-to-face with our clients. The pandemic also made people more comfortable with the smart digital side of our legal services business. What we're doing is very disruptive and different in legal services because we're helping people understand the support they need as well as the digital aspects. People now recognize digital legal services are something they need.

“

Unity, Authentic, Relentless, Pioneering - our values are a critical part of rradar and the company we are building.

Tell us more about rradar's digital legal services.

With the wealth of talent at rradar, we've designed a wide range of assistance, advice packages, and digital tools to help clients manage the real risks businesses and their directors face every day. Our services include a client legal advice line, a 24/7 online resource library, and digital and business risk management tools. We've also built and designed digitally-based workshops to create solutions for clients and their businesses. We've proven that we can function and deliver sustainable services that exceed our clients' expectations without meeting them face-to-face.

You were recently recognized as being an international advocate for change. Tell us a bit about that.

The Law Society in the U.K. asked me to be an advocate for change, and I've also been asked by the government to do some cross border teaching



and collaborations, particularly in the U.S. This is because several states are now looking at changing law firm ownership rules, and they are looking at the model we created to implement more tech savvy services that will allow people to access advice differently and digitally. For instance, rradar worked with IBM on digital solutions and during the collaboration, I visited the IBM U.S. office.

A change advocate has the vision, the passion, the belief in a simple message that things can be done better and is able to tell people about that. rradar's vision of the three pillars—knowledge, technology, and education, is simple and has huge potential to disrupt the status quo across the globe. I've shown proof of concept in the U.K. and it's time to export that to an international audience. There's a hunger for change and I'm privileged to be able to address that.

Gina Campanella, Esq.

About Gina

Small businesses are the engine that drives the prosperity of every community in America, from local doctors to Main Street storefronts to budding entrepreneurial ventures born in Manhattan lofts and at kitchen tables. Gina Campanella knows this well. Not only because she has almost 15 years of exclusive experience in business, health care, and real estate law, but because she grew up in a family that ran a small business/health care facility. These vital enterprises are her passion and the very reason she founded Campanella Law Office, LLC, with the single purpose of assisting health care professionals, small business owners, and individuals with their daily transactional, business, and real estate needs. And it shows.

“ We have extensive experience assisting clients with transactional services and providing regulatory compliance consulting on a state and federal level. ”

When Gina opened her practice in 2015, she quickly gained a national reputation for delivering unparalleled results with a variety of services federally throughout New Jersey, New York, Vermont, and Pennsylvania. Her awe-inspiring litany of accolades includes recognition six times as both a *Rising Star* by *New Jersey Super Lawyers* and an *Avvo Clients' Choice Attorney* with the highest rating of 10, a trifecta of awards as a *Best of Bergen Attorney* by *Bergen Magazine*, and an *Awesome Attorney* by *South Jersey Magazine*. But Gina doesn't work for the awards, the spotlight, the name recognition. For her, it's personal. "As someone who opened my own firm rather than join another one, helping my entrepreneurial kindred thrive is so tremendously rewarding," she says.

With the country experiencing the greatest explosion of entrepreneurs and small businesses in its history, we wanted to learn more from Gina about how she's helping them flourish.

The Interview

Tell us a bit more about your firm and the services you provide, Gina.

One of my passions in opening my firm was to have comprehensive legal services available to small businesses and startups in a way that's manageable and accessible. We also provide general counsel services to small practices, large societies, and medical groups. I really get to know my clients and their business, and then we work together to determine their needs, whether they're growing or starting a company, or opening another location. I provide that legal guidance to help them identify and prioritize what they need now versus what can wait until their budget allows.

I have a concierge program, as well, with a flat annual fee that gives people access to services and me in a budget friendly and predictable manner. I don't ever want small businesses and entrepreneurs to go without legal advice or counsel because they can't afford it. Having access to legal help could be the difference between being successful or not in your dreams, and I'm very passionate about being financially accessible for them. I'm just thrilled that I've been able to help so many people realize their entrepreneurial dreams.

The pandemic gave rise to historic numbers of entrepreneurial ventures. Are you seeing greater demand for your legal services as a result?

Absolutely, and I'm seeing it across all industries, including health care. Many clinicians are leaving medical groups and opening their own practices, especially with the emergence of telemedicine, and others are opening their second or third locations as sole practitioners or as part of small, independent groups. But we're assisting businesses in fields across the board, whether they're growing or just getting started. It amazes me the unique ideas entrepreneurs have developed to address the new needs coming out of COVID. Existing small businesses are innovating as well, implementing new ideas and revamping their models to include things like remote services and staff to not only expand their reach across regions or states, but meet this new demand from

Founder & Owner



consumers. This is such an exciting time for small businesses, and we love that we're helping more and more of them.

To close, would you share just one of your greatest professional accomplishments?

I'd have to say seeing my all clients get through COVID unscathed. It's a really nice point of pride that I managed to help them not only get through this, but flourish from the innovations they put in place. This means the world to me.

Gina is a Certified HIPAA Administrator from the HIPAA Academy and a fellow in the American College of Healthcare Executives. She lectures at educational conferences nationwide on matters of business and federal/state healthcare



compliance, and serves as an adjunct professor at the Seton Hall University School of Health and Medical Sciences. She holds a master's in healthcare administration from Seton Hall University and a J.D. from Seton Hall Law. She is currently completing a book on entrepreneurship.

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Alexander “Aly” Kayne

Aly is most proud of helping his business and clinical colleagues accomplish their mission — helping patients achieve better outcomes.



Cincinnati, a nationwide publicly traded Fortune 500 company dedicated to providing services to long-term care facilities, who invited him to become the company’s senior vice president and general counsel and help it develop a corporate legal team from the ground up. At first, Aly was apprehensive about relocating his family, but today, it’s the city he’s come to love and think of as home. He took the legal helm at Omnicare and immediately set to work recruiting lawyers, including some he knew from New York. Ultimately, Aly helped shepherd the company through its merger with CVS. “It was challenging and exciting, merging a large public company with one of the largest public companies in the healthcare industry,” he remembers. From there, he moved on to Genoa Healthcare, which specializes in providing pharmacy solutions to outpatient clinics servicing patients with severe mental illnesses, to become its executive vice president and general counsel, where he had his first experience with a health care company that was owned by private equity. After Genoa was acquired by OptumRx, he brought his skills and experience to CarepathRx. “All the companies I’ve been with have been very patient-centric, which is great. Each one has been working towards keeping people out of emergency rooms and hospitals,” Aly says.

Besides helping all these companies grow, Aly is most proud of helping his business and clinical colleagues accomplish their mission — helping patients achieve better outcomes. This is precisely the real draw for Aly. He appreciates that he gets to assist his colleagues not only by providing them legal counsel but also strategic and business advice. “I’m very fortunate,” he says, “I get to work with people who are doing something innovative and exciting, while saving lives and creating value. Who could ask for more?”

CAREPATHrx

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Alexander Manuel Kayne has been practicing law since he graduated from Yale in 1997, starting his career as a law clerk for the Honorable Raymond J. Dearie in the Eastern District of New York. At the beginning, Alexander, who goes by Aly, never thought he’d also end up a health care executive. But that’s what he’s been for the past 11 years. Today, he’s the chief legal officer of CarepathRx, a leader in health system pharmacy solutions. He joined CarepathRx in 2021, providing expert guidance on everything from acquisitions to regulatory matters to litigation, and is also on the management team that’s helping the business grow. Aly’s success comes from his highly informed and practical approach to any issue, assessing what it is, what’s needed, and how to go about solving the problem. His effective strategies and tactical planning have earned him numerous awards, including the New York Stock Exchange’s *General Counsel to Watch* award. He has also served on the Yale Law School Executive Committee and on the board of the Water Authority of Western Nassau County.

Aly draws on years of legal expertise with a health care focus that he honed at prestigious firms and companies. He was an associate and then partner at Dewey Ballantine in New York, where his diverse docket included health care law and securities matters. This put him in touch with Omnicare in

Ronald Wright

“ I find the *art of the deal* to be enthralling and I enjoy overcoming challenges.

Ronald Wright has practiced law for more than 15 years, 13 of which he has worked alongside his longtime business partner, Rodney Drinnon, and their experienced group of talented attorneys and staff. It is an endearing narrative that began in 2008, when Ronald and Rodney founded a successful and sought-after law firm in Houston and after 7 years, they teamed up with McCathern, a Dallas based firm with a national presence.

Ronald is a managing partner of McCathern’s Houston office, specializing in a transactional practice with an expansive client base across all industries including real estate, banking, construction, automotive, hospitality, food service and oil and gas. Working with attorneys in McCathern’s Houston, Dallas, Frisco and Los Angeles offices, they manifest a full-service law firm that fosters collaboration and provides their clients a robust range of experience and world-class service. Along the way, Ronald has accumulated impressive accolades, not the least of which are a Super Lawyers listing in 2020 and 2021 and regular features as a top lawyer in H Texas and Houstonia.

MCCATHERN
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While Ronald credits his success to the support of his co-workers and his commitment to serving those he represents, which includes Fortune 500 companies, banks, distributors, restaurateurs, entrepreneurs and business leaders, his colleagues and clients might add that he is a brilliant advocate who excels in his advocacy by being an excellent listener. A seemingly simple skill, but one that many in his field often lack or overlook. It contributes to his efficacy as a negotiator and to his adept handling of mergers and acquisitions, real estate deals, government bids, capital raises, contracts, and consultation on business and corporate governance matters. And the



Managing Partner

effect of this ability on his clients cannot be overstated. “Listening allows me to understand my clients’ goals and concerns, but I also genuinely want to understand my clients’ businesses and get to know the people behind them. My clients become valued relationships, and those blossom into friendships,” Ronald shares.

Another of Ronald’s many talents, and one that has driven him over the years, is deal structuring. “I find the art of the deal to be enthralling and I enjoy overcoming challenges. I want to explore every possible scenario and method when it comes to handling a deal,” he explains. And undoubtedly, his impressive roster of clients would agree that Ronald is a rare breed of attorney who can be wholly relied upon to serve their best interests.

Ronald received his BA from the University of Texas and his JD from Michigan State University. He is licensed to practice in Texas and California.

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Stephanie Genuardi

It's been said that great things in business are never accomplished by just one person, but by a team of people. As a 15-year legal veteran who has spent her career assisting health care, information technology, and Fortune 500 companies, and served as in-house counsel at a large academic medical center, Stephanie Genuardi has undoubtedly proven her ability to do extraordinary things solo. In 2013, when she saw a swelling need for legal services across industries, her entrepreneurial spirit leapt in to assemble the best legal minds and found Inside Out Legal, LLC, to help support internal legal departments with overflow and priority projects, with a special emphasis on health care, information technology, privacy, security, and general transactional matters. Today, she steers a growing team of attorneys serving clients from Illinois

to overseas—among them are large hospitals and health care systems and corporate clients spanning the universe of commerce across the globe. At the same time, she's a passionate champion of startups, and Stephanie and her legal team are committed to helping them every step of the way.

“Many startups are juggling myriad legal matters simultaneously, all while trying to grow their businesses and stay on budget,” she explains. “We take that off their plate so they can focus on their passion.”

Inside Out Legal handles a wide variety of legal matters—contract review and negotiation, regulatory compliance guidance, internal policy development, clinical research, cyber law, data privacy and security, software and information technology, pharmacy matters, retail services, social media, marketing and advertising, and business consulting. Their team of specialized attorneys is able to address various legal questions that come up along the way. “We really step into a role similar to general counsel, providing day-to-day legal guidance,” Stephanie explains. “When our clients come to us, they join a community, and our team works with them to build a network of people working together to help their business succeed.”

INSIDE OUT LEGAL, LLC® In-House Counsel from the Outside®

In addition to offering legal services and business expertise at the traditional hourly rate, Inside Out Legal also offers various subscription plans that are carefully curated and expertly tailored for each client, allowing them to select the level of service that best meets the needs of each unique organization. While most legal firms might dismiss such a departure from the typical “high retainer/start the clock” model, Stephanie is, at her core, an entrepreneur and understands intimately not only the budgetary considerations of businesses, both large and small, but the need for trusted legal advisors who respond urgently. It was precisely this insight from which the idea for Inside Out Legal was born. While working as an in-house attorney for an academic medical center, she realized there was significant value in outsourcing many of the various in-house services of an organization to further improve internal efficiency and better meet their overarching goals in a cost-effective manner.

While Stephanie and her team serve a growing number of long-established corporate clients, they are helping to usher a wave of new startups to greater heights. Stephanie summarizes her passion for her practice by stating, “As not just an attorney, but as an entrepreneur myself, I hold a special place for new businesses and understand some of the obstacles that they're facing, and I'm just thrilled that we can help them not only succeed, but thrive.”

BARNEY Balonick, Esq.

When lawyers need a lawyer, they call Barney Balonick. Southern California's top law firms trust Barney to do one thing: use his "street-fighting tactics" to protect and recover their own assets as well as their clients.

Immediately after law school, Barney's next classroom was the court room. Embracing what he believes to this day to be a true honor, he served as a Cook County Assistant State's Attorney in the criminal prosecutions bureau, quickly moving through the ranks and gaining bare knuckle trial experience in Chicago where he gained his prosecutorial mentality – an attitude carried over to his new life in California.

The Top 100 member's successful and prolific trial practice has consistently earned impressive results in creditor's rights, as well as asset protection and recovery. Barney, who has run his own litigation boutique since 2013, has tried more than 460 cases from New York to California.

Barney learned that
"pure will" or having **"grit"**
is what sets him apart.

When People ask Barney how he got his start, he says: "I didn't choose it; it chose me. A major, high profile law firm in L.A. needed their bills paid from former clients - the law firm asked me to help because their own attorneys wouldn't or couldn't get the money into the firm's accounts. It started there and took off and hasn't stopped. I think being a former Chicago prosecutor, having that mentality of chasing after defendants helps."

In his years of practice, Barney uses his trial skills and combines them with time-tested boxing techniques for both asset protection and asset recovery. This way, he can help his clients stay ahead, hard to predict, and eventually, successful. Combined with his focus and dedication, it makes Barney a truly formidable presence in the courtroom, whether virtual or in-person. Barney learned that "pure will" or having "grit" is what sets him apart.



Barney uses his trial skills and combines them with time-tested boxing techniques for both asset protection and asset recovery. This way, he can help his clients **stay ahead, hard to predict, and eventually, successful.**

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Mary K. Farrington-Lorch

Since the day she set foot in the legal realm decades ago, two words have guided Mary K. Farrington-Lorch: integrity and justice. For the throngs of creditors she’s represented as an expert in bankruptcy law, her name has become synonymous with these terms—and with good reason. She’s dedicated the past 16 years solely to creditor rights and representation, wading into the fray of unpaid debts to tackle any situation with creativity, legal savvy, and integrity to help them get the results they deserve.

As founder of the Law Office of Mary K. Farrington-Lorch, Mary provides representation in bankruptcy, commercial litigation, and collections, navigating situations ranging from the typical to the highly unusual to deliver creative solutions that yield a reasonable outcome for both sides. Though her practice is strictly creditor representation, her prior experience includes the debtor side as well, so she has a uniquely balanced view of cases. Mary dives deep to learn about her clients and their businesses so that she can construct truly unique approaches to help

them move forward, building strategies like a piece of art. “Practicing law is close to an art form,” she says. “You have to be able to write, articulate yourself, conduct yourself with confidence, and you have to be creative.”

Mary started practicing with a large corporation in 1984 after graduating from the North Dakota University School of Law. She stepped away from larger firms in 2006 so that she could focus more closely on her clients and become the trusted, accessible resource they need. Just a year after opening her practice, she earned a place on the *Super Lawyers* list. “Every single case deserves an outcome

For Mary, helping her clients get from a stressful situation to a place of peace is the main goal.

“Getting them to feel good about where they are is an important outcome.”

that leaves the client feeling satisfied,” she says. And she doesn’t just mean financially. “A big settlement is great, but a lawyer should be judged by the quality of their work and their integrity.” For Mary, helping her clients get from a stressful situation to a place of peace is the main goal. “Getting them to feel good about where they are is an important outcome,” she says.

Outside her practice, Mary is an active supporter of the Arizona artistic community, serving on the boards of Theater Works and Phoenix Chorale.

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Yucheng Wang

Attorney at Law



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When Yucheng Wang came to the U.S. from China as an exchange student in high school, she loved her time in America so much that she decided to pursue an undergraduate degree in sociology. She was not sure about her career choices after college. After receiving an invite to a pre-law event, she decided to check it out. “They decorated the stage with a judge’s bench, and it all looked so real, I got goosebumps,” she recalls. Then, she attended a pre-law exchange program at Oxford University in U.K. in 2013. After a summer at Oxford, she vowed for her commitment to the law. That was the turning point for Yucheng, who dove right into law and hasn’t looked back since. “I knew there was no other path for me.”

During law school, Yucheng was elected as a staff editor of the UIC *John Marshall Law Review* and her independent research article in IP law was published in 2018. To develop her litigation skills, Yucheng completed a clerking externship with the circuit court of Illinois and volunteered as a Moot Court counsel. After graduating with honors, Yucheng focuses her

practice on civil litigation, as well as business transactional matters and some business immigration. She assisted foreign invested U.S. businesses to resolve legal disputes in contracts, corporate internal affairs, and real estate matters in various dispute resolution forums. She represents domestic air carriers and insurers in a broad spectrum of litigated matters. In her spare time, Yucheng offers legal advice on U.S. laws to a Chinese company that has business relationships with several U.S. companies.

Being able to speak a second language and understand different cultures, Yucheng is always ready to help another foreign client that needs her legal advice. “I can understand their language and ideologies while being able to explain the American legal system,” she says. “I especially like researching precedents and legal guidelines so that I can apply the law to my clients’ cases.” Yucheng enjoys the challenges from legal practices, and she hopes to establish her own practice in the U.S. one day to assist clients in the corporate and litigation field.

NICK Schnyder

In 2016, he founded Nick Schnyder Law Firm in Marietta, Georgia, as a sole practitioner on a mission to deliver justice and “right the wrongs” inflicted upon so many people.

Founder & Owner



Nick has always had a passion for helping people, and his determination to use the law to do so comes from a deeply personal place. As a young undergrad, being an attorney wasn't even on his radar—until a personal catastrophe struck home. “While in school, I had three family members affected by medical malpractice, and this really became my driving force to decide to be an attorney,” he shares. From those tragic events rose a tireless drive to fight the good fight and secure justice for injured people and to build a team of attorneys who shared his passion. “I wanted to provide superior legal representation



that focuses on litigation for as many people as needed,” Nick explains. “In addition, I wanted to provide an incredible, inclusive workplace to draw in the greatest talent available.” He has succeeded in doing precisely this, and for those he and his group of formidable lawyers represent, the impact on their lives is immeasurable.

For his skill, commitment, leadership, and passion, in 2022, Nick was named to the elite list of *Georgia Rising Stars*. And while the honor of such an esteemed award cannot be diminished, it is not the accolades that drive Nick, but the people he serves. “I love what I do, and I am the first in the office every day before the sun comes up. It's not hard to do good work when you love it. Every aspect means something to me and that drives me to do my absolute best to make a difference in their lives,” he shares.

Nick is a member of the American Association for Justice, Multi-Million Dollar Advocates Forum, and the Georgia Trial Lawyers Association Champion Level. He also has a charitable foundation for underprivileged children and teaches mock trial to children at Pope High School.

Nick Schnyder is an award-winning attorney who has represented over 1,000 clients in personal injury claims over the last decade, fiercely battling against corporate giants in his fight for what is right. In 2016, he founded Nick Schnyder Law Firm in Marietta, Georgia, as a sole practitioner on a mission to deliver justice and “right the wrongs” inflicted upon so many people. Today, it is considered one of the fastest-growing personal injury and workers' compensation firms in the state and has won the Pacesetters award, with a team of seven attorneys, a staff of 35, and two additional offices in Lawrenceville and Forest Park. Its trial attorneys handle personal injury litigation for nearly four dozen other law firms in Georgia, based on its experience with truck and vehicle accidents, catastrophic injuries, medical malpractice, and premises liability. With a reputation for delivering superior expertise and exceptional results, Nick and his team are at once compassionate legal advocates and relentless litigators driven by one thing, and one thing only—to get justice for injured people. And they've delivered more than \$30 million for their clients. “We have the rare honor of representing human beings who have done absolutely nothing wrong against multibillion-dollar corporations, and we often make long-lasting, life-changing differences for our amazing clients,” he shares. “We love what we do, and at the end of the day, we're unquestionably the good guys.”

Mark Basile

PRINCIPAL ATTORNEY

Law has been part of Mark R. Basile's entire life. Mr. Basile, a former law professor and now third generation attorney (his son Christopher is 4th generation), represents public companies in financial and securities litigation. In 1968, his father started the firm in Freeport, New York, and worked there until his passing in 2016. His father, who represented ITT and Arthur Anderson as global tax counsel, was a nationally known tax attorney. By that time, Mark had already amassed a considerable career as a legal veteran for over 25 years; a biometrics entrepreneur and the CEO of two public companies. Today, he serves as the firm's principal attorney, focusing on securities litigation for small public companies in various industries across the U.S., Canada, and Europe. As he leads a thriving practice, Mark brings his clients an extraordinary confluence of expertise and experience that began long ago.



Mark won a landmark case **changing the way public companies receive funding**. New York's highest court agreed with him on two issues of state usury law.

After graduating law school in 1988, Mark started his career at Shea & Gould, then opened his own private practice focusing on Chapter 11 reorganizations. In 1997, Mark pivoted to private industry where he won a *Smithsonian Award* for advancements in medical technology. During this time, his fellow CEOs came to him for legal advice, ultimately inspiring him to return to his roots and reenter the field of law. Mark's experience in commerce gives him a unique perspective on both the legal and corporate sides to business law, and he knows how easily smaller companies can fall into bad, even illegal, financial transactions under state and federal laws. As such, his firm is one of the few boutique law firms that focus on public companies that engaged in "toxic" "death-spiral" funding. Just last year, after a seven-year battle in several federal courts, Mark won a landmark case changing the way public companies receive funding. New York's highest court agreed with him on two issues of state usury law.



As Mark works tirelessly on behalf of his clients, he's equally committed to nurturing the bright young talent in his office and the emerging legal minds of tomorrow through mentorship and externships for students from area law schools. "It's very rewarding to see them grow as law students and later, pass the bar exam," he says. He's even hired some of them full-time, instilling in them the philosophy that has driven him for decades: "When you help one company, you are helping thousands of shareholders," he says.

Mark is admitted to several circuit Courts of Appeals and 15 U.S. district courts.

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Barbie's always informed on the latest in real estate laws, trends, and evolutions.

Attorney

If anyone has a question about real estate law in Florida, Barbie Garcia has an answer. As one of the few attorneys who is board certified in this legal area, she's dedicated her entire 22-year career to learning the ins and outs of the industry for high-end residential and commercial clients. Real estate is a multifaceted industry, but Barbie's knowledge and experience is diverse and deep, and ever broadening from board recertification every five years. As a result, she's always informed on the latest in real estate laws, trends, and evolutions. It's allowed her to become known as a trusted expert to agents, firms, investors, and other attorneys. As a sole practitioner for the last 13 years and the founder of BG Law in Coral Gables, Florida, she works alongside an associate



Every transaction is different. There are nuances to every deal, and the versatility is really what drives me.

attorney and two assistants in a boutique firm that focuses exclusively on real estate, providing clients with high-touch, personalized attention for all legal matters.

Her experience includes association and developer representation, which sees her guiding boards through day-to-day operations and developers through new projects, and she's expanding her estate planning services. She also provides representation for commercial clients with industrial and multifamily properties in addition to family offices, bringing her global understanding of the complexities of this particular legal area to provide bespoke solutions that address their specific needs—and that's where Barbie, with her wealth of knowledge, excels.

Barbie's ever-growing knowledge of real estate is perhaps rivaled only by her knowledge of Florida. Her intimate knowledge of local areas, neighborhoods, and communities is an invaluable asset for those looking to relocate, and provides them with a warm, personalized welcome to the Sunshine State. It's that level of attention to detail and congeniality for which she is known—and exactly what has kept people coming back to her time and again for real estate legal advice they can trust. And in this ever-changing field, Barbie is always excited to take on a new challenge and find a creative solution designed to benefit her clients. "Every transaction is different," she says. "There are nuances to every deal, and the versatility is really what drives me."



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Edward Park

Edward Park is an engineer and a learned intellectual property (IP) attorney who has committed his entire career to protecting the innovative inventions of engineers, scientists, researchers, and entrepreneurs. For over a decade, he's represented clients in patent infringement cases and helped them protect their invaluable IP rights.

At Fidelis Law Group, Edward continues his work focused on all areas of patent law, including complex patent litigation, patent prosecution, and client counseling, with an emphasis on strategic patent monetization, patent portfolio management, and patent licensing. There, Edward has provided his both legal and technical analysis for inventions in diversified technologies, including wireless telecommunications, mobile devices, audio codecs, semiconductors, GPS, smart cars, polymer electrolyte membrane fuel cells, and medical devices.

"We deal with a lot of startups and companies with inventions, and to understand their complex technologies and proficiently represent them, you also need to be one of them, an inventor, a scientist, or an engineer. Most of our clients demand to work with attorneys who understand *their* language, not just legalese," Edward says. "Most inventors, especially the tech startups, depend on their innovative technology they've created, and obviously it is their crown jewel. That's why it's critically important to have competent patent attorneys to help them protect their innovations with well drafted patents, which would provide powerful protections against any competitors for at least next 20 years," Edward explains. As former in-house general counsel for patent licensing companies, with a background in engineering, he knows of what he speaks. "We often see some companies lose their competitive advantage against competitors because their patents were not carefully drafted or managed. That is why it should be taken care of from the very beginning, not when you think your tech is infringed," he shares. "In any industry, everyone is fighting hard every day to become successful survivors in their competitive markets. Imagine what you could do with strong lawful rights to deter anyone from using your



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innovations for years in the market. You will not just survive, but thrive. That's what good patents provide you and we work hard to protect patent owner's rights."



This is precisely one of the reasons why Edward started the tight-knit patent team at Fidelis Law Group, whose attorneys have extensive knowledge in a diverse universe of technologies. However, their commitment doesn't begin and end with getting a patent approved; it shines through in their appreciation

of the investment required for their clients to bring their innovations to the world and their mission to protect them well into future. "A patent is a valuable intellectual property *earned* by a patent owner. However, just like any other properties, if you keep it in your drawer and never utilize it, it will not only just expire at the end of its term without any value return, but also others can take advantage of your rights without recognizing your hard work." Edward emphasizes. "Any hard work should be rewarded, and we take pride in our work in successfully awarding all innovators out there."

Edward is a registered patent attorney with a Virginia State bar license and United States Patent and Trademark Office (USPTO) license. He holds a JD with a certificate in intellectual property law from the University of New Hampshire School of Law and a mechanical engineering degree from the University of Nottingham, UK.



PARTNERS



Bennitta Joseph & Jon L. Norinsberg

Joseph & Norinsberg, LLC, is known throughout New York City for their skill in realm of civil litigation and for their fearless approach in the courtroom that’s seen them win even the most difficult cases. Handling everything from civil rights cases to personal injury and medical malpractice, they stay with cases from inception through conclusion, even if that means literal years of litigation. Since 2014, Bennitta Joseph and Jon L. Norinsberg have helped clients throughout New York and New Jersey get justice and peace of mind. They’re known for bringing a high level of compassion, energy, and commitment to each client, valuing good old-fashioned grit and determination—and out-of-the-box thinking—to get results.

Bennitta Joseph, partner and founder of Joseph & Norinsberg, has been practicing law for 24 years. After completing law school at Temple, she joined the Manhattan DA’s office in 1997 as a criminal prosecutor, fighting for survivors of abuse and violence. After segueing into civil practice, then working in business, Bennitta reentered the legal field in employment law. “This is a very unique area of law because you’re navigating a ‘professional divorce,’” she says. “I’m part advocate, part therapist.”

Though she’s been in employment law for 10 years and ranks among New York Employment & Labor Attorneys’ top lawyers, Bennitta is dedicated to constant learning and improvement of her craft while fighting for fair and

equal pay, a cause she believes in deeply—and one that she knows all too well. “I’ve experienced a lot of the discriminatory situations my clients have as a black woman and mother in the workplace,” she says. And it is exactly her empathy and passion from having walked in her clients’ shoes that make her unafraid to take on—and win—seemingly uphill battles for those who have suffered an injustice.

Jon L. Norinsberg describes himself as an old-school trial lawyer, taking on cases even if winning them means years of litigation. “We leave no stone unturned and work seven days a week to make sure clients get the best results,” he says. His and Bennitta’s record of victory in the courtroom stands as testament to truth in these words.

Always drawn to litigation, Jon has over 30 years of legal experience, including operating his own firm for 20 years. After completing his law degree at Georgetown, Jon entered a large commercial litigation firm, but he wanted more hands-on work. He joined the City of New York’s tort division, where he thrived, becoming their most senior trial lawyer and co-writing *The Trial Notebook*, a guideline for lawyers across the city. He quickly earned a reputation as a “lawyer’s lawyer,” taking on tough cases. Just one example of his tenacity is seen in a \$7.7 million verdict in a civil rights case that he not only won, despite seemingly impossible odds, but through which he played a role in the creation of a new law. “We’re seasoned lawyers, but flexible in our thinking, and always ready to try something new” Jon shares.



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James E. Godfrey, Jr.

James Godfrey has 40 years of experience in civil defense litigation, has handled more than 200 jury trials, and sits on the American Board of Trial Advocates, an exclusive organization that recognizes achievement in trial advocacy. But when he looks back on his storied career, his first thought is not of the metrics that clock his victories, or even his well-deserved distinctions. It is one of deep appreciation and gratefulness for his father, a former Missouri politician-turned-litigation lawyer with whom James got his start in the field after graduating from law school in 1984. Under his father's tutelage, James learned the foundations of being a trial lawyer and gained real-world experience, and he was excited for their future as a legal team. Tragically, just two years later, his father died in a car accident. It was a shocking event changed the course

“The battle is won before it is fought,” which, for James, sums up his approach and the importance of preparedness.

of James's life, but he chose inspiration over despair and, in honor of his father and all he learned from him, carved not only an incredible law career but the opportunity to pass on to younger generations the wisdom that he gained from his dad. James founded his own civil litigation firm, which thrived for 15 years. However, with an ever-growing number of clients came the increasing administrative responsibilities, which took time away helping them. Whether fate or serendipity, James met an attorney from the firm across the street, Evans and Dixon, LLC. James already shared a relationship with them built on mutual admiration, so when the attorney invited him to join their civil litigation team, James jumped at the opportunity. “It was perfect timing,” he says, “and it's a great place to work.”

The oldest insurance defense firm west of the Mississippi with seven locations throughout the Midwest, Evans and Dixon knew well of James's experience and his relentless pursuit for justice on behalf of his clients. His expertise has also made him an invaluable coach and mentor to the team's more junior members, who know they can come to him with any questions about being a trial attorney, and James gladly shares his panorama of knowledge gained from four decades of unique cases. “It would be shorter to list what I *don't* handle,” James says.

While many attorneys would rather settle than battle in a courtroom, the latter is where James thrives, and his passion for trials has not cooled since he first walked into a court. “When I get a case, I assume it will go to trial and prepare for that,” he says. “It's still so exhilarating, and it's as poignant as when I first started and



EVANS & DIXON ATTORNEYS AT LAW

why I got into law in the first place.” He keeps a quote from Chinese philosopher Sun Su at the forefront of his mind: “The battle is won before it is fought,” which, for James, sums up his approach and the importance of preparedness.

James still remembers what got him to this place, and honors the man who set him on his path. “I feel so proud and so fortunate that I was able to practice with my father. At first, I wasn't sure what my future would look like without him, but I was able to go out on my own and build a career in which I've been able to help so many people.”

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Founder, President,
& Managing Partner



Amiel Wade

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My greatest accomplishment is all the smiles that I have been able to bring to my clients' faces by getting them the results they deserve.

As a police officer-turned-attorney, Amiel Wade has dedicated his entire career to protecting and serving the public. In 2003, after four years on the force, he turned in his badge and started his own practice, Wade Law Group. Today, Amiel leads an award-winning practice named *2021 Best Business Litigation Law Firm by New World Report*. With 30 employees and 13 lawyers who are trial experts focused on family and probate law and business litigation, the California-based practice represents clients across the state. “When I started the firm, I looked at the people we’re serving and built every aspect of it around them, instead of thrusting people into a generic model that sees them only as dollar signs,” he says. “I wanted to rescue people from litigation. I wanted to be that person who took their stress away.” With the goal of building client relationships and achieving client satisfaction second to none, he’s built a thriving firm that’s doing just that.

Attorney by the National Academy of Family Law Attorneys and a *Top Ten Attorney* by the American Institute of Family Law Attorneys, among others. In recognition of his outstanding service, Amiel received the *Martindale-Hubbell Honor of Distinction*, which is awarded to fewer than 4% of over 900,000 attorneys for the number of client reviews averaging 4.8 or better. All this in addition to his 10.0 Avvo rating. “Client satisfaction is the hallmark of everything we do—every policy we put in place, every procedure, and every system are all with that goal in mind,” he shares. “My greatest accomplishment is all the smiles that I have been able to bring to my clients' faces by getting them the results they deserve.”

Amiel graduated from Rutgers Law School with honors where he served as president of the student body.



Over the last two decades, Amiel has helped hundreds of clients prevail. He’s represented clients in pre-litigation disputes, mediation, and arbitration matters as well as commercial and serious personal injury cases, including an \$11 million jury verdict for a client who was hit by a car. He’s also negotiated multimillion-dollar disputes, lawsuits, and business contracts. Amiel has been named a *2021 Top Ten California*

Michael Hollingsworth

Managing Partner,
Co-Chair of Mergers and
Acquisitions

“ I get satisfaction out of strategizing with entrepreneurs to help them grow their companies. It’s the personal connection, and it’s getting to see the direct results of helping them achieve their goals.



If there’s anyone who knows the ins and outs of mergers and acquisitions, it’s Michael Hollingsworth. They’ve been his focus since he began practicing in 1996, after earning his LLM in tax from the University of Alabama’s School of Law. Today, he’s a managing partner and the co-chair of M&A at Nelson Mullins Riley and Scarborough, serving business clients throughout the United States. He’s been in the role for over 16 years now, and it seems each year he’s brought in more M&A transactions than the last. This past year was their biggest ever, with 206 closed transactions with an aggregate consideration of \$15.5 billion. And while M&A is still his foremost, and favorite, responsibility, he wears a lot of hats at Nelson Mullins.

Most of his M&A clients are middle-market PE-backed companies in the fields of health care, technology, manufacturing and distribution, and business services, along with PE firms themselves. Currently, and thanks to Michael’s sharp expertise, Nelson Mullins conducts more deals on a volume basis than any other group in the southeastern U.S., a huge differentiator in the market. “Our secret sauce is that we’re viewed in the marketplace as very practical and businesslike in our approach. It sounds simple, but it’s one of the reasons we get business.” That approach is also why Michael has been ranked among the top lawyers in the country, including *Georgia Trend’s Georgia’s Most Effective Lawyers*, the *International Who’s Who of Mergers & Acquisitions*



**NELSON
MULLINS**

Lawyers, and as one of the 84 most client-oriented attorneys in the country in M&A by BTI Consulting, among many more. He’s also been named to the *Atlanta 500* in *Atlanta Magazine* from 2018 through 2021, and one of the *Most Admired CEOs* in *Atlanta Business Journal*. In addition, Michael is on the board of the Woodruff Art Center in Atlanta and was awarded the *Pearl Award* from the Circle of Friends/Living Water for Girls Organization.

Besides driving business, Michael has also been instrumental in growing Nelson Mullins itself. When he joined in 2006, there were 380 lawyers, and today there are 930, nearly triple the amount from when he started, with 150 people joining the M&A team alone. Michael attributes this incredible growth to the entrepreneurial spirit of the firm, which allows a lot of autonomy for its attorneys, as well as their consistent financial growth. In just the first two months of 2022, they’ve managed to open five new markets.

It’s not just his own firm Michael likes to see grow, though. “One of the things I like about working with middle-market clients is helping them manage their business a bit more easily,” he says. “I get satisfaction out of strategizing with entrepreneurs to help them grow their companies. It’s the personal connection, and it’s getting to see the direct results of helping them achieve their goals.”

GEORGE LATTAS



Attorney & Counselor at Law

The son of Greek immigrants who rose from poverty, George Lattas knows that helping people is simply what's right. "You have a responsibility to put your hand down to help people up," he says. Part of the first generation to attend college, George got his JD as well as an MBA from DePaul University, and went into public accounting out of law school, followed by loss mitigation and bankruptcy, as well as working as a general counsel for a real estate firm. "I focused on this area because I was always involved in business with my family," he says. "And I always had a knack for finance and general commercial matters. It was always something I knew I wanted to do."

In November of this year, George will have been practicing law for 14 years in Chicago, and today he runs his own firm, The Lattas Law Office, where he works alongside two associates, closing significant transactions. In one such transaction, they represented a borrower on a \$73 million credit facility, negotiating with the lender for the most favorable terms of the loan agreement. And right now, they're set to close over \$100 million dollars of commercial real estate sales by the end of the quarter. While the numbers might be impressive, George still maintains his dedication to supporting families, and though they represent some well-known national tenants, he prefers to fly under the radar about his considerable success. And he doesn't turn away smaller requests from smaller-scale clients. "I love mom-and-pop engagements, like helping a first-time business owner who needs a lease reviewed," he shares.

Most of George's clients maintain a connection to Chicago, although he's represented landlords, tenants, buyers, and sellers from all over the country. They've included everything from retail centers to farms, from small, family-owned businesses to publicly traded companies, and everyone in between. In addition,

“ We find solutions; we don't kill deals, we close deals. ”

his firm represents a number of local and regional developers, as well as large national restaurant chains and franchisees. But despite the breadth of clients he works with, George remains selective about the matters he takes on, choosing to only work cases where he knows he can be successful, and referring out the rest if he thinks someone else's area of expertise will yield better results. This honesty and transparency is key to his practice. "I call it white-glove service," he says. "Our clients notice our hyper-responsiveness. We're not litigators. We're at our desks, so if we get a call or email, we answer. We're super accessible and attentive to our clients and their needs, and we strive to provide the best service." Navigating their real needs is what George and his associates value the most. As he puts it, "We find solutions; we don't kill deals, we close deals."

In addition to serving his clients to the best of his ability, George upholds his philosophy of reaching down to help others up in his community, as well. In just the past two years he was able to raise \$200,000 for various charities. He also serves as the president of the alumni engagement board and sits on the dean's advisory council at DePaul University College of Law.

LATTAS LAW OFFICE

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LI: George Lattas

Kedar Ismail, Esq.

“It is paramount that we should leave individuals better than when we found them.” This is the personal credo that has guided Kedar K. Ismail his entire career as an award-winning trial lawyer with national recognition for his courtroom victories in the state of Massachusetts. It is also the unwavering philosophy that serves as a pillar of his namesake boutique firm, Law Offices of Kedar K. Ismail. He founded the practice in Springfield in 2018, and with his long-established reputation preceding him, the firm quickly became a highly sought-after legal resource for people across the state. Kedar focuses on criminal defense, civil rights, personal injury, and sports and entertainment law, counting among his clients a growing roster of professional athletes. He is a savvy legal strategist with a talent for designing novel solutions and an indomitable force in the courtroom—a powerful combination for which he is known by his clients and feared by his adversaries. It’s all driven by his deep-seated passion for delivering justice for the people he serves. “When you come to my office, you come to fight,” he says. And he means it.



THE LAW OFFICES OF KEDAR K. ISMAIL

Kedar knows adversity; he’s lived it. Though he’s a celebrated attorney who previously served as senior representative for Bloomberg Law and as senior law clerk for renowned attorney Joe Smith III, Kedar reflects the modesty of his humble beginnings as an underprivileged youth who called the urban neighborhoods of Elizabeth his home. It is precisely his authenticity and genuine character that allow him to connect with people from all walks of life, analyze issues unconventionally to devise winning strategies, and capture the hearts and minds of juries. “Because of my background, I can connect with jurors in a way that other attorneys can’t, so they can really relate to me and, therefore, my client, on a human level, and we form a bond for those hours or days that we’re together in the courtroom,” he explains.

As Kedar works to guide his clients to successful outcomes, he’s ever aware of the significant impact that mentoring and aspirational modeling played in his own success, and he’s been committed to doing the same for youths in urban neighborhoods across the communities in which he has resided. In recognition of his outreach and volunteerism efforts, he’s received multiple awards.

“ I was given a second chance when I was young, so I’m committed to helping give other adolescents a second chance for a brighter future. That’s the most rewarding part of my work.



“It was really fate that led me here,” he shares. “I was given a second chance when I was young, so I’m committed to helping give other adolescents a second chance for a brighter future. That’s the most rewarding part of my work.”

Kedar attended Hampton University, Kean University, Western England University School of Law, and University of Miami School of Law. He’s been named to the Who’s Who Among Colleges and Universities, The National Society of Leadership and Success, and the National Honor Society, among other nationally recognized achievement boards.

CONTACT

k.ismaillaw@gmail.com | LI: Kedar Ismail



Michael Mierau

Michael Mierau is an attorney with The Law Offices of John P. Mahoney, a legal firm specializing in the representation of federal employees. With 22 years of experience as an attorney and nearly three decades of service in the United States Army, he represents clients on a wide range of employment matters, including claims of discrimination, misconduct, performance-based adverse action appeals to the Merit Systems Protection Board (MSPB), administrative misconduct investigations, prohibited personnel practice complaints, and whistleblower retaliation claims.

Having served as a senior litigation attorney on behalf of the Army and as an attorney for the government against employees, Michael brings valuable insight from both sides of the courtroom to serve federal employees now. “I once represented the government against employees. Now I do the opposite because it’s important to me to represent those people making sacrifices for our country and provide them with the best legal advice they could have,” he shares.

Michael joined the firm in 2019, after retiring from the Army, for precisely this reason—to be part of a practice with a stellar reputation for representing people who devote themselves daily to working for our country. “John Mahoney’s firm is highly rated nationally for representing federal employees. John has built a wonderful reputation for its expert ability to practice in that area,” he explains. Prior to joining the firm, Michael served as an attorney for both the Army and for two large law firms in Cleveland, Ohio. While in the Army, he served as chief of the Army’s litigation division, in charge of all civil litigation. Prior to that role, he was senior attorney for a combat division at Fort Stewart, Georgia, responsible for 120 legal personnel. He was deployed to Afghanistan, where he served as senior attorney in charge of the national support element, and served tours in both Iraq and Afghanistan.

Michael received his law degree *magna cum laude* from the Cleveland-Marshall College of Law in 1998, where he served on the Moot Court Board of Governors and the *Law Review*. He holds a master’s degree in strategic studies from the U.S. Army War College, a Master of Laws in Military Law from the U.S. Army Judge Advocate General’s School, and a bachelor’s degree in political science from the University of Akron.

Michael represents clients on a wide range of employment matters, including claims of discrimination, misconduct, performance-based adverse action appeals to the Merit Systems Protection Board (MSPB), administrative misconduct investigations, prohibited personnel practice complaints, and whistleblower retaliation claims.



GARY LESSER

Florida is famous for its beautiful beaches and theme parks, and is home to over 21 million people, making it the country's third most populous state and a growing business powerhouse. Headquartered in West Palm Beach is Lesser, Lesser, Landy & Smith, a third-generation legal firm that has specialized in personal injury law since 1927. The boutique firm handles serious personal injury and wrongful death cases with extraordinary success under the leadership of Gary S. Lesser, who is also president of The Florida Bar. Lesser took the helm as managing partner of the firm in 1995 and has been fighting the good fight for the last 30 years – just as his father and grandfather did before him.

Managing Partner

Today, with a litany of industry awards stretching back over two decades—including *Leading Plaintiffs Lawyers in America* by LawDragon 500 and *Florida Legal Elite "Hall of Fame"* by *Florida Trend* magazine—Gary leads a thriving firm that serves injured clients and their families across the state through four offices, delivering significant verdicts and settlements in the millions, all while maintaining the highest possible AV ratings for ethical behavior and legal ability. "My grandfather used to say that every person is born owing a debt to their community, their church or synagogue, and their country, and nobody should die leaving that debt unpaid. This is what I believe," he shares. "We have a responsibility to help our clients, and we have a responsibility to help our community and our country. This serves as our guiding principle."

It is this steadfast value that drives the firm's team of award-winning attorneys, who bring more than 275 combined years of litigation experience handling car accident cases, medical malpractice, negligent security, and nursing home litigation. And while they work tirelessly on behalf of their clients, Gary and this group of passionate lawyers see it as a privilege to serve them, and their clients feel it. Throughout its storied history, Lesser, Lesser, Landy & Smith's clients come to the firm by word-of-mouth recommendations and referrals alone, making it one of the most enduring law firms in the area with



**LESSER LESSER
LANDY & SMITH PLLC**
ATTORNEYS AT LAW
-Personal Injury Law Since 1927-

Gary holds a B.A. in international affairs from George Washington University and a Juris Doctorate from the University of Miami School of Law.



a reputation for good, old-fashioned customer service. "My grandfather got into law because he wanted to help people and the community. That's why I became a lawyer. I looked up to him, and I wanted to be just like him and my father. That's what's always motivated me, to help clients and community."

While many law firms eventually sacrifice the client experience for volume and profit, Gary continues to lead with a client-centric approach. "We've had the privilege of forming long-lasting relationships with our clients, and oftentimes stay in touch long after we've helped resolve their cases," he shares. And while his career is marked by countless accolades, it's not the spotlight that drives him, but his devotion to serving people, whether mentoring the next generation of legal minds as president of the Florida Bar or working pro bono with the Legal Aid Society of Palm Beach County. "I feel really lucky to be a lawyer and I'm grateful that I can help other people," he says.

David M. Oddo

Partner /Senior Trial attorney



ODDO & BABAT
ATTORNEYS AT LAW



David's still representing clients who have faced frightening, traumatic ordeals such as medical malpractice and negligence, injury, and wrongful death, as well as serving as a defense attorney for criminal cases.

With more than three decades of legal and courtroom experience under his belt and a litany of honors and awards, David M. Oddo is nowhere close to slowing down. Besides being a trial attorney in prominent civil and criminal cases at his New York City-based firm, Oddo & Babat, PC, he's a lecturer, published author, and podcast host. His book, *Medical Malpractice and Wrongful Death: Answers to Tough Questions That Can Arise in Your Case*, was published by Jacobs & Whitehall in 2021, and his legal podcast, *The Trial Brief*, is available on

all major platforms including Spotify and Apple Podcasts. And, of course, he's still representing clients who have faced frightening, traumatic ordeals such as medical malpractice and negligence, injury, and wrongful death, as well as serving as a defense attorney for criminal cases. He's also a staunch advocate for survivors of childhood sexual abuse and is dedicated to helping anyone whose life has been upended by these devastating events.

Since we last caught up with David in the 2020 issue of *Top 100 Attorneys Magazine*, he's collected a considerable number of new awards and distinctions. He was named to New York's 2021 *Metro Super Lawyers List*, something awarded to only the top 5% of lawyers in the New York Metro area. He also obtained the highest medical malpractice settlement in New York State in 2020, according to TopVerdict.com, a \$15 million settlement for a client who sustained severe, permanent injuries due to a misdiagnosed stroke. His past achievements are many, including being named to *City and State Magazine's 50 Over 50 List* in 2018 and 2019 as well as their *Law Power 50 List* in 2018. He is ranked a 10, the highest rating possible, by AVVO. He is a fellow of the American Bar Association, a prestigious distinction only awarded to less than one percent of lawyers, and is a past president of the New York State Trial Lawyers Association (NYSTLA).

David is not only passionate about standing up for those who have endured traumatic events, but he's also dedicated to educating others on those topics so that other attorneys can extend their services to those in need, too. He lectures on trial practice, medical malpractice, and the economist's role in trial preparation and presentation, as well as in the role of the U.S. Civil Justice System. And he has experience there, too, having served as a state prosecutor for the Nassau County District Attorney's Office from 1989 to 1993. And, in addition to writing his new book, he's authored a number of op-eds in publications across the state and served as a contributing editor for *The Hill*.

David is a member of the American Association of Justice, the New York State Bar Association, the Bronx County Bar Association, and the New York County Lawyer's Association, as well as several other local bar associations. He was admitted to both the New York State and Connecticut State Bar in 1990, the Southern and Eastern Districts of New York in 1993, and was admitted to practice before the U.S. Supreme Court in 2016.

CONTACT: www.oddobabat.com | do@oddobabat.com | LI: David Oddo

TIMOTHY Maier

When Timothy Maier founded Maier & Maier, PLLC with his brother, Christopher, in 2006, they had one client. Today, the intellectual property law firm ranks as a *Top Law Firm for Patent Law* by *U.S. News* and stands as an IP powerhouse with deeper patent knowledge than large general practice competitors. Maier & Maier is patent and trademark counsel for some of the world's largest companies. Headquartered in Alexandria, Virginia, next to the USPTO, Maier & Maier is composed of learned attorneys and highly skilled engineers with diverse technological backgrounds in mechanical, electrical, technology, software, chemical, and biotech disciplines. For their clients, ranging from Fortune 500 corporations to middle/emerging market companies, startups, spinoffs, and individual inventors, they've conducted over 250 litigations, becoming an internationally known and trusted name in IP law, for good reason.

“One might say that patent law is in **Timothy's**—and the **firm's**—DNA.”

Differing from many IP firms that focus primarily on trademark law with only cursory attention on patent prosecution, Maier & Maier holds substantial expertise in both areas with special emphasis on patent litigation *and* prosecution. “The difference between solely a trademark attorney and patent attorney is like the difference between being a general doctor and a surgeon. If you need brain surgery, you don't go to a general practitioner, you go to a brain surgeon,” Timothy says. And he knows what he speaks. He's a member of *IAM 1000 World's Best Patent Attorneys* and has dedicated over 20 years to IP law, with specialization in patent and trademark litigation and prosecution. He and Christopher share lineage in the arena stretching back half a century to their father, a patent attorney and founding partner at Oblon, Spivak, McClelland, Maier & Neustadt. One might say that patent law is in Timothy's—and the firm's—DNA.

Maier & Maier's specializations include patent litigation, patent application preparation and prosecution, and administrative proceedings before the ITC and PTAB. “We help our clients overcome any rejection the examiner might come up with, whether eligibility, anticipation, obviousness, and indefiniteness,” Timothy explains. The firm's trademark practice covers domestic and international



Maier & Maier

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matters, including applications, opinions, portfolio management and development, oppositions, cancellations, and litigation—aimed to establish and protect one of their clients' most valuable assets.

While Timothy's legal expertise and commitment to bringing innovations to the world stage is well known today, his passion for inventions—and perhaps his destiny as the leader of a globally recognized IP firm—manifested long ago. “I've always had an innate curiosity in how things work. As a kid, I loved pulling things apart and putting them back together,” he shares. “I feel deeply humbled and lucky to have the opportunity to work with some of the leading scientists and engineers around the world, partnering together to help find the IP scope of their inventions.”

Timothy holds a J.D. from George Mason University School of Law, an M.S. in telecommunications engineering from George Mason University, and a B.S. from Vanderbilt University. He's a member of the Virginia and D.C. State Bars and a registered patent attorney with the USPTO.

ANTHONY C. SEARS

Plaintiff Personal Injury Attorney



anthonycsears@gmail.com | 347-297-0696
LI: Anthony C. Sears

Despite his very successful career, recovering millions of dollars for all his injured clients, it was about three or four years ago that Anthony C. Sears realized that even with all the strides made by and for the LGBTQ community in the world, there was no one representing the LGBT community in personal injury practice area. He has many injured clients who trusted him enough to open up about their lives, whether it be their relationships, occupations, or health status. "It is relevant to a personal injury case," Anthony explained. "If the attorney does not fully understand or questions a client's lifestyle in any way, that client may feel uncomfortable about being fully open, hindering their representation." So, Anthony vowed to make this community, his community, the forefront of his practice. He has both the legal experience and the empathy and compassion to work with clients from a place of understanding, building trust to help a historically overlooked population get the

justice and representation they deserve. He's handled high-profile cases like the PATH-Hoboken train derailment, the Medford nursing home patient death cases, and the Empire State Building shooting, in which Anthony helped obtain the highest settlement out of all the survivors represented.

Anthony serves as a plaintiff personal injury attorney for clients in New York and New Jersey in motor vehicle, construction accident, premises liability, medical malpractice, revenge porn, and wrongful death cases. He is the sole personal injury attorney with an exclusive focus on the LGBTQ community. Active in the LGBT Bar Association and one of their past published authors, he also has been named to *Super Lawyers Rising Star in the Law* from 2019 to 2021.

He has both the legal experience and the empathy and compassion to work with clients from a place of understanding, building trust to help a historically overlooked population get the justice and representation they deserve.

Giving his clients both peace of mind *and* justice is what drives Anthony every day, and he enjoys the lasting relationships he forms with many of them, staying in touch well beyond when the case has concluded. "I'm very easy to talk to, and I'm personable with each of them, and my clients love that," he says. His past clients often update him on their lives and even contact him to just to check in and say hello. For Anthony, his success lies not in his industry accolades or status or in the headlines of his high-profile cases, but in the repeated thanks from the people he's helped and in knowing that his efforts have truly made a difference in their lives.



Anthony's dedication to the furtherance of both the legal field and his LGBTQ brethren doesn't stop at the doors of his office. He's also helping to prepare the next generation of attorneys, providing mentorship for both law and pre-law students in New York, especially LGBTQ students, many of whom secure their first career positions and pass the bar thanks to his diligent help. He uses his own experiences to inspire and encourage them. "Sometimes all they need is a push to believe in themselves. It's so rewarding, helping others see a light in them they haven't seen before. There's room for everyone at the table."

MARC Mauser

PARTNER AND MANAGING ATTORNEY

Marc Mauser has spent his entire 34-year career representing the rights of the wrongfully injured in New York. He received his bachelor's degree in political science from Tulane University in 1984 and his juris doctor from Tulane University School of Law in 1987. He is also a member of the New York State Trial Lawyers Association and the American Bar Association.

Marc is currently a partner and managing attorney at William Schwitzer and Associates, one of New York's most successful personal injury firms, handling construction, motor vehicle, slip/trip and fall accidents, medical malpractice, and products liability. Since joining the firm in 2008, he has become an award-winning attorney who has thrived in the area of alternative dispute resolution—the procedure for settling disputes without litigation in a less costly and more expeditious manner.

Marc has a reputation as a fierce litigator in the courtroom.

While Marc has a reputation as a fierce litigator in the courtroom, he is a shrewd negotiator who has repeatedly achieved better than expected results using the ADR process. Well-known and respected by judges, mediators, arbitrators, opposing counsel, and their insurance carriers, he has successfully resolved thousands of cases by way of mediation or arbitration. In addition, while he holds the well-deserved honor of the 2015 *Lawyer of Integrity* by the Institute of Jewish



Humanities, Marc's focus is not on the accolades, but on helping to usher his clients through one of the most difficult times of their lives and getting them the money and justice they deserve.

While his grateful clients attest to his skill, passion, and commitment, this was never more evident than during the long, dark months of the COVID-19 pandemic. While the courts and other attorneys were forced to close their doors, Marc successfully mediated or arbitrated over 400 cases, including more than one hundred settlements in excess of one million dollars. Even now, with the courtroom doors slowly opening back up, Marc is just as committed to getting his clients the swift justice they deserve, as he was more than three decades ago.

Marc successfully mediated or arbitrated **OVER 400 CASES**, including more than one hundred settlements in **EXCESS OF ONE MILLION DOLLARS.**

Danielle Vida

“ It warms my heart to know I’m making a difference and impacting people’s lives.

If there’s something Danielle Vida knows how to do, it’s to rise not only meet but completely dominate any challenge, and all while maintaining kindness and compassion for others. Danielle began her career with a federal workers’ compensation firm, where for 10 years she gathered experience in the niche legal area and fell in love with it. While she was helping clients across the country, she was also obtaining no less than four degrees—a bachelor’s in psychology, a degree in paralegal studies, a master’s in legal and ethical studies, and a juris doctorate, as well as a certification in mediation. Eager to serve underrepresented people, Danielle wasted no time in her final wintry days at the firm. She passed the bar in December 2016 and started her own practice just seven months later—DaVida Law, LLC, representing federal employees in workers’ compensation cases and federal administration law as one of very few lawyers in the in this practice area.



The firm’s name reflects the two letters of Danielle’s own, but it also means “of life” in Portuguese, representing the way she serves as a lifeline to

her clients. Today, DaVida serves clients all over the U.S., many of them learning of her services through word of mouth, and Danielle maintains relationships with each one, with care that comes from the heart. “Sometimes people have called four states before getting referred to me. I love fighting for the underrepresented,” she says. “I’m caring and sweet, but I’ll be ruthless when it comes to advocating for their rights!”

In addition to federal administration law, Danielle and her firm also have a focus on immigration law, something dear to Danielle as her own family immigrated to the U.S. This was



Owner & Attorney

initially her sole focus, and when she expanded to federal administration law, her firm really took off—and Danielle didn’t miss a beat. With so few lawyers in this area, she quickly leveraged technology to meet with clients from anywhere in the country, so while other attorneys scrambled to get used to virtual meetings during COVID-19, Danielle was already well versed in it. As her firm continues to grow, she’s especially proud to be working with her associate John Butler, who now helms DaVida’s state workers’ compensation and personal injury departments. John’s background in criminal and medical malpractice cases on the state level has earned him a considerable reputation, and Danielle is thrilled to have him on her team as a trusted legal expert in the field. As a leader, Danielle entrusts her colleagues with creating their own strategies and cares for her team as much as she does her clients. “I try to lead from my heart, and I care that my staff and employees are happy,” she says. And while she’s championing her growing group, she’s striving every day to get her clients the results they deserve. “It warms my heart to know I’m making a difference and impacting people’s lives.”

CONTACT

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KARIM Adatia



VP & Deputy General Counsel

With a career spanning more than two decades and various roles around the world, from law to tech to a family business in Alaska, you might think Karim Adatia has seen and done it all, but that couldn't be further from the truth. The vice president and deputy general counsel for global tech solutions company, Insight, Karim is still excited to learn and grow. "I wake up each morning and can't wait to get started," he says. "I learn every day while making a contribution. Insight gives me space to practice law in a way that aligns with my values and growth mindset. In short, it's technically what people would refer to as a dream job."

“ One of my greatest accomplishments is helping people reach their goals and find fulfillment in their efforts. ”

Born in Africa, Karim moved to Canada with his family at a young age due to a political situation in his home country. During law school, he had the opportunity to work overseas, getting his first law firm experience with global tech firms in Malaysia. After school, he entered private practice in Vancouver, working with more tech companies on mergers, IP matters, securities work, financing, and more. His journey took him to Arizona, where he worked in a Phoenix-based firm, and then to Anchorage, Alaska, to learn his family's business. Today, at Insight, he manages and mentors attorneys in North America, Europe, Australia and China. The globally-recognized solution integrator advises clients on cutting-edge technology, so Karim's work sees him also handling global commercial transactions and IP matters, including a patent harvesting program for the innovative work of their developers, architects, and engineers.

“ I learn every day while making a contribution. Insight gives me space to practice law in a way that aligns with my values and growth mindset. In short, it's technically what people would refer to as a dream job. ”

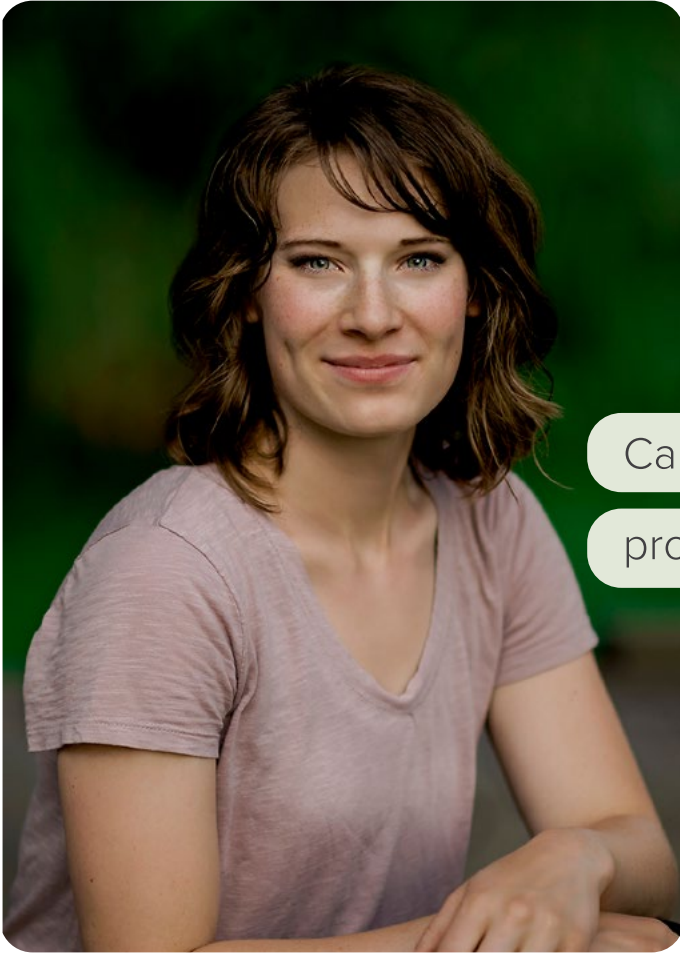
Despite his obvious expertise, Karim remains ever curious and humble. "It's about knowing what I don't know, and being curious about the world and learning so I can grow and, in the process, support Insight better." And he's dedicated to giving his team the tools they need to do the same. "There is always so much more to learn and more room to grow," he says. For Karim, emotional intelligence is the largest factor, meeting people where they are and asking the right questions to get the best results to forge the connections that drive the company forward. "I have very smart people on my team, so I give them the space needed to excel," he says.

Servant leadership is an important part of Karim's life. As a mentor and coach, he aims to help people find meaningful success without compromising their core strengths and values. "One of my greatest accomplishments is helping people reach their goals and find fulfillment in their efforts," he says. "It is rewarding to witness transformation in someone and see their hard work recognized by others." And it's not just his legal colleagues. Karim's mentoring has led him to be an executive sponsor for the AsianPacific@ Insight teammate resource group, and ally to create a more inclusive and equitable workplace for women at Insight. In his free time, he also does a lot of work for Seed Spot, a supporter of diverse, impact-driven entrepreneurs.

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LI & FB: Karim Adatia
IG: kاداتia



Hansen, who offered her a job at his firm, Lewis Hansen. It was an easy decision for her because as she shares, “Scott and I had similar ideals about client care, and I knew it would be a really great fit.” Candace provides exceptional legal services to those in and around Salt Lake City. Her specialty is estate planning, probate, and guardianships.

Candace credits her success to her passion for helping others and for her ability to connect with clients on a personal level. “When I lost my mom, people were trying to make me feel

Candace's specialty is estate planning, probate, and guardianships.

better, but I just needed someone to say, ‘this sucks’ instead of trying to help me find some silver lining,” she remembers. As a result of her empathy and experience, Candace can resolve a variety of legal circumstances while making her clients feel secure. In one instance, a client called her about updating her estate planning documents. Candace soon found herself and the woman swapping stories about their families, dividing up heirlooms, and sharing their experiences, all while creating a workable plan for the estate. “My clients appreciate that the process is so personal, not just ‘what are your kids’ names and birth dates and make a list.” She’s also able to navigate more difficult conversations, like the case that involved a family who was reticent about giving certain members access to finances because of addiction issues. Candace was able to create a trust so that when things felt more secure, the money could be accessed by those members. “Sometimes people just need to prevent chaos in family dynamics,” she says. “Even when it’s not a difficult situation, there’s an audible sigh of relief every time we complete an estate plan because they no longer fear what might happen. It’s great to see.” Candace makes the signing day special by bringing each client a personalized gift.

For Candace, it’s about the experience, not just the documents. “My biggest asset is that I really care about my clients and their experience. I want them to feel that it was worth every penny,” she says. “I take time to listen to their questions, concerns, and colorful family stories. I love getting to know people and learning about their lives. I make sure that the process is personal from start to finish. We might even have a little fun.”

Candace Waters

As a result of her empathy and experience, Candace can resolve a variety of legal circumstances while making her clients feel secure.

When Candace Waters attended law school, it was with the unfortunate familiarity of loss, and everything that came along with the passing of a loved one. At the University of Utah S.J. Quinney College of Law, Candace became the student director for Wills for Heroes, which provides wills, power of attorney, and advanced health care directives at no cost to first responders. It was through this experience that she learned how these services offer peace of mind to individuals, and the catalyst to her choice of career.

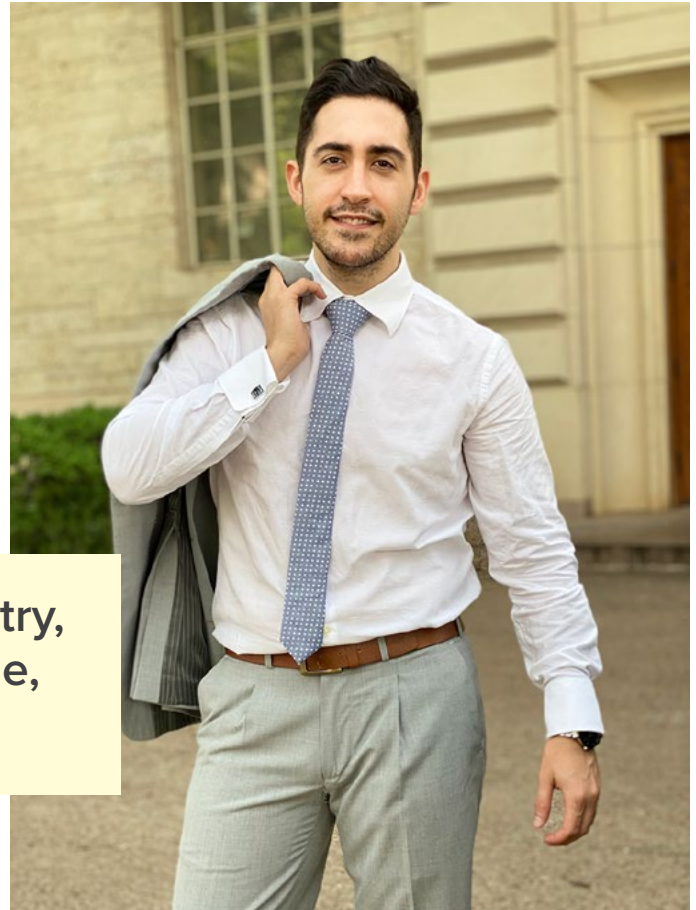
After earning her degree in May 2020, Candace started her own firm. Just over a year later, she connected with Scott



LEWIS | HANSEN
ATTORNEYS AT LAW

Juan Fernando Valdemoros

If there's one thing Juan Fernando Valdemoros doesn't fear, it's a challenge. His entire career has seen him rise to and overcome myriad challenges in the legal field and some unique situations that span multiple companies, countries, and cultures. In his early professional years, he served as general legal counsel of Argentina's largest fruit importer-exporter, involved in litigating large-scale arbitrations in the Netherlands, the firm's expansion into Chile, and handling many other responsibilities while also navigating between their offices in the Americas and in Europe.



“When it comes to the tech industry, lawyers need to be approachable, innovative, and relatable.”

After that, Juan joined Belatrix Software in Florida, helping them build an internal legal department from the ground up and devising all their legal processes, including technology, automated processing, and negotiation. He led the new department through an M&A process involving five countries, each with their own regulations and compliance laws. His department had just five lawyers while the opposition had 50, some of whom were the top attorneys in their respective countries—but Juan and his lean team triumphed. The experience made him realize that the key to success is efficiency and knowledge, not size or money. It inspired him to always challenge conventional beliefs about what lawyers and legal teams are “supposed” to be, and served to establish the values he holds to this day. “When it comes to the tech industry, lawyers need to be approachable, innovative, and relatable,” he explains. “If you work in the tech industry, you need to stay ahead.”

Today, Juan serves as senior legal counsel at Valor Legal Advisors in Austin, Texas, bringing to bear his knowledge, experience, and forward thinking in both civil and criminal law. Valor provides legal services to businesses around the world with a special focus on tech companies, a niche but growing sector. A tech-focused corporate lawyer who understands various regulations and cultures as well as the lifecycle of a tech firm, Juan's insight is invaluable to clients, especially when it comes to companies looking to grow intelligently. “The reality is America cannot be self-sufficient in providing tech services. Almost all IT companies have to outsource 60% of

Senior Legal Counsel

their work,” he says. “Right now, quality tech service comes from very specific countries, mainly in Latin America, and they offer great quality with extremely competitive rates.” Juan helps American companies take advantage of the services offered in countries like Peru, Argentina, Uruguay, and others, in a safe and affordable way, while staying aligned with their core values. His international experience and licenses in both Argentina and the U.S., his bilingual skills in both English and Spanish, and his understanding of different cultural nuances allow Juan to serve as a valuable bridge between American and international companies with regard to compliance and regulations, ensuring a seamless transition.

Juan loves many things about his work, but overcoming a challenge and getting the many moving parts to work together through hard and smart strategy is probably his favorite. He also enjoys successful negotiations—turning a “no” into a “yes.” Juan holds four master's degrees in business, project management, international tax law, and corporate law, he's also been invited to publish content in the ACC.



Contact:

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LI: jfv8 | IG: @JF_Val_Austin

Cheryl Bradford



Cheryl Bradford met her current employers, Adam Springel and Leonard Fink of Springel & Fink, LLP, while working on a case, and the three made an immediate connection. Adam and Leonard were impressed, and rightfully so, with Cheryl's extensive and diverse background in the legal field. She's been an attorney since 2006, after graduating cum laude a year early from UNLV Boyd School of Law in 2005. Prior to law school, Cheryl was licensed as a property, casualty, and life insurance agent, and after, she practiced complex litigation for a boutique litigation firm for 10 years. She then spent the next five years at a regional insurance defense firm in general liability practice, similar to what she does today in Springel & Fink's Las Vegas office after joining them in January 2020. Today, Cheryl independently manages general liability cases from retention to trial. Her practice encompasses product

liability, retail, restaurant, hospitality, and transportation concerns, as well as catastrophic losses and insurance defense for product cases. Some of the cases that fascinate her the most are those dealing with food allergies because of their basis in science.

Cheryl's experience, both in terms of diversity and sheer amount, puts her in a decidedly advantageous position when it comes to the knowledge and skills she uses to this day. One of her most notable was a \$125 million fraud case on which her clients were the only parties dismissed on summary judgment. "I learned so much," she says. "I got a lot of great exposure and experience that many other lawyers may not have received." Besides the great culture and sense of community at Springel & Fink, Cheryl also appreciates the breadth of subjects she gets to handle there. "I enjoy general liability and don't see myself focusing on a narrower specialty," she says.

Cheryl's practice encompasses product liability, retail, restaurant, hospitality, and transportation concerns, as well as catastrophic losses and insurance defense for product cases.

As for Cheryl, she was impressed by Springel & Fink's forward-thinking, employee-focused approach to managing a law firm. By being flexible and supportive of their staff, Cheryl and her colleagues find themselves actually being more productive, more efficient, and less stressed, which in turn results in better outcomes and more satisfied clients. As a mother of three school-aged children, Cheryl was especially delighted to find that the firm was more than happy to let her work remotely as needed, even before the COVID-19 pandemic. "Adam and Lenny have created a team environment that fits very well with my level of experience and allows me to work with younger associates and still find time for my children" she says.

Founded in Irvine, California, in 1997, Springel & Fink has offices in three states and nearly two dozen attorneys in its employ. It's been AV rated by Martindale-Hubbe for more than 20 years, and has upheld a strong standard of integrity, sincerity, and compassion for each of its clients. While she works closely with Leonard Fink, Cheryl is able to manage her cases independently, something she values deeply. "I get to be in charge of my own world," she says. In addition to her work as senior counsel with Springel & Fink and raising her three children, Cheryl is also the vice president of Gray Plunkett Jydstrup Senior Living, a non-profit corporation which offers affordable housing to seniors.

Springel & Fink ^{LLP}

ATTORNEYS AT LAW

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Christopher BUCIO

Lead Attorney for
Criminal Defense Division



Christopher Bucio has practiced criminal law since 2003, shortly after obtaining his degree from the University of Cincinnati's College of Law. He started out as a public defender, which gave him extensive trial and court experience, and is now the lead attorney for the criminal defense division of Bradley & Associates Attorneys at Law. To this day, however, Christopher has not *prosecuted* a single case. "Doing so would feel unnatural to me," he says.

“ Keeping a small clientele base really allows me to focus.

Along with managing partner, Karen Bradley, Bradley & Associates handles both criminal and immigration law, a unique but effective combination of specialties. Karen heads the immigration practice, something she cares deeply about as an expatriate of Belize, and Christopher's practice is devoted to the defense of large felony cases, often for people with financial challenges. A small, but not insignificant, percentage of clients require both services, which led to their distinctive moniker as a "cimmigration" firm.

Christopher distinguishes himself through a personal approach to each case and with every client. At any given time, his caseload will not exceed 65 defendants because they are high-profile and therefore, time

intensive. "Keeping a small clientele base really allows me to focus," Christopher says. And too, he includes paralegals, investigators, and other integral figures in his case preparation to ensure maximum transparency, often requiring weekly meetings to ensure every detail is considered.

Christopher's success and impressive number of not-guilty verdicts earned the firm a *Client Choice Award* from Martindale Hubble in 2020, as well as an *Avo Client Choice Award* every year since 2012, as well as a plethora of *5-Star Google Reviews*.

Christopher is highly respected by both clients and colleagues for his integrity, honesty, and dedication. "I give every single client my cell phone number so they can always contact me. I feel this is important because these individuals are going through the biggest, and possibly the worst, event of their lives." Helping those in need is part of the Bradley & Associates ethos. "While we cannot guarantee an outcome, we can promise hard work and availability," he says.

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YURIKA PISTORIUS

Clientèle Limited Group

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Yurika Pistorius was first featured as a *Top 100 Attorney* in 2020. Now, one year later, she continues to maintain the stellar career for which she was initially recognized for.

Yurika holds various roles within her organization, but her goal is wholly unitary—to ensure regulatory compliance, and to identify and combat cybercrime, money laundering, and data theft. An experienced and capable attorney, Yurika’s specific roles are as executive head of group legal and compliance, registered group compliance officer, money laundering compliance officer, and in-house corporate lawyer for Clientèle Limited Group, one of South Africa’s leading direct distributors of financial service products.

As challenging as her job sounds, Yurika effectively executes each responsibility with the precision of a surgeon. Whether she is acting as a strategic regulatory advisor, empowering the board and executives to proactively comply with applicable laws and regulations, or serving as the primary regulatory liaison officer, working with regulatory authorities, media, and press, Yurika ensures that the Clientèle Limited Group maintains their strategic objectives. Yurika adds, “Cybercrime security, anti-money laundering, data protection, and ethics are worldwide focus points and the COVID pandemic brought about a whole new set of risks to be identified and managed. It doesn’t matter where in the world you practice, these are global risks, which needs to be properly managed by all legal and compliance professionals.”

And, because compliance is always evolving and the practice has changed from being a predominantly legal advisory role to one that requires a diverse skill set, Yurika adds, “Compliance professionals must be well-versed on technology and understand the impact that technology has on our organizations and its direct relation to regulatory compliance, project and relationship management, negotiations, and cybersecurity. To support her ongoing efforts in that endeavor, Yurika further expanded her considerable expertise by completing Oxford’s *FinTech Programme*, obtained qualifications in COBIT (an IT management framework that helps businesses develop, organize, and implement strategies for information management and governance), and is currently pursuing her CAMS (Certified Anti-Money Laundering Specialist), a global certification which is dedicated to fighting financial crime and allows for the prevention of money laundering. All of these further qualifications assist in understanding the changing regulatory landscape, the pain points of the organisation, and with assisting customers.

Yurika was awarded the designation of Internationally Certified Compliance Practitioner through the International Federation of Compliance Association and serves as a mentor to provide guidance to younger compliance professionals. She has practiced as a trial lawyer in civil and commercial litigation, and has the benefit of international experience, obtained in Switzerland and the U.S. With this breadth of knowledge, she has been invited to share her experience and knowledge with other industry professionals as a speaker for anti-money-laundering, fintech, and regtech conferences, as well as *conduct and ethics* summits in the U.K.

Yurika’s dedication to her career, her passion for guiding and mentoring in the legal and compliance field, and unwavering support of the Clientèle Limited Group is founded on her belief that not only do all people deserve a secure financial experience, but that security is possible with diligence and teamwork. For inspiration, she looks to a quote from the late U.S. Supreme Court Justice, Ruth Bader Ginsburg: “Fight for the things you care about but do it in a way that will lead others to join you.”

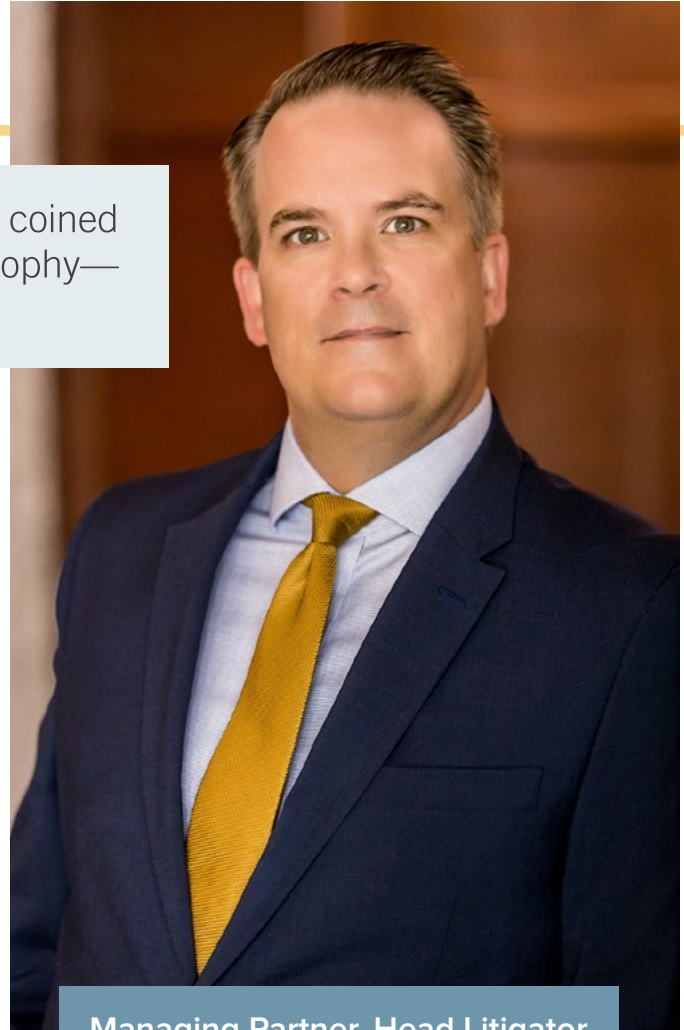
Aaron E. Allen

The firm specializes in family law and has coined a motto to perfectly describe their philosophy—*Where your family matters.*

Aaron E. Allen is the managing partner and head litigator of Allen Law Group, P.C. in Beverly, Massachusetts. The firm specializes in family law and has coined a motto to perfectly describe their philosophy— *Where your family matters*. This is not just a marketing ploy or slogan for Attorney Allen, it is the guiding principle for how he manages the practice and treats clients. “I focus on helping people through the emotional times that are quite prevalent in this area of law,” he says. “My clients come to me at the most difficult time in their lives when they are experiencing divorce, child custody, child support, among other pressing issues. They deserve nothing less than compassion and expertise.”

As the owner of a small firm, Attorney Allen oversees the entire client experience from attaining the client, to development of case strategy, to implementation. Because he also litigates every case himself, he encourages clients to contact him directly at any time. This is not to say that Attorney Allen is a ‘one-man-show’—he has a dedicated triage staff to support the five-star level of service that the firm has become known for. In addition, Attorney Allen’s 20 years of experience and ability to see the big picture enables him to anticipate, identify, and ultimately exceed, client needs and objectives.

Whether he is providing counsel, or in the courtroom, Attorney Allen knows the value of attentive and skillful representation. “It can’t just be a *business transaction*,” he explains. “With something as intimate as family law, you really have to be present and go



Managing Partner, Head Litigator



My clients come to me at the most difficult time in their lives when they are experiencing divorce, child custody, child support, among other pressing issues. They deserve nothing less than compassion and expertise.



through the experience with the client.” During the COVID-19 pandemic, Attorney Allen maintained his pledge by facilitating virtual meetings and implementing systems to enable secure document delivery and remote signing, thereby keeping cases moving when personal interaction was not possible.

Although Attorney Allen credits his success to the quality of care that the firm maintains, his practical experience and academic background cannot be overlooked. After graduating from the University of Massachusetts at Amherst and then obtaining his law degree from New England School of Law, Attorney Allen worked

with a large firm in the capacity of an attorney and consultant. Soon after, he founded a private practice, which he led for 17 years prior to founding the Allen Law Group, P.C. Additionally, he is a longtime member of the National Association of Divorce Professionals, the Massachusetts Academy of Trial Attorneys, and multiple bar associations. Attorney Allen has also built an impressive history of community engagement. As a member of the Greater Beverly Chamber of Commerce, he is directly involved with community businesses and leaders, which is yet another indication of his commitment and passion for advancing both law and society.

A. Marques Pitre

Managing Partner

“ I’m willing to lose money if it means doing what’s best for a client. ”

He began in 2005 as a young prosecutor for the City of Chicago, delivering justice to citizens of the “Windy City,” and then took his passion to the private sector as a fierce legal advocate determined to protect the rights and livelihoods of federal employees. Seventeen years later, as the founder of Pitre & Associates, A. Marques Pitre holds a cache of awards, including a *2022 Lawyer of Distinction*, *Global Law Experts’ Federal Law - Lawyer of the Year in Washington, D.C. - 2022* award, and *New World Report’s Federal Labor & Employment Law Firm of the Year 2022 – USA* award. And as any one of his clients will attest, he is more than deserving of such esteemed recognition. He’s garnered millions of dollars for countless EEO, MSPB, OSC, and Title VII private sector cases.

Mr. Pitre founded his firm in 2016 in Washington, D.C., after a decade as a staff attorney at Arnold & Porter Kaye Scholer LLP. But with the insight gained from serving on the “other side” of the courtroom as a prosecutor, combined with his breadth of experience as a defense attorney, he knew that he could touch more lives as the architect of his own practice. Today, Pitre & Associates, LLC, practices federal labor and employment law, or as he puts it, “protecting the civil rights of federal employees throughout the world,” with a fraction of his focus on private sector EEOC cases.

Just six years later, the firm has grown exponentially. In 2021 alone, they netted \$1 million in awards and settlements for the

people they so passionately serve. Among the standouts are his victories in an EEOC case against the Department of Veterans Affairs, netting his client \$500,000 in fees, and successfully arguing before the U.S. Court of Appeals in an IRA appeal for whistleblower retaliation—which marked his first time arguing before this court. He got the case overturned and sent back not once, but twice, ultimately prevailing. While there is no question as to Mr. Pitre’s legal expertise, he points to the finer, human hand as the source of his success. He has a unique ability to connect with clients on a personal level and explain the ins and outs of each case in a way they can understand. He also knows when it’s time to drop a case, and knows how to explain that to clients, too; proclaiming, “I’m willing to lose money if it means doing what’s best for a client.”

His desire to serve people and community extends well beyond the courtroom. Through his church and fraternal organization, he’s making changes in his community, too. He provides mentorship to young men to help guide them into higher education and works with food drives and neighborhood revitalization projects. Mr. Pitre draws continual inspiration from the quote, “To whom much is given, much will be required.”

Mr. Pitre holds a B.A. in political science and criminal justice from Illinois State University and a J.D. from Howard University School of Law.

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Lora LOZANO

Lora R. Lozano has always known she wanted to be a lawyer, at sixteen she worked making photocopies at a defense law firm. It was the beginning of her dream and that's precisely when she set out on the path of becoming San Antonio's "Lady Law."

Lora came from a modest and hard-working family. Her father had worked as a migrant worker to pay his way through college. She knew an education was the way to achieve her goal. She earned a criminal justice degree at the University of Texas San Antonio, while working at USAA as an auto and property insurance adjuster. She went on to earn a Law degree at St. Mary's University. After she graduated, she worked as a court appointed lawyer for the city of San Antonio, while caring for her newborn daughter. In 2010, after the birth of her son, she sought a more traditional schedule and took a position as a personal injury attorney working with the firms of Jim Adler, where she worked for four years, then for Wayne Wright for another two and a half years.

In April of 2019 "Lady Law" struck out on her own, founding the law office of Lora R. Lozano in San Antonio, where she specializes in personal injury cases. As a passionate advocate and fierce litigator, she has successfully ushered hundreds of clients yearly, through some of the most challenging times of their lives. While some attorneys who are as tenured as she is may have hardened over time, Lora's empathy and compassion remain her ever-present compass in guiding her in her service



Lora's empathy and compassion remain her ever-present compass in guiding her in her service to others.

to others. Hailing from philanthropic roots, helping others is in her veins with her clients as beneficiaries. For example, she has offered reduced rates and has often waived her fees, sometimes in the thousands, simply because it was the right thing to do. "It's important for me to be morally and ethically correct, I have a heart and I connect with my clients." She will go the extra mile to ensure her client's peace of mind, in fact she once held the baby of a distraught mother who was testifying on the stand. It's not just heart, it's the ability to be humble and down-to-earth while adjusting to any situation. The smiles and relief on the client's faces when she can deliver a good outcome is what drives her to always do her best. While her reputation for going above and beyond has earned her recognition in *San Antonio Magazine*, Lora's attention remains squarely on her clients. "Putting a recovery award in injured victims' pockets and the ability to help them after a tragic accident, it's why I do what I do, it's so personally rewarding," she says.

Lora's desire to help others extends beyond her practice. Her cousin, Teresa Lozano Long (who received the *National Humanities Medal Award*), and her husband, Joe Long, have inspired her as philanthropes. Lora herself works helping those in need—the homeless, children's centers, and inner-city drives.



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Jacob Tuimauualuga



and help them realize their potential. Forming those relationships with successful people is worth more than making a quick buck up front.” Since its inception, the firm has had great success in assisting world-class engineers, scientists, athletes, medical professionals, and entrepreneurs achieve their dreams.

Within his role as partner, Jake devotes his practice to employment-based transactional cases, including both nonimmigrant visas and permanent residence applications. Specifically, Jake’s practice specializes in extraordinary ability applications, national interest waivers, and international manager/executive transfers. Jake takes pride in making himself personally available to his clients, and while he cannot guarantee outcomes, he does guarantee that anyone who is not satisfied with their outcome will receive a refund of attorney’s fees. “While such an agreement is rare, it motivates us to do a better job, and it gives clients confidence because they’re not putting their life savings into something that’s going to fail,” he explains.

Prior to accepting his current position, Jake worked at a large international firm in employment immigration. Jake consults with clients on a daily basis and performs onsite visits for companies regarding I-9 compliance for their workers. Jake also attends visa interviews for people applying for U.S. immigration (USCIS.)

Jake’s practice specializes in extraordinary ability applications, national interest waivers, and international manager/executive transfers.

Jacob “Jake” Tuimauualuga has always held a special appreciation for immigration law. During his time as an undergraduate student, he interned at an immigration firm and quickly realized he was called to be in the field. Since then, Jake has spent his entire professional career navigating the United States immigration system and working with Fortune 500 companies, small businesses, investors, families, and individuals. In April 2021, he became a partner at ImmiVisa Law Group, a specialized team of immigration lawyers that helps corporations, entrepreneurs, investors, and individuals worldwide to pursue opportunities within the U.S.

ImmiVisa Law Group was founded upon the idea of bringing both affordability and premium service to the industry. As suggested by the firm’s blended name of “immediate, immigration, and visa,” the attorneys focus on business immigration and helping small business owners and entrepreneurs open offices throughout the nation and/or transfer employees to the U.S. “I started ImmiVisa because I wanted to help entrepreneurs dreaming of making it big in the United States, but who are not yet able to afford the American Dream,” says Jake. “In my experience, most small startups don’t have tens-of-thousands of dollars to invest in legal fees yet in their early stages, so my goal was to take on those cases

Giving back to the community outside of the office is also immensely important to Jake. He serves as a volunteer and compliance chair at Pik2ar—a nonprofit health and economic initiative for Pacific Islanders in the state of Utah.

A winner of the Distinguished Clinical Practice Award for J. Reuben Clark Law Society, Jake holds a Juris Doctorate from Brigham Young Law School and is barred in the state of Utah. He is also licensed in the U.S. Court of Appeals for the Tenth Circuit and is certified to appear in the Executive Office of Immigration Review.



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James Goddard

After James Goddard graduated from law school at Southern Methodist University School of Law, he clerked for a federal magistrate judge and saw the inner workings of the legal system from the court side, but was still wondering what his exact calling in the legal field was. He worked in a boutique litigation firm, but, he says: "It was too inflexible, with there only being a winner and a loser, and little room for creative solutions." Soon enough, he found himself doing commercial law with a Dallas, Texas-based firm. It was there that he shifted his focus to energy law, which entails working with clients in a variety of energy industries, including crude oil, electricity, natural gas, and renewable energy solutions. He worked on traditional and renewable energy projects around the country, including a \$45 billion natural gas pipeline project in Alaska as one of the primary attorneys. The firms he's worked with have all been top 100 law firms in the country.

Today, James serves as assistant general counsel for Houston, Texas-based Enterprise Products Holdings LLC, the general partner of Enterprise Products Partners L.P., where he's been since 2012. Enterprise Products Partners L.P. ranked at 105 in the Fortune 500 this year, has been in the top 100 in previous years, and is one of the largest master limited partnerships in the U.S. They own approximately 50,000 miles of pipeline throughout the country, 260 million barrels of storage capacity for NGLs, crude oil, refined products, and petrochemicals, and 14 billion cubic feet of natural gas storage capacity. James gets to use his expertise in a variety of roles and responsibilities, including representing the company in mergers and acquisition matters, regulatory issues like tariff filings, and drafting and negotiating every conceivable type of commercial agreement for the company. "We have a broad-based energy footprint, so we are involved with just about every energy-related commodity," he says. "I love it because it is very different every day."

James enjoys the commercial aspects of Enterprise so much that when his wife suggested that he get his MBA in addition to his JD, he jumped at the opportunity. The business degree helped him understand the business background and why certain decisions were made and has allowed him to participate in some of Enterprise's business decisions. But it was also the company's ethos of teamwork and participation that made him want to get a deeper understanding. "When I first got there, I was shocked by the camaraderie," he says. "I was surprised at how much the commercial teams sought out advice



Assistant General Counsel

on commercial issues from the company's attorneys. It was very refreshing for me to move into the collegial, team-based atmosphere of in-house practice. It became clear to me that not only was I expected to provide legal advice on various matters, but I was also expected to be involved in creative commercial solutions." As an M&A attorney, James has been involved with world-class transactions ranging in dollar amounts from the millions to the billions. "Each deal is different and brings with it its own unique challenges and issues, but with hard work and creative solutions, I am usually able to see these deals through to completion."

James attributes his success not only to his desire to learn ever more about the inner workings of energy law and the length and breadth of his career, but also his commitment and hard work. Even after 25 years in the field, he still stays in the office until everything is complete, and focuses intently on getting all his clients' needs met. But he's also sure to strike the important balance of work and family life. "One of my favorite quotes is, 'Life is not measured by the number of breaths we take, but by the moments that take our breath away,'" he says. "One of the most important things to me is my family." This includes his wife of 28 years, Pamela, and their two children, Arianne and Peter.



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Joseph Kaye



PARTNER

Company Inc., et al. v. Florida Power & Light Company, et al., a class action brought on behalf of Florida businesses impacted by a water main break caused during directional drilling operations. The cases Joey works on put everyday people first. “I’m interested in helping them take back some of the power that companies have taken from them, and to make sure they don’t get taken advantage of,” he says.

□ The cases Joey works on put everyday people first. “I’m interested in helping them take back some of the power that companies have taken from them, and to make sure they don’t get taken advantage of.”

Before joining The Moskowitz Law Firm, Joey was an attorney at a commercial litigation boutique in Aventura, Florida, where he represented individuals and businesses in cases involving breach of contract, commercial transactions, fraud, business torts, deceptive and unfair trade practices, intellectual property, probate, guardianship, and trust litigation at both trial and appellate levels. One of his many successful cases was *Oded Meltzer, et al. v. NMS Capital Group, LLC, et al.*, a multimillion-dollar suit litigated in federal and state courts in Florida, California, and in commercial arbitration. He also credits his success today to the invaluable experience he had as a judicial intern for Honorable Magistrate Judge, Jonathan Goodman, in the United States District Court for the Southern District of Florida.

“When a potential client comes in with a problem, usually against a giant, multinational corporation, they feel powerless,” Joey says. “Being able to assist them in bringing these companies to task is very rewarding.” When asked what drives him to continue the tireless pursuit of justice, he credits his wife, Melody, and daughters, Soleil and Mischa, who inspire him every day to keep fighting for those who need it most. “I can feel proud when I tell them what I do for a living, and that I do it all for them, to make the world we live in better. It’s a beautiful thing.”

Joseph Kaye, who goes by Joey, was the first associate hired to The Moskowitz Law Firm in Coral Gables, Florida, in 2018. Licensed to practice in both Florida and North Carolina, he serves clients nationwide. The firm focuses on multi-state consumer class action litigation, complex commercial litigation, and multidistrict litigation. Joey develops and manages cases, drafts pleadings and motions, takes discovery, and litigates in court. He has handled a broad range of disputes, including consumer protection, insurance, mass tort, products liability, and federal antitrust litigation matters. This considerable range makes him a valuable asset, and has seen him represent many clients, usually average, hard-working people going up against large companies, an intimidating situation that Joey compares to David and Goliath. But, as Joey explains, “the task feels easier because we’re always fighting on the right side.”

Joey graduated *magna cum laude* from the University of Miami School of Law and was licensed to practice law in Florida at just 23 years old. Today, he counts among his legal accomplishments litigating and helping settle nationwide class action claims against Spartan Race, Inc. in *Fruitstone v. Spartan Race, Inc.*, and in *Collins v. Quincy Bioscience, LLC*, involving the memory supplement, Prevagen. Joey was also instrumental in obtaining the first order certifying a liability issue class to be upheld by a Florida appellate court in *Las Olas*



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Maggie Hu

“ The Law Firm You Can Trust. ”

Fueled by her passion for helping others, Attorney Maggie Hu has accomplished more in her 31 years than many people accomplish in a lifetime. After being admitted to the bar in both New York and New Jersey, she began her career at a real estate law firm as the only Chinese-speaking person on Staten Island, and went on to serve as in-house counsel for a large development company. Then, in November 2019, she made the life-changing decision to open her own firm, MG Law Group, PLLC, based in Flushing, NY, determined to bring a fresh perspective to an age-old profession. Known as “The Law Firm You Can Trust,” this new breed of legal professionals is returning heart to an industry that often seems to value paperwork over people—and the word “stodgy” has no place within their practice.

Backed by Maggie’s experience from having completed more than 600 real estate transactions in her career, this growing group of young, energetic professionals—all of whom are bilingual *and* bicultural—provides legal services in real estate transactions, immigration, and business law. In just two years, MG Law Group has already served over 200 individual and corporate clients—and they’re just getting started. “Our firm is forward-thinking and above all else—human,” she says. “I want to know my clients, their goals and needs.” And these aren’t just hollow words. As the attorney for all real estate cases, Maggie speaks to her clients directly. “They’re never forced to go through a receptionist, call center, or voicemail,” she explains.

Born in China, Maggie arrived in the United States in 2003. After settling in New York, her mother wasted no time starting her own company, and to say that she succeeded would be an understatement. Today, she has a clothing factory and an office in Times Square, where she does international trading and provides clothes to retail well-known brands such as H&M and TJ Maxx, among others. “I think I got my entrepreneurial spirit from her,” Maggie says.

While Maggie has called New York home for nearly two decades, her reach ever extends to the land of her birth, assisting in major commercial purchases across the border and starting an overseas satellite office in her hometown in China earlier this year. “Ever since COVID, a lot of people have needed to finish their transactions, but travel restrictions prevented them from coming here, so I opened that office to serve them” Maggie explains. As she leads her thriving firm, Maggie remains grounded in the simple yet profound value that guides her—doing right by her clients, a notion that she believes is often lost within the law field. “When we’re at the closing table, the sellers are happy getting their money, and the buyers are happy owning their first home, which is a big milestone in their lives,” Maggie says. “Real estate is a very happy area of practice, it’s what I enjoy, and it’s what drives me every day.”



Attorney & Founder



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LI: Maggie Hu, Esq



If there's one thing **Heather Gibson** knows, it's winning. After serving as president of the Intellectual Property Association at University of Santa Clara School of Law and competing on the women's cross-country and track and field teams at UC Davis, she began competing on the world stage as an Olympic-level athlete. When she returned home, Heather took her competitive spirit and drive to win and joined Sanger & Swyson, a firm focused on celebrity criminal defense and civil rights litigation. A few years later, Heather brought her wealth of experience to representing ambulatory surgery centers before forming her own practice in 2012, the Law Offices of Heather E. Gibson, P.C.,

Working with a group of formidable lawyers who shared her passion for winning and commitment to helping people, the firm focused on health care law, contracts, and property issues, with 80% of their caseload comprised of litigation. Her firm had a particular focus on representing physicians and ambulatory surgical centers against health insurance companies.

Heather is fierce litigator and a fearless advocate, undaunted by her opponents, which has not only led her to take on cases against some of the nation's largest health care insurers and garnered her the *Avvo Client's Choice Award*, but driven her successes against some of the largest corporate behemoths. In a pro bono case involving elder abuse in 2021, Heather filed suit in the Northern District of California against JPMorgan Chase, obtaining closure and a confidential settlement for the client. In the fall of 2018, after a two-week jury trial, she won a verdict dealing with complex property issues, breach of fiduciary duty, and conversion against a prominent businessman who had run for political office in Santa Clara County. Currently, the firm is working on a case against the city and county of San Francisco on behalf of numerous firefighters.

Whether a sole practitioner, a health care group, or an individual who has been wronged, Heather and her team believe in fighting for all civil rights, regardless of background. "I get a lot of satisfaction from helping people in desperate situations who might not otherwise have a way out," she says.



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After completing her undergraduate studies, **Allyson Kasetta** worked as a paralegal, a career choice that gave her unique, in-depth insight into law, even before pursuing her legal degree. That knowledge, coupled with over a decade of real-world experience and drive, eventually led to her appointment to partner at Prime & Tuvel, a firm with offices in Hoboken, Hackensack, and Mount Laurel, New Jersey, where she now focuses on land use and development. "If you want to build anything beyond a one- or two-family home, you need governmental approval at different levels," she explains. This is where Allyson comes in, adeptly facilitating those approvals for developers and private owners, who plan to build something new or make improvements to an existing property. Additionally, she assists companies looking to relocate or acquire a new commercial building, such as a gas station or retail store. "It's a niche area and the range of service is diverse, so there's always a challenge, which I thrive on," Allyson shares.

In addition to being a niche area of practice, real estate development is also distinctly male dominated, so Allyson finds her role to be especially empowering. She has steadily built up a client base over the years while also increasing retention rates, and, most importantly, she has earned the loyalty of developers, which is paramount for a land use attorney. She's also a natural when it comes to appearing before governmental bodies. "It's public speaking in its truest form," she says. "And a good rapport with the decision makers is a crucial part of securing these approvals."

Allyson enjoys seeing the results of her labor, whether it's in the form of a victorious decision or the physical manifestation of her efforts. In her own eloquent words, she shares, "It's very gratifying to drive past a new building and know that I played a part in its existence."

PRIME & TUVEL

ATTORNEYS AT LAW

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Landon Crider is an attorney at Gunn Law Group, LLC, in Atlanta, Georgia, primarily focused on personal injury litigation. Founded in 2018, Gunn Law Group, LLC has secured millions of dollars on behalf of hundreds of clients. Landon joined the firm in January 2022 to head the firm’s litigation department with law school classmate, Harrell Gunn. In his career, Landon is undefeated at trial, has a 95% success rate in summary judgement motions, and has proven his passion for those he serves through his willingness to litigate cases as aggressively as is necessary to obtain the proper result. His experience as a former insurance defense litigator allows him a unique perspective in now handling his clients’ cases against those insurers. “From the first conversation with our clients, I’m able to identify the strengths and weaknesses for both parties, which allows me to address those up front. By doing so, our cases tend to move more quickly, and we achieve the best result for the client with less delay,” he explains. Where some attorneys focus on profits, Landon focuses on people, developing personal relationships with his clients. One of his favorite former clients still calls him just to check on him and his family, even after the conclusion of her case. “I thrive on fighting for what’s right on behalf of our clients and I think they notice that,” he shares. “Seeing the satisfaction on their faces when we get them the compensation they deserve is why I chose this career.”

Landon is a member of the Cobb County Bar and the Georgia Trial Lawyers Association.



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Construction has always been one of **Karen Ensley’s** passions. Before attending Baylor Law School, she and her husband owned a contracting company, which gives her a unique perspective. Karen also has a passion for helping people, and that’s precisely what has driven her unwavering commitment to provide contracting and other construction-industry clients with a wide variety of legal services for 17 years.

In May 2019, Karen, a board-certified attorney, and her partner, Brian Benitez, founded Ensley Benitez Law, PC, so that they could combine their expertise—hers in construction law and his in finance and litigation—in a way uniquely tailored to representing their clients across Texas. Over the past three years, Karen and Brian have been a one-stop shop for their clients, handling cases such as OSHA and employment issues, EEOC audits, buying and selling businesses, property claims, collection of past due accounts, and more. “We’re a sword and shield for our clients,” Karen says. “Whether they need to be protected from someone or something or they need an advocate, we’ll fight for the best results.”

And she gets those results, thanks to her deep knowledge of the industry, its changing laws, and her involvement with multiple state and national contracting associations, such as the North Texas Roofing Contractors Association, where she serves as association counsel. Education and advocacy are two areas that Karen is particularly passionate about. “We represent the business owner who’s just trying to take care of their family and make a living.”

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Tony Storey has been an attorney since 2001, getting into family law after graduating from Purdue University and Indiana University McKinney School of Law, which gave him insight into the eminent domain and condemnation law that he handles today, counseling families and other clients who are facing losing their properties in a variety of circumstances. Today, he’s a managing partner at Sever Storey, LLP, at their Carmel, Indiana, office, where he helps clients throughout the country. Thanks to his years of experience representing hundreds of clients, Tony is uniquely equipped in his area, often able to spot important details and issues that landowners frequently miss.

Sever Storey, LLP, has represented landowners across the country since 2011 through its offices in Indiana, Illinois, Ohio, North Carolina, Georgia, Texas, and Kentucky, and also serves as co-counsel in other states. Tony, his partner, Phil, and their team of learned attorneys have represented universities, fast food chains, and residential properties, with a focus on agricultural and commercial acquisitions. “We serve anyone who has had their property taken by a government agency, and negotiate on their behalf to get just compensation.” Tony explains. In his role as managing partner, Tony handles the firm’s operations, while Phil handles marketing. Because landowners are their sole focus, Tony and his colleagues are able to better understand the nuances of these cases that might elude attorneys who don’t focus in this unique area of law on a daily basis. This allows them to ensure the protection of their clients’ rights and hold government and utility entities appropriately accountable.



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Tony has been a member of the American Bar Association, the Association of Eminent Domain Professionals, and the Bar Associations of Indiana, Indianapolis, and Hamilton County. When not representing clients facing the possible loss of property, Tony enjoys staying active through traveling and golf, as well as exploring investment opportunities.



After graduating from Loyola University, where he wrote for their journal and was on their moot court teams, **Andrew White**, the first of his family to go to college and law school, started his career at the U.S. Federal Reserve. For two years, he worked on their supervision and regulation team, and learned in the ins and outs about the banking system and financial institutions, how they operate, and how they make their decisions. Today, Andrew leverages that knowledge to provide specially tailored counsel and insight to clients at Blank Rome’s Chicago office, where he’s an associate in their finance restructuring and bankruptcy group focusing primarily on the commercial lending space. The firm serves primarily lenders, offering a full suite of commercial financing and banking services, including loan transactions and workouts for company from all sectors. Headquartered in Philadelphia, with a team of 600 attorneys across the country, Blank Rome is unique in that they provide both front loan transactions and restructuring and bankruptcy services, whereas most firms handle one or the other. And with Andrew’s breadth of knowledge of both sides, he’s an invaluable legal advocate for his clients, many of whom come from the health care and technology industries, including startups and small businesses.

In addition to helping his expanding number of clients for the past three years, Andrew has also been instrumental in growing Blank Rome’s Chicago office and finance practice. For Andrew, the most enjoyable part of his career is the transactional practice, something he’s been interested in since law school. He loves equally the technical aspect of the work, poring over documents to learn the mechanics of the banking industry. Some of his favorite clients are startups looking to break into their industries, as well as businesses looking to regroup after being affected by financial challenges, including COVID-19. “It makes me feel like I’m helping both the lender and the borrower accomplish something important,” he says.



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Justin Scott is a passionate attorney who has dedicated his entire career to serving the elderly. Over the years, he's improved the quality of life for countless clients by establishing future plans for care and addressing legal, financial, and clinical issues or concerns with a holistic approach to solving problems. It all started when he was in college working with the elderly at a durable medical equipment store, where his love of serving this group grew into a calling. "I knew that I wanted to be a lawyer, and I thought if I could use my law degree to help the elderly population, it would just be the perfect career for me," he explains. He's since penned nine books on elder law and earned accolades such as the Top Tier Lawyers designation, a distinction reserved for the top two percent of the nation's lawyers. In 2018, Justin founded Scott Counsel in New Jersey, where he leads a team of legal minds who are like guiding lights, helping families navigate areas of elder law.

With offices located throughout the state—and a new campus set to open later this year that will provide clients access to classes and resources—Justin and his team are aiming to be a one-stop shop for all aging-related issues, including long-term care planning, asset preservation, Medicaid qualification, and probate. It is precisely this kind of unwavering commitment to serving people that Justin is known for, and so many rely upon. "We believe every life deserves a plan, and we're dedicated to helping families plan for the future every day," he states. From drafting powers of attorney, health care proxies, and last wills, trusts and testaments to handling real estate transactions, Justin delivers tailored service based on integrity and respect. "I want my clients to think of me as a good friend who happens to know a lot about elder law."

Justin holds a certification in life resource planning and has been named Top Attorney and Awesome Attorney by South Jersey Magazine.

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Boasting over 21 years of experience, **Charles Tucker, Jr.** has been recognized as an outstanding litigation attorney with over 300 jury trials, bench trials, and administrative hearings to his credit. Today, as senior partner in The Cochran Firm Mississippi Delta office with offices in Mississippi and managing partner for the Tucker Moore Group, LLP in Hyattsville, Maryland, Charles specializes in civil, employment, and criminal defense litigation and is always willing to fight for his clients.

With locations in Mississippi, New York, and Maryland, the Tucker Moore Group is a personal injury, employment, and civil rights law firm. In addition to their practice areas of civil rights, employment law, and bankruptcy, the firm is starting a new division of financial literacy as a response to the Covid-19 pandemic. Their goal is to assist clients both within and outside of bankruptcy by offering financial literacy resources both in office and online.

Most recently, Charles authored a new book called, *The Five Brothers*, which is about him and his four colleagues. The work is set to be published in August 2020. He will also soon embark on a brand new project this summer to do *Master Trial* classes for young attorneys across the nation.

Prior to his current position, Charles earned a Bachelor of Arts, Master of Public Administration, and a Juris Doctorate from St. John's University. He then began his legal career at the Brooklyn District Attorney's Office, where he prosecuted domestic violence cases, homicides, and special victim cases.

In 2005, Charles left Brooklyn as a senior trial attorney in the Special Victims Unit and moved to the District of Columbia. There, he served as an assistant attorney general in the Personnel Labor and Employment Division.



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Ask **Cassandra S. Pillonel** about her career and she'll tell you, "it's been a journey." Originally in a PhD program with a literature focus, she found herself discouraged by some of its aspects. On a suggestion, she pivoted to law school, where she found her true calling. "I like to take every opportunity to learn, so it was a great fit for me," she says. "With law, you never know what's going to come your way." After graduating in 2011, she practiced family law, probate, then domestic litigation as a civil litigator. Moving her way up the ranks in Austin, she became a regional managing attorney for multiple states in addition to her own caseload. In 2020, she joined Zinda Law Group, PLLC as director of attorneys, stepping into a purely managerial role.

Zinda Law Group is a personal injury firm with nationwide reach, so Cassandra is still in civil litigation, this time as a director, and found that her background in family law afforded her a solid foundation for personal injury. "I was delighted to learn this new field and work with clients in desperate need of help and a strong advocate," she says. And a strong advocate is exactly what Cassandra is, getting answers and results for her clients. She especially loves working with first-time clients, educating them on how to handle attorneys, court, and the legal process. Her devotion to those she represents compels her participation in like-minded groups, namely, the Travis County Women Lawyers Association, the Hispanic Bar Association of Austin, the Hays County Bar, the State Bar of Texas, and more.

Cassandra owes her success to her innate empathy, which inspires her to bring extra diligence and care to every case, and to anticipate her clients' needs. "I'm truly their advocate and I'm in the trenches with them," she says. Her empathy also extends to new hires and the next generation of lawyers, teaching them the ropes and helping support their own journeys through the legal field through mentorship.

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Attorney **George Spanos** pours his heart and soul into every case as a partner at Rogers, Shea & Spanos. Providing creative solutions and formidable representation in divorce and family law, the Nashville-based firm holds a 20-year reputation for handling high conflict, high asset cases, including business cases for valuation and appellate work. The group serves a clientele of business owners, executives, doctors, musicians, celebrities, and others seeking skilled, dedicated protection of their interests. While clients at other firms normally have only one attorney to handle their cases, all seven attorneys at Rogers, Shea & Spanos collaborate to share their diverse perspectives. "The time and attention we devote to our clients is what has pushed us to success," George says. "We're also very active in the local legal community, holding the annual Tennessee Trial Lawyers Domestic Law Seminar."

George practices in all areas of family and probate law, including divorce, post-divorce, child custody and visitation, child support, juvenile, wills, and estates. To better serve his clients, he completed the American Bar Association's National Institute for Trial Advocacy Family Law Program and currently sits on the Board of Governors for the Tennessee Trial Lawyers Association. The *Super Lawyers Rising Star* also does various trainings for CLEs related to law and chairs the annual Domestic Legislation Committee, where he helps review proposed changes to family law statutes and meets with legislators to ensure laws are fair to all Tennesseans. With the goal of giving back to the legal profession, George writes articles for a variety of bar journals, and chairs and coordinates the Williamson County Mock Trial Competition. He is also a former member of the Belmont University College of Law American Inn of Court Executive Board and was part of the National Bar Association Leadership forum in 2017-2018.

George holds a Juris Doctorate from the Nashville School of Law as well as a Bachelor of Arts degree from the University of Tennessee at Chattanooga.

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Andre Clark was always interested in real estate, getting into the industry in 2005, where he would end up managing 250 single-family homes and 110,000 square feet of commercial space. In 2018, his passion for the field drove him to become a real estate attorney and open his own firm, the Law Office of Andre Clark, serving Orange, San Bernardino, Riverside, and Los Angeles Counties in California. His extensive background in real estate helps him seamlessly navigate the complexities of contractual issues for his high-profile clients, whether he's drafting, reviewing, or enforcing those contracts. "I love what I do," he says. "It reminds me of a math problem; I put the pieces together to find an answer." And he's managed to find many answers, including in a Ninth Circuit oral argument he held in only his first year as an attorney—a decision that would go on to be published.

As the leader of a thriving law practice, Andre works with several of-counsel attorneys who team up with him as needed. Clients appreciate the wealth of knowledge that Andre and his colleagues offer, as well as the time and energy dedicated to their cases—as well as his commitment to transparency and open communication. And while he is powerful force in the courtroom, before he even takes on a case, he always conducts an audit of it first to help his clients avoid that scenario whenever possible. All these practices have earned him high Avvo ratings. "I'm always paying attention to what my clients' expectations are and making sure I meet them," he says. "I'm very proud to be transparent."



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Milt Johns holds 35 years of experience in government contracting as well as 23 years as a private practice attorney and corporate counsel. Over the course of his accomplished career, he's garnered a plethora of firsthand experience in managing contracts and employees and writing proposals, which has equipped him with an in-depth understanding of the business challenges faced by many small- to mid-sized government contracting companies. With the goal of providing the best service possible, Milt leveraged his wealth of expertise with his law degree as managing member at Executive Law Partners, PLLC, a firm that has seen lightning-fast growth over the past year.

Based in the Northern Virginia/Washington, D.C. Metropolitan area, the full-service business and corporate law firm focuses on government contracts, corporate transactions and counsel, international, and other civil litigation. The dedicated group of attorneys have litigated in state and federal courts throughout the country and serve a national client base. Executive Law Partners offers the same level of experience and expertise as some of the large national firms, but at significantly lower hourly rates, making the firm an affordable option to emerging and mid-market companies.

To serve the growing demand of clients, Milt and his fellow attorneys opened an additional office in Denver, Colorado, to expand their reach and serve people across the Greater Denver Area and Colorado Springs Corridor, where they will be able to support a number of government-contracting, veteran-owned, and emerging tech companies. In addition, they've added 10 new attorneys from a variety of legal backgrounds—military and federal government lawyers, former private enterprise general counsel, and seasoned litigators. Milt attributes the firm's expansion to the tenfold increase in the number of clients they serve. "I believe the growth we are seeing is due to our clients," he says. "They recognize the value proposition we offer as well as our expertise in the practice areas we provide." *Milt is a graduate of George Mason University School of Law.*



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Problem clients. Everyone in business has dealt with them. In most industries, it's a simple matter of acquiescing to their demands, but for financial advisors, it is a different matter altogether. It's a complicated situation in which the government and the courts may become involved, even when the advisor is faultless. So, what can financial advisors do when a client blames them for an investment that doesn't meet their expectations? Well, a growing number of them are turning to a veteran securities and tax law attorney who has handled more FINRA expungement hearings than any other lawyer in the country—**Tosh Grebenik**.

Tosh is the founder of Judex Law LLC, a boutique firm that specializes in expungement and compliance cases specifically for financial advisors. But don't let their Broomfield, Colorado, address fool you—they handle arbitrations throughout the country, and those that make it to court are unceremoniously defeated by this fierce litigator whose success rate for securities law cases is nearly 90%. In the decade that Tosh has practiced, he's already handled more hearings and direct examinations than most litigators will do in their entire career and helped more than 300 clients prevail over consumer complaints.

Adding further to his exceptionalism among his contemporaries, Tosh is a certified mediator and FINRA-certified arbitrator. "I can see these situations from not just the eyes of an attorney who specializes in this area, but from the eyes of the arbitrators who decide these cases," he says. For financial advisors whose livelihoods often hang in the balance of frivolous or meritless complaints, Tosh's unique dual perspective is a nearly undefeated weapon. "I thrive on crushing these cases and ensuring my clients' reputations remain unblemished," he shares. "I love what I do, and it's very rewarding."

Tosh received his law degree from the University of Colorado School of Law and served five years of active duty in the U.S. Air Force, where he managed a \$36 million budget and managed a team of military and government contractors to build a satellite. He is authorized to practice in Federal Tax Court, was recognized by the Marquis 100 for Attorneys for 2022, and has been quoted by Investment News Online.



Focused in the areas of business law, commercial litigation, and personal injury, **Shoham Segal** is a relentless litigator who has been practicing law for over a decade. The 2022 *Super Lawyers Rising Star* recipient has a multitude of wins totaling millions of dollars for the hundreds of clients he's served. "I really enjoy the challenge of solving problems, and it's the main reason I became a lawyer," he shares. "You can stretch, be smart, use many different tools in creative ways to develop legal solutions." After a career with two prestigious law firms, Shoham founded LVNV Legal in Las Vegas, Nevada in 2019, to do precisely this—his own way. Dual-licensed in Nevada and Florida, with two locations in Summerlin and Henderson, LVNV Legal is dedicated to protecting assets, boosting businesses, and bringing justice to injury and accident victims. Underlying it all is Shoham's uncommon ability to develop unique ways to protect and preserve his clients' interests when they need it most. From seamlessly incorporating a virtual firm model, to his innovative "Invest Anonymous" service, Shoham is delivering for his clients.

It was Shoham's combination of creative legal thinking and desire to protect his investor-clients' privacy and assets from predatory litigants and lawyers, which gave birth to the investor-tailored "Invest Anonymous Solution." "Over the years I've found that my investor-clients live in fear of being scammed and harassed when their investments are so publicly exposed. They described their wealth like 'having a target on their back,'" he explains. "So I came up with a way to help them buy real estate and invest anonymously to protect their privacy and avoid frivolous lawsuits and fraud." With years of business law experience and knowledge of pertinent laws, Shoham guides his clients through the entire process. "My goal is to take the target off their backs, remove the stress, and help them flourish in peace," he shares. The "Invest Anonymous Solution" is applicable to investments in nearly all 50 States.

Shoham graduated summa cum laude from law school, ranking 2nd of 302 students in his graduating class.



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Meredith Carpenter is a fiercely dedicated family law attorney in Birmingham, Alabama, specializing in the areas of domestic relations, adoption, juvenile court, domestic violence, and mediation, among others. It's a commitment that began decades ago as she was pursuing a degree in special education and continued throughout her career as a social worker with the Department of Human Resources. Today, she marks over a decade as the leader of Meredith Carpenter Law, LLC, a thriving law practice on a mission to provide compassionate care and unique solutions for families. "I went into law because I saw that families were in situations where they didn't have the services or resources that they needed, or a legal advocate who knew the challenges they faced," she says.

Meredith launched her namesake firm in 2011, inspired by the opportunity to create brighter futures for others. Whether navigating through a divorce or maneuvering the complexities of juvenile court and the child welfare system for parents in jeopardy of losing their children, Meredith is dedicated to getting results with the least amount of stress as possible for her clients. In pursuit of this mission, she's equal parts litigator and mediator. "Mediation often helps people settle cases without having to go to trial and helps get them a settlement that's best for them, instead of leaving it up to the court system to decide what's best for their family," she explains.

It's this devotion to families and children that had her recognized among both *Top Ranking Family Law Firms* by *American Association of Attorney Advocates* and *Top 10 Family Law Attorneys* by *Best of the Best Attorneys* in 2021, and as a 2021-2022 Susan G Komen Advocacy Ambassador. But, it's not the accolades that drive Meredith. "That I can see a child that thrives in a situation that I know I helped them achieve, these are the people who drive me every day," she says.

Meredith holds a Juris Doctor from Birmingham School of Law, and a Master's in Social Work and Bachelor's in Early Childhood Special Education from the University of Alabama.



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Bredric Berry's law career started on a musical note—literally. After starting UsAlone Studios, a brand management and production company with his brother in 2015, an issue arose while producing an album: They couldn't get a sample legally cleared and didn't know anyone with the legal expertise to help. So Bredric decided to do it himself. Bredric left his career in oil and gas accounting to attend Texas Southern University's Thurgood Marshall School of Law, where he was awarded as the 2019 *Mr. Thurgood Marshall School of Law*. In 2019, he passed the bar on his first attempt and became licensed in the State of Texas. Shortly thereafter, Bredric obtained his federal license in the United States District Court Southern District of Texas. Bredric's accounting degree and business experience has helped him make his entrepreneurial dream a reality, while advancing diversity within the legal profession. Just two years later, Bredric founded his own firm, The Ruby Berry Law Group, PLLC, named after his grandmother and a nod to his July birthstone. Through his firm, Bredric is able to make a positive impact in both the Dallas and Houston areas. Bredric is known for his prompt approach and attention to detail. He's experienced in a variety of industries, including general counsel and contract matters, mergers and acquisitions, litigation, criminal defense, and entertainment.

Bredric takes a unique approach to his firm, working with other young attorneys as partners rather than employees. His ultimate goal is to spearhead a new wave of legal entrepreneurs, increasing the number of black professionals in the field. As part of the Houston Trial Lawyers Association, he's able to do a lot of professional networking. Bredric's work solidifies himself as a resource for his community, earning the sobriquet, "Mr. Make It Go Away." He serves Harris County as a *Guardian Ad Litem* and through community service efforts as a member of Phi Beta Sigma Fraternity, Inc. "I love being a resource for people," he says. "I love being able to help impact and change lives, while advocating for my client's voices to be heard."





Alexander Shindler was in eighth grade when he won an essay contest on improving his neighborhood as a better place to live. His prize was becoming “D.A. for a day,” visiting the Brooklyn D.A.’s office and meeting the district attorneys. “Ever since, I knew I wanted to be a lawyer,” he says.

He actualized that dream in 2009, as the first in his family to achieve a higher education. He had been practicing law for six years in 2015, when he represented a plaintiff in an assault case, ultimately winning her \$50,000, but not without a tooth-and-nail fight from the defense. That experience got Alex much more than a winning case. The defense attorney was so impressed that several years later, she reached out and offered him a job. Today, the two still work together in New York City at Quintairos, Prieto, Wood, & Boyer, P.A., a national firm based in Miami, Florida, with 30 offices across the U.S.

Licensed in New York, New Jersey, Connecticut, and Washington, D.C., with a background in personal injury litigation and experience working in commercial litigation and medical malpractice, Alex has a wide variety of legal experience and has represented defendants and plaintiffs alike. Never one to turn down a learning opportunity, he tries his hand at diverse types of law to keep himself motivated in the time-consuming and often stressful legal arena. In the past year, he learned about banking law and foreclosures, as well as dived into workers’ compensation. “I’m a jack of all trades in the office,” he says.

While at Pace University School of Law, Alex studied international law, where his undergraduate degrees in psychology and Latin helped him in both learning legal terms and how to effectively deal with the many personalities that he would encounter throughout his career. Still, his desire to work in law and help people goes even deeper. After moving to the U.S. from Odessa, Ukraine, with his parents at eight years old, Alex quickly became the liaison for his parents and the community, something he still does to this day.



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In 2007, **Jeannie Hua** was working for a big-time criminal defense attorney. With more than a decade of legal experience behind her, she was shocked when her employer fired her—for being pregnant. “He didn’t think I could do the job while pregnant,” she remembers. But Jeannie knew better. That same year, she opened her own firm, the Law Office of Jeannie N. Hua, Inc., in Las Vegas, practicing criminal, administrative, and special education litigation for clients in Nevada and California. She’s been featured in the *Nevada State Bar* magazine, and was named *Top Lawyer* by *Desert Companion Magazine* in 2014.

Jeannie’s criminal litigation experience is vast, encompassing everything from misdemeanors to *Category A* felonies. While primarily defense, she’s worked on the prosecution side as well for the Nevada Attorney General’s office. Her cases range from trial to habeas level, and with a background in indigent defense, she seamlessly and effectively manages a high volume of cases. Recently, Jeannie started practicing special education law, focusing on cases in which special needs children don’t get the resources they’re entitled to under state and federal law, an issue she cares deeply about. “They need people to fight for them,” she says.

As a sole practitioner, Jeannie deals directly with clients herself, getting to know them and their needs. They find her approachable and easy to talk to, someone they can trust, which is key in building the best case. Despite having to often deal with the darker aspects of human behavior, Jeannie sees the good in everyone. When she’s not representing clients, Jeannie serves as a *pro tem*, or substitute judge, where her rulings are guided by fairness and an empathetic heart. “I weigh the situation and consider how much they have to offer to the greater community,” she says. “My interest is to get them back on their feet with resources to help them reach their full potential.”



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With more than 40 years of experience, **Lisa D. McLaughlin** brings a full range of sophisticated estate planning techniques to clients of MGD Law, LLC in St. Louis, Missouri. As a managing member, she also devotes a significant portion of her practice to charitable, nonprofit, and tax-exempt entity law. Lisa holds an *AV Preeminent Rating* and has been ranked among *The Best Lawyers in America, Missouri and Kansas Super Lawyers, St. Louis Top 50 Lawyers*, and *Top 50 Women Lawyers*.

Founded in 2018, MGD Law, LLC is a women-centric, boutique estate planning firm that was initially opened by Lisa, Beverly Greenley, and Adrienne Davis. Soon after, Cathy Thayer joined as another principal, followed by six additional attorneys. With all having spent some portion of their careers in major bank or trust offices, the legal team does a fair amount of representation of corporate trustees. They also hold decades of combined experience in trusts, estates, wealth planning, and related areas of tax practice. The firm has seen immense growth since its inception and plans to add two additional attorneys later this year. Other solo and small-firm lawyers in the process of retiring are also turning their practices over to MGD Law, LLC, as they are well-known and trusted by the community. “We roll up our sleeves, get involved, and cater to the needs of our clients,” says Lisa. “Our motto is: we offer big firm experience and expertise without a big firm price.” The firm’s boutique model allows the attorneys to highly customize their services for clients, which is rarely done at large firms.

An active leader in charitable and civic service, Lisa is a fellow of the American College of Trust and Estate Counsel and serves as chair of the board of the Missouri Historical Society, as director of YouthBridge Community Foundation, and as a trustee of the Missouri United Methodist Foundation. She holds a Juris Doctorate from Vanderbilt University School of Law as well as a bachelor’s degree from Duke University.



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Having practiced law for nearly a decade, **Elisabeth S. Flemming**’s career is as multifaceted as she is. After graduating from William S. Boyd Law School, her first role was at a national domestic litigation firm. Continuing to expand her knowledge, Elisabeth shifted to a local prominent law firm with a reputation of handling complex domestic litigation matters as an associate. She also managed her own solo family law practice for a time before joining Jones & LoBello in June 2018. Jones & Bello is family law firm, rated as *AV Preeminent* by Martindale-Hubbel, and focuses on all aspects of domestic litigation including divorce, child custody, estate planning, asset protection, and business planning. In her current role, Elisabeth actively litigates cases in addition to working with the founding partners, John Jones and Michele LoBello, whom have been practicing for over 20 years. Their firm has the distinction of taking on complex appellate work, which is not a practice area all family law firms have a reputation for handling.

Elisabeth’s success stems from her ability to build trusting relationships with those she serves, from *pro bono* to high-net-worth clients. She approaches each case from a place of empathy, knowing that her clients are facing what might be the most difficult time in their lives. She describes it as “aggression in litigation, but with a softer touch.” Her unique combination of compassion and assertiveness earned her a place in *Super Lawyers Rising Stars of the Mountain States* in 2021 but she credits Jones & LoBello for her success, too. “They’re a dynamic group of people with a wide range of experience and knowledge of case law, and this creates a well-rounded, diverse team,” she says.

And working well together means helping people through tough, frightening times and guiding them to new beginnings. “What we do makes a difference in people’s lives, especially when children are involved,” Elisabeth says. “No one wins when the family loses.”

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Jones & LoBello
ATTORNEYS AT LAW



Timothy L. Miles, Esq., knows personal tragedy all too well. It's what's inspired him to become the "Champion of the Underdog," fighting for the rights of everyday people. At just seven, his mother was a victim of homicide, and his father took his own life a year later. Raised by his sister, he worked at a tennis club while in school, where he met Aubrey Harwell, Jr. The well-known attorney would become Timothy's mentor, urging him to get into law.

After working as a paralegal by day and attending law school at night while working at Barrett, Johnston & Parsley, Timothy worked on securities class actions. After 17 years, he founded the Law Offices of Timothy L. Miles in 2018 in Hendersonville, Tennessee, where he represents plaintiffs in mass torts, personal injury, workers compensation and securities fraud cases, among others. "I have not, do not, and will never represent a corporation or insurance company," Timothy says. "I feel it my obligation as a lawyer to advocate for the rights of those without a voice: working people, the elderly, or the injured, against the powerful and unjust." Timothy works seven days a week for his clients, and his dedication has earned him a host of awards, including being a *Top 100 Civil Plaintiff Trial Lawyers* from the National Trial Lawyers Association, an *AVVO Top Rated Lawyer* and winning their *Clients Choice Award*, and maintaining an AV Preeminent Rating since 2014. He's also published multiple articles.



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"People may be smarter than I am, but they'll never outwork me," Timothy says. He's passionate about his cases and about people. Currently, he's building cases for people who have developed Parkinson's disease linked to exposure of the herbicide Paraquat, and he's confident justice will prevail. "These victims deserve compensation," he says.



To call **John Switzer** "well-rounded" would be an understatement. As a life-long history buff, he began his college career at the University of Florida where he earned a bachelor's degree in history before deciding to pursue a master's degree in international business from the University of New South Wales. However, as strange as it may sound, John says that he always knew he would be a real estate developer in the end. As a result, John graduated from Brooklyn Law School with a Juris Doctorate in real estate and went on to become the co-founder and managing partner of Summit Solar Capital in New York.

After law school, John became interested in solar energy and wanted to make a positive impact. Shortly thereafter, he met his founding partner of Summit Solar. While John's partner works on the technical side as an engineer, John describes himself as more 'deal structured' with a legal background focused on operations. Together, they form a knowledgeable power team, who can easily make quick and efficient decisions.

Officially launched in August 2019, Summit Solar is a distributed generation renewable energy (RE) developer, which sells power to both the grid and community solar subscribers via stand-alone energy, via solar, or a combination of the two. The company is currently in the process of securing land and getting it permitted, so they can begin working with utility companies to gain connections with subscribers. Summit Solar's goal is to focus on low income community solar subscribers to become the largest solar subscription company in the state of New York by the end of 2021.



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When describing his more than 20 years in law, **Jhan Lennon** characterizes it as a career that found him, and his lifelong passion for the field with the subject led him to where he is today—general counsel. As senior vice president and general counsel of a global consumer products company that delivers products to major retailers like Walmart and Lowe’s, Jhan handles the universe of legal issues, from licensing to acquisitions to intellectual property management, helping the company avoid infringement while also developing IP, protecting them on both sides of potential issues. Currently, much of his energy has been focused on navigating the company through the ongoing pandemic, specifically the issues surrounding supply chain paralysis and bottlenecks that have left no industry untouched.

As COVID-19 descended, the first priority was keeping the company’s staff safe while formulating policies that encouraged collaboration in an age of a remote workforce. Next, he addressed the challenges of the supply chain. This meant not only understanding the legal aspects of contracts, but developing a diplomatic, human approach to these extenuating issues to work together with their retail partners to come up with the best possible solution. “We started the conversation with our partners early on because we knew it was real,” he says. “That was key to our success. We provided real boots-on-the-ground analysis, worked together, and came up with a solution for everyone.”

It’s the collaborative effort with people from different backgrounds and perspectives, all joining in pursuit of a common goal that gives Jhan the greatest satisfaction in his work, and one that he believes is the best way to get things done right. “It has to be a partnership approach,” he says. “We’re all in this together; let’s find a solution.”

As member of the Florida and Massachusetts bars, Jhan served as a guest speaker and panelist at the Foley Lardner Intellectual Property Conference Fall 2021.



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Clare Lewis is an award-winning legal veteran with over a decade of experience, a professor at the University of Virginia School of Law, and the author of a veritable library of articles featured in business and law journals such as *Corporate Counsel Business Journal*, *Password Protected*, and *Law 360*. It’s no wonder she was named to the elite list of *Best Lawyers: Ones to Watch, Mergers and Acquisitions Law* in both 2021 and 2022 and was the recipient of the 2021 *Emerging Leader Award* by *The M&A Advisor*. As a partner with McGuireWoods LLP, in Charlottesville, Virginia, Clare is known for her corporate work with mergers and acquisitions, private equity, capital raising, and fund formation, representing companies, investors, lenders, and financial and strategic buyers and sellers. With 21 offices around the globe, McGuireWoods is one of only six firms identified as a “powerhouse” for advising clients in private M&A transactions and one of only eight rated as the best for straightforward mergers.

Prior to becoming an attorney, Clare enjoyed a career in investment banking and private equity—and it’s this rare dual perspective of both law and finance that allows her to usher her clients through some of their most complex issues. “I take on an advisor role, not just answering their questions and preparing documents, but looking at it from a strategic business standpoint and helping with risk analysis, and then getting the most value for my clients,” she explains.

But it’s not simply her skill in being able to view a situation through multiple lenses that makes Clare one of the most effective lawyers in this arena, it’s her ability to see it from their perspective. “I really try to put myself in their shoes,” she says. “I carefully analyze the tough decisions my clients have to make and consider what I’d do in the situation, rather than just giving them the lay of the land and the law.”

Clare holds a juris doctor and a master’s degree in business administration from the University of Virginia, and IAPP certification.



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Zachary Helprin is the founder and managing attorney of the Law Offices of Zachary D. Helprin. The firm has offices in Manhattan and Long Island, four attorneys on staff, and focuses on real estate, trusts and estates, and general counsel for businesses. Zachary is frequently published, most recently in *Kiplinger's*. Zachary spent time at other firms (including an AmLaw100 firm working on an infamous, international fraud litigation case), before ultimately starting his own practice. "I wanted a more meaningful and direct relationship with clients, and more importantly, the autonomy to focus on each of them in my own way," he explains.

Zachary has earned a reputation for going above and beyond for his clients. The personal connections he makes with people has led to an expansive practice of happy repeat clients and referrals. "Going the extra mile for your clients is imperative when trying to establish and build a successful practice as a smaller firm," he says. Zachary aims to ensure a stress-free and seamless experience, whether it's the exciting parts of life (a first home purchase, a new business, drafting a will after having children) or the more daunting (probating a will after the death of a loved one, negotiating a severance package after being terminated, or keeping your business afloat during a pandemic).



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Zachary has been particularly busy guiding his clients during COVID-19, including running a promotion offering free wills to healthcare workers in New York. The feedback has been remarkable; Zachary adds, "Getting handwritten thank you cards from clients expressing sincere gratitude for my help is meaningful and affirms I made the right choice doing what I'm doing." Zachary graduated with honors from Yeshiva University, and from New York Law School as a Vann Memorial Scholar. He owns a tea company (Anxietea LLC), as well as racehorses in Kentucky, and is involved with legal start-up FreeWill, where he serves as a trust and estates fellow and advisor. Zachary also started his own charity with the Testicular Cancer Foundation, and volunteers with Be My Eyes, FeedNYC, and Teenok Heart Foundation.



Rafael Contreras Sweet's law firm isn't called 'Sweet Justice' as simply a clever twist on his last name. As a plaintiff's attorney specializing in personal injury, justice is the goal of every case he takes on. He has the ability to get his clients the justice they deserve because he has a special advantage. When he started practicing law in 2008, Mr. Sweet, a UCLA and Loyola Law School graduate, defended insurance companies and large corporations in personal injury cases. This experience gave him unique insight into the tactics used by those who are now his legal opponents as they try to deny and minimize the claims of individuals—the very people Mr. Sweet now represents. After representing corporations and insurance companies for seven years, Sweet switched to the plaintiff side of the courtroom and eventually started Sweet Justice. Serving clients throughout California, he specializes in a variety of cases, including slip-and-falls, motor vehicle accidents, wrongful death, and traumatic brain injury. "I find it much more rewarding to help individuals as opposed to large companies," he says. "I anticipate the common arguments defense attorneys will make, and I understand the challenges of dealing with insurance companies which allows me to develop winning strategies. One of the most satisfying things is helping the wronged and injured to get the results they deserve."

In the first year of having his own practice, Rafael Sweet quickly had success against large insurance companies. Inarguably, his legal expertise, strategic prowess, and fluency in Spanish bring his clients confidence and peace of mind. Moreover, his impressive record of success lies in his fearlessness to litigate cases and push a case to trial—a tactic many attorneys avoid. And while he's clearly an experienced contender in the courtroom, Rafael continues to approach every case with responsibility and humility, and looks to his faith for guidance. "As a Christian, I want to help the injured through tough times," he says. "I am mindful that even though this might be my thousandth case, it could be the only case in my client's life. My goal is to let them focus on healing, while I fight to get them the 'sweet justice' they deserve."



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