



THE TOP 100 ATTORNEYS

FEATURING BRIAN LEWIS, ESQ.

Celebrating
our 15th
Year of
Publishing

BRIAN LEWIS, ESQ.

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-Story On Page 14





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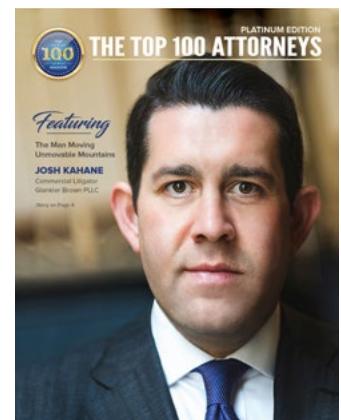
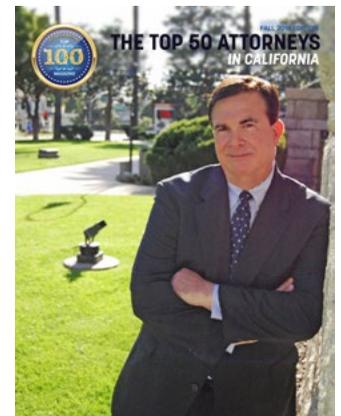
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The staff of *The Top 100 Magazine* would like to express their gratitude for having the privilege of working with the brightest, most accomplished, and esteemed professionals in the legal profession.

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

WHO'S INSIDE

Celebrating
our 15th
Year of
Publishing

- A-E: Allen, Aaron E.-49, Berry, Bredric-63, Bhuchar, Poonam-58, Boruchov, Hana-34, Bradford, Cheryl-44, Bucio, Christopher-45, Bukari, Benjamin-38, Caldwell, Amanda K.-59, Carpenter, Meredith-63, Castor, Bruce L. Jr-53, Clark, Andre-61, Cohen, Deborah-32, Conger, Nicole-8
- F-J: Feinberg, Joy-28, Flemming, Elisabeth S.-65, Gantt, Richard Bruce-24, Garduno, Dominic-56, Goddard, James-51, Goldberg, Melissa-57, Grebenik, Tosh-62, Hawkins, Johnny-4, Heller, Ira-59, Helprin, Zachary D.-68, Hu, Maggie-47, Hua, Jeannie-64, Johns, Milt-61
- K-N: Kasetta, Allyson-58, Kaye, Joseph-46, Kelly, Chris-30, Kraemer, Andrea-32, Lattas, George-42, Lennon, Jhan-67, Lewis, Brian-14, Lewis, Clare-67, London, Lee-18, Lozano, Lora-55, Mahoney, John P.-16, McLane, Chris-22, McLaughlin, Lisa D.-65, Miles, Timothy L.-66, Moskowitz, Galit-57, Newberry, Edward-26, Nohren, Elizabeth E.-36
- O-S: Ocasio, Daniel-20, Pillonel, Cassandra S.-60, Pistorius, Yurika-48, Pitre, A. Marques-54, Rebar, Cathleen Kelly-30, Sears, Anthony-52, Segal, Shoham-62, Shindler, Alexander-64, Spanos, George-60, Sweet, Rafael Contreras-68, Switzer, John H.-66
- T-Z: Talley, Kimberly M.-43, Tuimauauala, Jacob-50, Valdemoros, Juan Fernando-41, Varney, Taylor-56, Waters, Candace-40, Wilde, Jinhee-12, Woolard, Tony Naquan-10

Q&A

JOHNNY HAWKINS



Founder, Attorney,

& Senior Litigation/

Trial Strategist

In recent years, Americans have been exposed to a barrage of media coverage about bullying and the “zero tolerance” initiatives that have come at the heels of this plight. Yet, the mention of the word “bullying” conjures an image of some young ruffian antagonizing students who cannot defend themselves. Unfortunately, intimidation is not confined to the school setting—it runs rampant in the halls of justice, menacing and oppressing good citizens who lack competent legal representation.

Enter Johnny Hawkins, The Warrior Lawyer.

Johnny has dedicated his life to the defense of others, protecting them from worldwide conflict during his service to the United States Army, and now, as a champion for their legal rights as founder, attorney, and senior litigation and trial strategist for his firm, Law Office of J. L. Hawkins, PLLC.

The well-deserved moniker, Warrior Lawyer, was given to Johnny by a church minister who he defended in

Serving others and making the
people that I represent
feel like VIP's.



The role that I feel I play is to help the client receive exceptional legal service and the best bedside manner ever, after having come into contact with me.



a serious personal injury lawsuit. He recalls, “The client cried when we won the case and told me she had never had anyone fight for her like I did. It was very touching and confirmed what I’ve always known to be my true purpose—to protect others.” And protect he does, especially when an injured party is left to fend for themselves. With an unbridled passion for helping others and a focus on integrity and impartiality, Johnny is to injustice what David was to Goliath.

Johnny founded his firm in 1996, after passing the bar on his first attempt, and for the past 25 years, he and his team have specialized in catastrophic personal injury, civil rights, police misconduct, and probate law. He has also taken on entertainment cases and, as a result of his prowess in this area, was featured as a content expert for the documentary film *Behind the Scenes with Laurence Fishburne*.

From their headquarters in Southeast Michigan, the Law Office of J. L. Hawkins ensures that every case, and each client, receives the uncompromising standard of quality care upon which the firm has built its reputation. Their motto is “Exceptional Client Service and Support Over Everything,”

and it is manifest in their outcomes, their impact on the legal profession, and their commitment to the community at-large.

We were compelled to explore Johnny’s fascinating story and to share with our readers the legend of The Warrior Lawyer.

Q: First, Johnny, tell us what prompted you to start your own firm, and with this particular legal focus?

A: I’m the oldest child, so I’m inherently a protector. As far back as I can remember, I defended neighborhood kids from bullies. We lived in subsidized housing and didn’t have much, but we had the guidance and love of my mom. She was my true champion and she taught me everything that I needed to know, and although I consider myself fortunate, I know what it’s like to be broke, bullied, and to also survive a tragic loss. In 1984, my mom passed away when she was only 36 and I 19, but during our time together, she was always a paragon of strength, kindness, and compassion. Then, in law school, I had a phenomenal law professor, Professor Clark Johnson, who told me flat out: “You are not law firm material. That is not who you are. You need to start your own firm because you have something to say, you have something special to offer.” And guess what? I believed him and did just that in 1996.



I was given the title of **Warrior Lawyer** for a reason, and I plan to live up to it for the entirety of my legal career.

Q: Can you share a memorable client, case, or verdict that touched you deeply?

A: Absolutely. It happens all the time. Most recently, in the highly publicized drowning fatality school case, a young mother in the State of Michigan lost her 14-year-old disabled son to a drowning accident that occurred on school property while her son was in a high school swimming pool. As would any good and loving parent, my client as the mother, had trusted the school district with the carrying out of her son's educational requirements as well as with his overall daily care. She had always insisted that the school district take her parental concerns seriously regarding properly looking out for her son's overall safety. During our initial discovery, it was learned that the boy may have also been the victim of bullying by other students. Her son's premature death in early 2020 was a tremendous loss, and so I felt a moral obligation to both protect and support this mother in her time of mourning after having lost her only child. By the time the matter was fully resolved in March of 2021, and all pre-suit, which is a great accomplishment, not only was my client properly compensated for her unimaginable loss, but my team and I also helped her find and retain experts in the fields of grief counseling, wealth management, estate planning, and real estate, so that she'd no longer have to concern herself with managing the basic everyday necessities after having experienced a tragic, life altering, and totally preventable loss. So today, I'm proud to say that my client resides in very nice community and is living a peaceful life in a beautiful suburb by a lake, as she continues to work to recover mentally and emotionally from the loss of her son. Additionally, following the final resolution of my client's legal matter, and still to this date, the client and I speak every month and due to the level of trust that developed between she

and I over the course of these civil proceedings, the client did of her own volition, then elect with the assistance of independent legal counsel, to nominate me to act as the trustee of her trust estate to help properly manage, invest, and preserve her final settlement proceeds.

Q: Tell us about your book, *Black, Male, and American: Easier to be Bad*

A: The book is my gift to members of the inner-city youth, to help them understand the real world and be better prepared to succeed rather than fail. It's about making good choices as you're coming up and confronted with unimaginable obstacles as a young Black male growing up in the USA, and was written from the perspective of someone (i.e. me), who just like so many of them, may have had no choice but to spend a part of their youth in an inner-city subsidized housing community, aka housing project, all with or without a father, where the cards are oftentimes stacked against you. I, being one who experienced and survived this type of lifestyle and upbringing during my early youth, recall often being very afraid, angry, bitter, and upset, but nevertheless, I managed to figure it out after being adopted by a very good man, and then not only survived, but thrived and succeeded. Early on, like right after completing high school, I decided to join the U.S. military and in so doing, I found camaraderie and support from guys of all different races that I never would have otherwise met. So, my choice to join the military, together with having undergone so many other life experiences that required that I both adapt and make good choices, is what changed me and so I really want others to see their promise through me; all based mostly on the "good choices" that I made when I could have gone in the total opposite direction.

Q: What do you enjoy most about your work? What drives you?

A: Serving others and making the people that I represent feel like VIP's. That's what drives me daily, because my client's generally come to me only after they've lost something and/or someone extremely important or valuable —a life, a limb, their ability to speak, a loved one, or their rights. Remember, statistically speaking, Detroit as an urban city is still nearly 80% African American, so many, if they were ever to be polled and asked about what they experienced upon having had any sort of contact with members of either law enforcement or the legal profession, would classify it as being either very unpleasant and/or rather uncomfortable.



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For the past 25 years, he and his team have specialized in catastrophic personal injury, civil rights, police misconduct, and probate law.

So, the role that I feel I play is to help the client receive exceptional legal service and the best bedside manner ever, after having come into contact with me. Moreover, my overall goal is to have each client leave my office feeling much better than when they first walked through the door. So, when a client either calls or walks into my law office, regardless of their race, I want them to feel as though they as *the* client, were talked *to* and not talked *at*. I was given the title of Warrior Lawyer for a reason, and I plan to live up to it for the entirety of my legal career.

Johnny received a BS in science from Wayne State University, where he graduated with honors and was a member of the National Honors Society. He earned his law degree from Michigan State University College of Law. He has served on the executive board for the Michigan Association for Justice (MAJ), is a member of the Black Entertainment and Sports Lawyers Association, the Million Dollar Advocates and Multi-Million Dollar Advocates forums, and was named as a Super Lawyer in 2019 by Thomson Reuters.



Nicole M. Conger



I often get messages and calls from past clients telling me how much my approach eased the process, and I'm rewarded by helping them overcome their legal challenges.

Although Nicole M. Conger practices law, and she does so adeptly, she can't be confined to a neat little box and labeled simply "an attorney." The latitude of her career eclipses a conventional, unifying title—she is a skillful legal representative, an advocate, an activist, a friend, a servant leader, and a change-maker. And to the residents of Texas and nationwide, she is the powerhouse who fights tooth and nail for them in matters of labor and employment law.

Since starting her namesake firm, The Law Office of Nicole Conger, PLLC, Nicole has single-handedly resolved labor disputes against large and small companies in both state and federal jurisdictions. Whether she is defending her clients' civil rights or seeking justice for discrimination, Nicole brings an avalanche of skill, *chutzpah*, and passion to each case and every client. And as a result, she's made a slew of lifelong friendships through her love.

Perhaps it's the intangible factors like her commitment to service that exceeds the gold standard or her compassionate nature that so impresses everyone she works with. One thing, however, is verifiable and unquestionable—the impact she makes in the lives of her clients. "I don't stop caring once a case is settled. I follow up to remind them of the grace, prosperity, and light that awaits them in the future, and I offer myself as an anchor during any storm! After all, the most splendid rainbows come after the strongest rainfall," Nicole shares.

For these, and so many other reasons, *The Top 100 Magazine* spoke with Nicole to learn more about her practice, the exceptional service she offers, and what motivates her.

Q: Nicole, tell us about your firm. When did you become a sole practitioner, what type of clients do you represent, and how does the process work?

I opened my firm in 2017 with a laser focus on the representation of people or employees who experience sexual harassment or assault, or inequity based on pregnancy, disability, age, race, national origin, religion, FMLA, sexual orientation, gender identification, and other LGBTQ-related claims through the EEOC and litigation processes.

When a client comes to me, they are usually in an elevated state of emotional turmoil as losing one's job is one of the most difficult major life events a person can go through. This is true whether they worked at a company for days, months, or years. I start by writing a lengthy *Demand, Litigation Hold Letter* and *EEOC Charge*. Then I send it to the CEO or chief legal counsel of the company and give them 10 days to respond. Nine times out of 10 the case settles, and for the remainder who do not, I simply co-counsel and file a lawsuit or claim in arbitration.

Q: What makes your approach unique from other attorneys or law firms?

A: I think the major differentiator is my wholehearted involvement in every aspect. Most attorneys make an effort to *not* get involved in their clients' lives or become emotionally engaged, but these are real people, not robots, and when they come to me, they're going through a really hard time—it's not only my job to listen and empathize, it's something they deserve. Any attorney can file a lawsuit. I spend hours with each of my clients and get to know their personal stories, their families, and their passions, then I craft each of their cases with details that enhance who they are as a human to



To the residents of Texas and nationwide, she is the powerhouse who fights tooth and nail for them in matters of labor and employment law.

allow that narrative to echo throughout the end of their claims. I often get messages and calls from past clients telling me how much my approach eased the process, and I'm rewarded by helping them overcome their legal challenges. The most radiant part about my work is the inner growth and love that exudes out of my heart, mind, body, and soul!

Q: What motivates you?

A: My journey is more than merely being an owner of my law firm. The impact and legacy I leave behind, as well as community involvement, is critical as so many people around the nation and globe need help. That's why I travel often for the Human Rights Campaign, HRC WomenLead, Lambda Legal, Aids Services in Texas, and similar causes in other states, giving back with time, talent, and treasures. I aim to arrive at the gates of Heaven with every microscopic fiber of energy utilized and not leave any room for my potential to go unused. Nothing matters more than how you treat, tend to, and love others. We must follow and forge the wayward journey of passion in all we do and be the reason why someone believes in the goodness of humanity. Listen well, and always know that the most convenient way is often overrated. Everything worth doing is reached by using the aggregate of all that has already been placed inside of you.

Q: Lastly, Nicole, tell us about your educational background and licensing.

A: I graduated summa cum laude from The University of Texas at Austin in 2006 in the top 2% of my class and earned a business management degree from the Red McCombs School of Business. My background in business allows me to lead clients in making some of the most



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challenging economic decisions, while balancing the emotions that clients face in everyday realities of their claims. I received my law degree *magna cum laude* from St. Mary's University School of Law in 2011, where I was an associate editor for the *St. Mary's Law Journal*, a member of the board of advocates, and clerked for the Honorable Emilio M. Garza on the United States Court of Appeals, Fifth Circuit. I am licensed to practice in Texas and admitted in all federal courts as well as Texas state courts.

Nicole was recognized as one of the Top 50 Women in Law by The Diversity Council and included in 100 Women We Love by Go Magazine. She is a fellow of the Texas Bar Foundation and a member of the Texas Young Lawyers Association, the Austin Bar Association, the AYL, and the Texas Employment Lawyers Association, among others. She is a donor for HRC Austin, AIDS Services of Austin, and Lambda Legal, and a campaign supporter of many democratic nominees.

Tony Naquan

Woolard



INTRODUCTION

By combining his love for science with his passion for helping others, Tony Naquan Woolard has become recognized as one of the top patent attorneys of his generation. When informed about this acknowledgement Tony responded, “I owe all accolades to my faith, my family and my friends. I am simply a product of endless blessings, support and hard-work.”

LAW, SCIENCE AND MEDICINE

One element that sets Tony apart from other attorneys is his unique educational background. Tony obtaining a bachelor’s degree in biomedical science with minors in microbiology and chemistry from

Quinnipiac University. He subsequently enrolled in the ALM Master of Biology Program at Harvard University while working as a researcher in Yale University’s Pulmonary Department under Dr. Naftali Kaminski, the chief of the Pulmonary Critical Care and Sleep Medicine (PCCSM) Department.

During his two and half years as a researcher for the PCCSM Department, Tony was named a recipient of the Minority Trainee Development Scholarship—an exceptional honor as it is only awarded to minority researchers across the United States whose research made the most significant contribution to the pulmonary field. Eventually, the doctors successfully convinced Tony to consider a future in medicine, so Tony spent two years participating in clinical rotations at the Yale Smilow Cancer Hospital.

Tony later transferred to Yale’s Office of Cooperative Research as an Intellectual Property (IP) intern under Diane K. Harmon, the director of the Intellectual Property Administration. The office focused on licensing and assignment agreements, which is the primary area where Tony worked. His job also involved conducting searches related to patentability, novelty, and non-obviousness, which gave him the opportunity to determine the qualifications of various inventions.

Due to his love for both law and medicine Tony decided to take the LSAT and MCAT. His resulting scores got him accepted into prominent JD/MD programs, but ultimately, he chose to strictly pursue a legal career. “I love both disciplines and if I could have afforded to pursue both I would have. But due to my financial situation and my sincere appreciation for patent law I decided to attend law school at the University that gave me the best scholarship.” This was when Tony enrolled in the law program at Roger Williams University.

BUILDING THE LEGAL FRAMEWORK

As a first-year law student, Tony took the general courses while simultaneously working for the American Arbitration Association where he conducted mock decisions for patent arbitration cases. During his second year of law school, Tony accepted a position at Feeney IP Law under the firm’s lead attorney, Alan Feeney. During his employment, Tony gained business experience, transactional experience and additional IP experience in patent, trademark, and copyright prosecution proceedings. Tony also earned a mediation and dispute resolution certificate, which qualified him to do patent negotiations and mediation. After graduating from Roger Williams University with a J.D. and concentration in intellectual property, Tony completed his thesis at Harvard University and earned his Master of Biology degree *magna cum laude*. Tony continued to work at Feeney IP Law then took the CT

bar exam and patent bar exam back-to-back, passed, and officially became a patent attorney.

While most patent attorneys have a background in chemistry or engineering, Tony's background is in biology. This has given him an edge in patent law and is beneficial for understanding and drafting patent applications. However, rather than limiting his work to biology related patents, Tony chose to garner experience from all areas of the field: IP prosecution of biological, mechanical, and chemical patents, IP prosecution at universities and multi-sized firms as well as IP litigation, IP arbitrations and IP counseling. Tony's explanation for this multi-faceted approach was, "Some people refuse to step outside of their comfort zone, but I love learning and challenging myself. It is the only way to be the best that I can be."



BE THE CHANGE

During his numerous positions in the IP field, Tony realized the immense costs associated with the fees and services. Although the fees owed to the government could not be subrogated,

Tony knew the attorney expenses could be reduced, and therefore opened Woolard & Associates to become the most affordable option for people who are unable to afford legal assistance.



Owner & Founder



I owe my success to my faith, my family and my friends. I am simply a product of endless blessings, support and hard-work.



Tony was asked about his motivation for making this life-changing decision, "I entered this field with the desire to make my clients dreams become a reality. However, when reviewing client portfolio's, I saw primarily wealthy individuals and businesses. This result may be reflective of exorbitant legal fees and/or a federal paradigm that was intentionally or unintentionally structured to benefit the wealthiest Americans. Either way, there is a massive gap in the demographics; racially, socioeconomically etc. In fact, there is a 10-fold increase in the top 1% obtaining patents compared to those with incomes in the lower 50th percentile. But I have faith that myself and my peers in the IP community will be at the forefront of a shift where your income doesn't inhibit your right to obtain patent protection. There is no exact solution, although we can start with outreach, free IP education platforms, funding, alternative fee arrangements and pro-bono opportunities."

As founder of a solo practice, Tony planned to provide financially feasible legal services and learning opportunities for prospective talent from all

backgrounds. To make this possible, Tony knew that he would have to supplant his primary income and subsequently joined Carmody, Torrance, Sandak & Hennessey, LLP, also known as Carmody. There, he has found several other benefits: the option to learn about new areas of law; the opportunity to gain more experience in the IP industry; and the advantage of working under some of the best attorneys in Connecticut.

Ultimately, Tony decided to dissolve Woolard & Associates. "It was very difficult to close my firm, but this decision made sense. At Carmody, I can learn under great attorneys and utilize that knowledge to make a greater difference. Also, Carmody has a reputation for their dedication to the community through pro-bono services, so this unity seemed somewhat serendipitous."

Although his firm is now dissolved, Tony's dedication remains intact—make a difference for his clients including the underrepresented who need him most.

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JINHEE WILDE

CEO & Founder



We not only service hundreds of clients, but we also remain with them throughout the long and arduous years of the process.

Immigration attorney, Jinhee Wilde, Esq. has devoted her entire 36-year career to providing clients with personal, industry-leading service—all of which is evident through the tremendous amount of recognition she has received. Over the course of her career, she has been ranked among the *Top 10 Immigration Lawyers* by *Attorney & Practice Magazine*, the *10 Best Attorneys for Exceptional and Outstanding Client Service* by the American Institute of Legal Counsel, and the *Top 25 Immigration Lawyers* by *EB5 Investors Magazine*. Today, as founder and CEO of WA Law Group, LLC, Jinhee does everything within her power to put the minds of her clients at ease—charging a flat rate for her services, continually providing updates on client cases, and ensuring all calls and emails receive a response within 24 hours. “I don’t expect my staff to be perfect,” she says, “but I do expect them to strive to be perfect.”

Sunwook “Sunny” An, Partner

She has been practicing immigration law and helping clients obtain immigrant visas for 14 years, focusing on business and investment immigration matters. Sunny received her bachelor’s degree in English literature from Ewha Womans University in Seoul, South Korea and her Juris Doctorate from American University Washington College of Law in Washington, DC in 2007.

The Firm:

Selected as the *Top Emerging Immigration Law Firm* of 2021 by *Manage HR Magazine*, WA Law Group has clearly been fulfilling Jinhee’s expectations. The boutique law firm is headquartered in Rockville, Maryland, and is focused on employment-based immigration cases and work visas such as H1B and L-1. “We believe that legal immigration is beneficial to our economy as it helps employers to increase their productivity by recruiting and retaining diligent workers,” Jinhee explains. “Therefore, we not only service hundreds of clients, but we also remain with them throughout the long and arduous years of the process.”

The Top 100 Magazine had the pleasure of meeting with Jinhee to hear more about her extensive legal experience, WA Law Group’s commitment to clients, and the exceptional services they offer.

What was the inspiration behind starting your own law firm?

I became concerned about many of the larger firms, which tend to handle their cases in an assembly line fashion. For example, it’s not uncommon to see dozens of paralegals generating hundreds of H1B cases for very large tech firms. The problem with this method is that the clients never receive personal attention from the firm’s top lawyers, which is counterintuitive as they are the very reasons why the clients chose those law firms in the first place—not to be passed on to junior associates or paralegals.

How does your client approach differ at WA Law Group?

At our firm, the client’s convenience comes before our own. I handle much of the firm’s client relationships and administrative duties while my partner, Sunwook “Sunny” An, oversees the nuts and bolts of the



We feel good about providing them with confidence and assurance that they're on track within the legal immigration process.



legal work. We take time to answer our clients' questions and concerns because we want to make the difficult immigration journey much easier for them. Personal assistance is important to the clients and to us.

You charge a flat fee for your services as well. Tell us a bit more about that.

Charging on a flat-fee basis gives us the freedom to devote our time to clients instead of worrying about billing every minute we spend working on their cases. People often say that I'm cheating myself by doing so, but even if I earn less than others, I know we are doing what is best for our clients. We feel good about providing them with confidence and assurance that they're on track within the legal immigration process.

What are the most common issues your clients face?

Most of our clients are extremely nervous because they're well aware that their families' livelihood, wellbeing, and stability are all contingent upon their immigration status. So, at each stage, if the process is not going smoothly or according to plan, clients will call or email. We know there's a lot of misinformation out there these days, so we work to provide clarity about what is going on as well as the appropriate process. I personally explain everything in depth whenever the client needs that peace of mind, which cannot be done via a legal assistant.

You take pride in giving each client lots of personal attention. How do you go about this?

Sunny and I are both very hands-on as attorneys. When new clients are going through employment-based immigration for the first time, they don't know how to deal with the Department of Labor, job sites, etc. So, we thoroughly and carefully walk each client through step-by-step process, so they understand what we're doing and why we're doing it.



Sunny An & Jinhee Wilde

Sunny, tell us about your role at WA Law Group.

I have been with Ms. Wilde for my entire 14-year legal career and solely devoted to immigration law. As a third-year law student at the American University Law School, I interned for Ms. Wilde and decided that I never wanted to work for anyone else. Ms. Wilde's expertise and temperament make her the ideal mentor. On a day-to-day, I am the principal attorney for the case management overseeing hundreds of on-going cases. While I feel that I still have a lot to learn, I am grateful that Ms. Wilde has enough confidence in me to make me her partner a few years ago and she has designated me as her successor as the managing attorney after she retires in few years.

Jinhee, how has your previous work experience benefitted clients?

I spent the first 10 years of my career as a government attorney, starting as a prosecutor in Chicago and then at the U.S. Department of Agriculture as a special counsel. Because of that, I still have a government attorney mentality that I employ in preparing all our immigration cases. This means we view the cases from the adjudicating officer's viewpoint, then organize and prepare our voluminous documents so that the United States Citizenship and Immigration Services (USCIS)—or other government officers reviewing the submission—can easily find the corroborating evidence to support our case. This dramatically increases our approval, which is proven by our track record.

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BRIAN LEWIS, ESQ.

Few people can claim that they are contributing to the advancement of American Indians in their practice of the law, and fewer still are those who have made quantifiable progress. Add to this the statistic that the number of attorneys in the United States who are members of tribes constitute a mere half of one percent (.05%) of all attorneys in the nation, and you have a short list, at the top of which is Brian Lewis, Esq.

Brian is a member of the Choctaw Nation, and he's been contributing to American Indian economic development since he became an attorney. Brian calls it "the reason for becoming a lawyer and his passion."

If you're looking at his CV, you'll find impressive highlights such as Brian's expertise in federal Indian law, Navajo Nation law, and energy, as well as his service to the Navajo Nation Department of Justice and Office of the Attorney General. Brian acted as lead attorney for the team that created the Navajo Transitional Energy Company, the third-largest coal producer in North America and the largest American Indian-owned energy company in the world, which takes profits from coal sales and invests them in renewable energy resources. He was also lead counsel in *Navajo Nation v. Urban Outfitters* until his last day with the Navajo Nation Department of Justice and prevailed in numerous other federal and Navajo Nation Supreme Court cases.

My practice also focuses on property law, leasing, and land use. I draft and negotiate agreements for the creation of joint ventures, site control and land use agreements, and the finance instruments necessary for funding projects in Indian Country.

From 2015 until 2021, Brian owned and operated Brian Lewis Legal LLC, in Albuquerque, New Mexico, where he represented Navajo Nation commercial enterprises, large corporations, and utilities. At the close of Q3, 2021, he accepted an equity partnership with Drummond Woodsum in their Tribal Nations Practice Group, where he is one of four American Indian partners.

We spoke with Brian to learn about his career, his many achievements, and how he's improving economic development in Indian Country with his practice.

Brian, you had a successful practice of your own. What attracted you to Drummond Woodsum?

I wanted to have more of a national reach than just the Southwest and to increase my bandwidth by practicing with competent, experienced professionals. Drummond Woodsum's Tribal Nations Practice Group provides both of those things and many other professional advantages. I'm Choctaw and my wife and children are members of the Navajo Nation, so I wanted to be able to continue

performing work to enhance economic development in the Navajo Nation while also serving my own people and other tribes across the United States. My new role at Drummond Woodsum allows me to represent a wider swath of tribes, and at the national level. I also get the privilege of working with colleagues I respect greatly in a national Indian law practice. Drummond has had a strong nation-wide Indian law practice for many years. As well, because the firm allows me to maintain affordable rates, it's more cost-effective for tribes and tribal enterprises to get the benefits of a corporate firm that provides comprehensive legal services. That last point was a big plus for me, because I'm keen on providing tribes, tribal enterprises, and companies that transact business in Indian Country maximum value.



Tell us a little bit about your work with Drummond Woodsum's Tribal Nations Practice Group.

As a partner with the Tribal Nations Practice Group, my work revolves around economic development. Primarily, I represent tribes and tribal commercial instrumentalities. But I also represent private, American Indian-owned businesses and large non-Indian corporate interests that have projects and operations in Indian Country, which ultimately contribute to improved standards of living in Indian Country. A great deal of my practice is in energy, concerning both conventional and renewable resources. My practice is both transactional and litigation. On the transactional side, I handle all aspects of projects or developments and commercial operations in Indian Country. On the litigation side, I primarily handle

law-heavy dispositive motions—such as motions to dismiss pursuant to Rules 12(b) (1) and 19—at the trial level and appellate matters.

You have specialized expertise in federal Indian law, Navajo Nation law, and energy. Will you tell us a little about your work in these areas?

All of my work falls under the umbrella of economic development in Indian Country. I've litigated at the trial and appellate levels — including, namely, jurisdictional issues, the propriety of permitting and regulatory approvals, and hot button issues, such as whether a state has the authority to impose and collect taxes and if the state can enforce statutory laws and regulations in Indian Country. My practice also focuses on property law, leasing, and land use. I draft and negotiate agreements for the creation of joint ventures, site control and land use agreements, and the finance instruments necessary for funding projects in Indian Country.

What compelled you to devote your entire career to representing American Indian clients?

I received a tribal scholarship in my first year of college and I wondered how the Choctaw Nation generated the funds I had received. I learned that most educational awards came from gaming proceeds, and while the tribal leaders had made the decisions that allowed me to receive such funding, it was attorneys who had effectively pursued and implemented those decisions. I knew then that I wanted to help others, and that I could do so by becoming an attorney and focusing my practice on tribal economic development.

What do you enjoy most about your work, Brian?

It's the satisfaction that comes with improving the lives of American Indians. Native Americans live in the poorest areas, have the highest unemployment rates, the worst healthcare, and the least opportunity of anyone else in this country. Knowing that my work leads to better standards of living and seeing people in Indian Country have greater opportunity and ability to flourish is the ultimate reward. It's why I do what I do.



Equity Partner



Knowing that my work leads to better standards of living and seeing people in Indian Country have greater opportunity and ability to flourish is the ultimate reward. It's why I do what I do.



CONTACT

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JOHN P. MAHONEY

Founding & Managing Partner



For nearly three decades, John P. Mahoney has utilized his extensive legal experience to protect, defend, and enhance the federal careers of clients in all 50 states, as well as around the world. As a preeminent, AV-rated and award-winning attorney, he has represented thousands of federal employees and contractors in both security clearance appeals and federal employment law (FEL) matters. John has won or settled several multimillion-dollar class action suits on behalf of federal employees, as well as individual cases with awards of more than a million dollars for his firm's clients.

Among John's notable victories are *Krzych v. Secretary, Dept. of the Army*, in which he successfully proved that the Army had discriminated against his client based on her gender, national origin, and age. In *Cohen v. Department of Homeland Security (ICE)*, he litigated against the Department of Homeland Security (DHS), Immigration and Customs Enforcement (ICE) and won a U.S. Merit Systems Protection Board (MSPB) decision, reversing his client's termination from federal employment, returning her to duty, and resulting in his client receiving full back pay plus interest and other benefits. In another triumphant outcome in a case before the U.S. Equal Employment Opportunity Commission, *Hamilton v. Department of the Air Force*, John secured over a \$1 million settlement on behalf of his federal employee client, which reversed his termination with full backpay, benefits, interest, a corrected record, and a retroactive promotion, and in *Wheller et al. v. DC*, he successfully represented the plaintiffs and won a multimillion-dollar federal employment law class action on summary judgment in the U.S. District Court for the District of Columbia.

Based in Washington, D.C., just steps from the White House, the award-winning firm specializes in federal employment litigation and national security clearance appeals.



THE LAW FIRM OF
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ATTORNEYS AT LAW
Your Caring Federal Employment Lawyers
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In 2014, John founded and became the managing partner of his namesake practice, The Law Firm of John P. Mahoney, Esq., Attorneys at Law. Based in Washington, D.C., just steps from the White House, the award-winning firm specializes in federal employment litigation and national security clearance appeals. Known as the "caring federal employment lawyers," John and the majority of his legal team are former federal employees themselves. (John was appointed to be a statutory member and ultimately became the vice chairman of the U.S. Government Accountability Office's (GAO) Personnel Appeals Board (PAB), on which he served as an Executive Schedule (ES-IV level) administrative judge. These top-rated attorneys not only hold an in-depth

Superb 10.0 Rating as an AV Preeminent Law Firm on Martindale-AVVO.

understanding of federal employment law, but they also stand ready to protect and defend the rights and careers of their clients throughout the world. The team defends clients against allegations of misconduct and prosecutes EEO discrimination and whistleblower retaliation complaints, as well as security clearance appeals, offering not only adept counsel, but fierce advocacy. According to John, it is this dedicated service and incredible talent pool that sets them apart from all other federal employment law firms. And the legal community agrees—as a result of their impressive performance record and overall client satisfaction, the attorneys have received numerous awards. Most recently, they were included in the 2022 *Bar Registry of Preeminent Lawyers*, named *Top Lawyers of Washington D.C.* by the *Baltimore Sun*, and maintain a *Superb 10.0 AVVO* rating as an *AV Preeminent Law Firm* on *Martindale-AVVO*.

John, himself, has also collected quite an inspiring list of honors and awards. He was selected as a 2021 *Top-Rated Lawyer in Labor & Employment* and as a 2022 *Top-Rated D.C. Metro Lawyer in Labor & Employment Law* by *The National Law Journal*, *Corporate Counsel Magazine*, and *American Lawyer Magazine*, and *Corporate International* named John as the 2021 *Federal Employment Lawyer of the Year in Washington, D.C.* Most recently, he was selected as *Washington, D.C.'s Leading Employment and Labor Rights Attorney of the Year* within *Acquisition International (AI) Global Media's 2021 Leading Advisor Awards*.

Prior to and since founding his firm and collecting a bevy of awards, John also served as an expert witness on FEL. He has also served as general counsel to various unions, as senior associate to the general counsel of the Senior Executives Association (SEA), outside employment or national security law counsel to multiple federal agencies, private federal contractor companies, and other corporations. John also notes that he has first-hand experience as a federal employee, serving as a manager within a federal agency, as well as a federal agency administrative judge interpreting federal employment and labor law, which is rare within the industry. Because he can offer such a diverse and unique perspective, John is a frequently published author and a regular public speaker and media commentator on federal employment, security clearance, and labor law issues.

John's connection to labor and employment law began in his childhood. His father was a labor organizer and very active in the Machinists Union in their hometown of Worcester, Massachusetts, so as a child he played on union ballot boxes in his basement. As a young democrat, John's father also worked on John Kennedy's presidential



John is an **award-winning attorney** who stands ready to protect and defend the rights and careers of his clients throughout the world.

campaign in 1959-60, his stories of which led to John's interest in federal politics (John later was elected president of the Maryland Young Democrats and has worked on several political campaigns himself) and the labor movement. When his father passed away, John was a freshman in college, studying computer science. He recalls, "One of the last things my dad said to me was, 'I think you'd be a great lawyer.'" John had never considered that career field before then. As fate would have it, sometime later, after transferring his academic focus to business and political science, John was advised by the dean to attend law school in Washington, D.C., which he did. His first job in the legal sector was as a law clerk for a federal employment law firm, and, as John says, "The rest is history."



LEE LONDON

**BARASCH &
McGARRY**
LAWYERS FOR THE 9/11 COMMUNITY
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The World Trade Center attacks on September 11, 2001, shocked the world. But many are unaware that today, more than twenty years later, many people are still suffering from the effects of the attacks. Over half a million people were exposed to toxic dust on 9/11 and during the months after. More than 68 types of cancer have been linked to the toxic air by NIOSH (National Institute for Occupational Safety and Health). Thousands of responders and non-responders are diagnosed every year with cancer and severe respiratory illnesses. More people have now died of 9/11-linked illnesses than the 2,977 who died on 9/11.

Lee London is a partner at Barasch & McGarry and managing attorney for their 9/11 Victim Compensation Fund (VCF) practice. He works tirelessly along with his legal team for those affected by the devastation of that day. To date, the firm has recovered over \$3 billion in compensation on their clients' behalf. Located just steps from New York's Ground Zero and the site of the 9/11 attacks, Barasch & McGarry has become the nation's leading law firm for 9/11 victims.

As a passionate and skillful leader for what some might call one of the most noble legal efforts of the past century, Lee is a fierce champion of the 9/11 community, working directly with survivors, advocating for their rights and helping them to

secure compensation and health care. Lee has appeared in major publications, including *USA Today* and *Salon Magazine*, and on broadcast news. He has been named a *Lawyer of Distinction* (2019-2021) and a *Rising Star* by *Super Lawyers Magazine* (2019-2021). He also ranks among the *Top 100 Attorneys* and the *Top 40 Under 40* by *National Trial Lawyers Magazine*. We had the pleasure of sitting down with Lee to discuss his firm's VCF practice, his work, and his clients.

Let's begin with a bit more background. Your firm played a vital role in establishing the 9/11 Victim Compensation Fund, correct?

We did. Beginning in 2001, managing partner, Michael Barasch, became active in building awareness about the impact of the attacks. Responders, as well as downtown office workers, students and residents, kept getting sick. They deserved free health care. Michael lobbied Congress and fought for legislation to reopen the VCF for 9/11 first responders, as well as for the 300,000 civilians who were working, studying and living in lower Manhattan. In 2010, Congress passed the *Zadroga Health and Compensation Act*, which created the WTC Health Program and reopened the VCF, but it was only funded for 5 years. Michael and I joined forces with other 9/11 advocates, as well as many passionate union leaders, making

dozens of trips to Washington D.C. In 2015, and then again in 2019, both programs were permanently extended and fully funded. The *Never Forget the Heroes Act* was approved by the Senate. We are thrilled to have played a role in the passage of this critical legislation.

Why did you choose to specialize in the representation of 9/11 victims?

My father has been an attorney for the Police Benevolent Association for the NYPD so as a kid, I heard a lot about the work of policemen, and first responders. As a New Yorker, I saw first-hand what 9/11 did to the first responders and others in the downtown Manhattan community. I was determined to help them. People continue to get sick and die every day. I wanted to bring attention to how devastating 9/11 was—not just on that day, but in terms of long-term health effects that have continued for more than 20 years. As we like to remind people, “9/11 didn’t end on 9/11.”

Tell us about the appeals work you do.

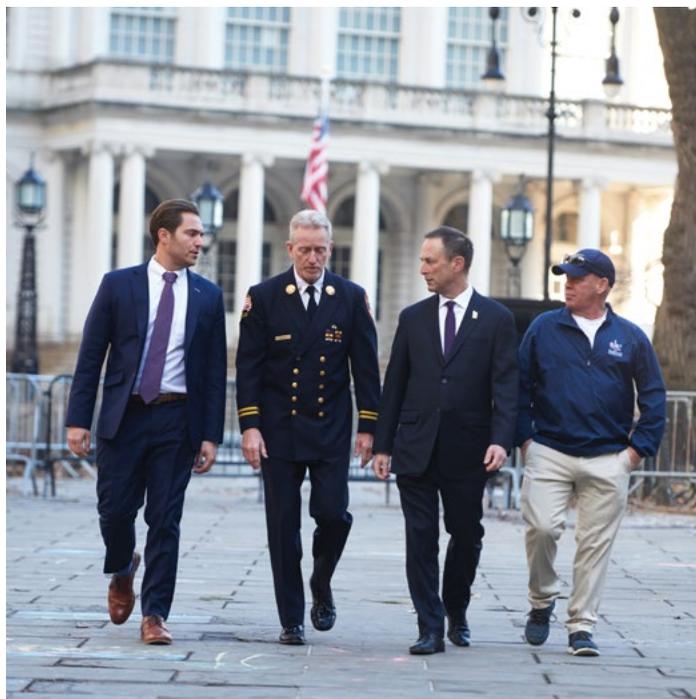
This is an area of which I’m particularly proud. Our firm is relentless when it comes to fighting for our clients to get both the free health care and the compensation they deserve. Since 2013, we’ve completed over 300 appeals. Appeals involve establishing the client’s presence in the 9/11 exposure zone, making sure that the government appropriately compensates them, and ensuring that they receive the highest award amount possible. For example, I represented a first responder who was diagnosed with a form of cancer that was technically not covered by the fund because he was diagnosed too soon after 9/11 for that particular cancer to be linked to the WTC toxins. I appealed the claim denial, and was successful in getting the eligibility of that form of cancer changed under the fund. The client received the health care he was entitled to and he was compensated for his illness. Moreover, he gained additional comfort in knowing that his family would be taken care of after his passing.

Can you share a memorable case or experience with a client?

I have countless stories, but one that comes to mind involves a survivor with a terminal illness who’d worked at the New York Stock Exchange. His claim was denied because he had moved out of state and he had lost touch with former coworkers. He was unable to prove that he worked for the NYSE. We searched our firm’s database, reached out to the hundreds of other clients who worked at the NYSE, and found several coworkers who signed affidavits on his behalf. We successfully appealed the case, resulting in significant compensation for the client and his family. In another case, I represented a cameraman from *NBC News* who filmed the events of 9/11. He developed a cancerous tumor on his shoulder and was forced to leave his profession to work in a field where his income was reduced. I was able to get him an award of more than \$1 million for his loss of past and future earnings.

What do you enjoy most about your work? What drives you?

What drives me is the passion the people at my firm have for every client impacted by 9/11 exposure. Our clients made a sacrifice that day and continue to suffer horrible health consequences. I’m driven by the gratification I receive from knowing we are helping the 9/11 community. They truly appreciate us fighting for them and



L to R: Lee with Ret. FDNY Chief, Rich Alles, Mike Barasch & 9/11 Advocate, John Feal.

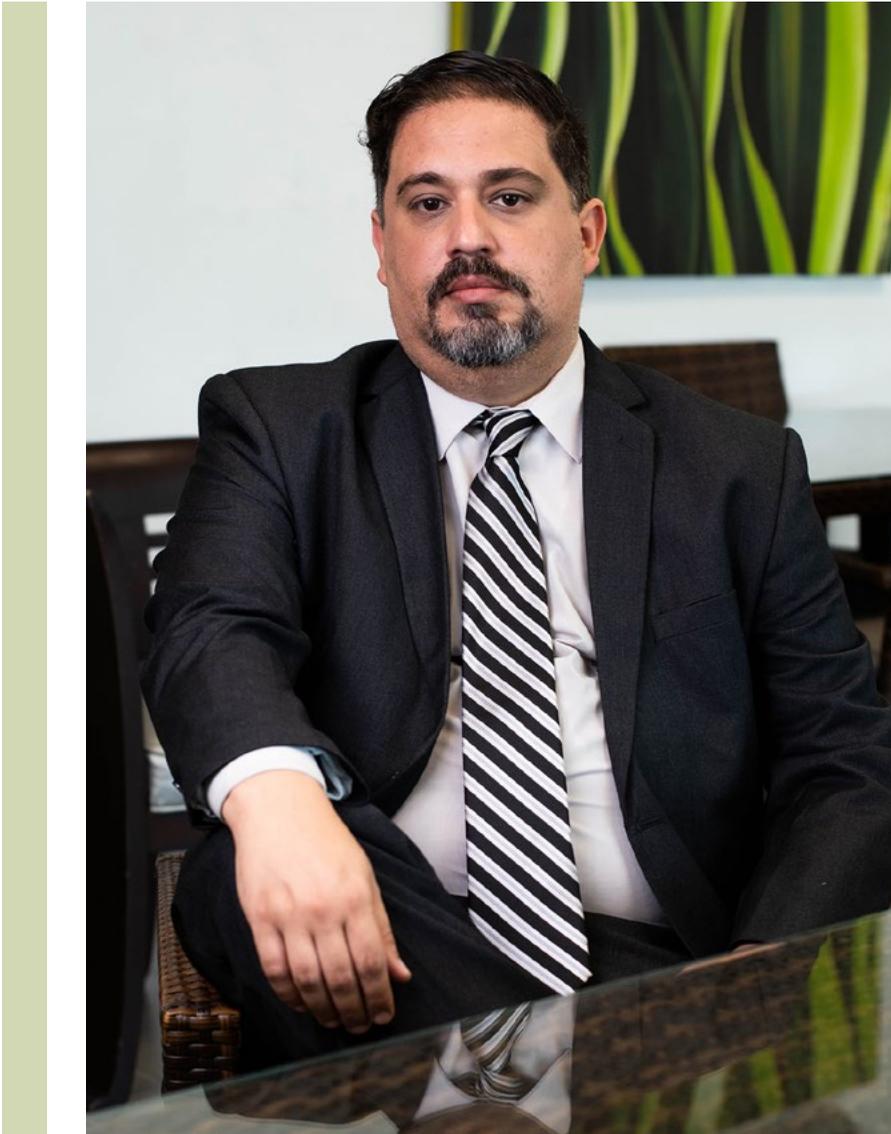


July, 2019 – Invited to the White House for the signing of the bill which permanently extended the VCF.

shining a light on their cause. I can’t describe how rewarding it is to see our clients’ faces light up when they’re assured that their families will be taken care of and that they have not been forgotten.

A graduate of Pace University Law School, Lee holds a Juris Doctorate in Criminal Justice and Law Enforcement Administration as well as a Bachelor of Science in Marketing and Entrepreneurship.

DANIEL OCASIO, Esq.



The DJO Whistleblower Law Group was created with the mission to assist individuals in reporting fraudulent activity.

but in Danny's eyes, the whistleblowers are the courageous heroes in the battle against good and evil. And his firm is focused on doing precisely—and *only*—this.

Headquartered in Washington, D.C., with offices in New York, and San Juan, Puerto Rico, the DJO Whistleblower Law Group was created with the mission to assist individuals in reporting fraudulent activity. The firm is comprised of highly experienced lawyers, investigators, and former whistleblowers who strive to deliver the highest monetary reward possible for those who are willing help to expose fraud. As this passionate group of attorneys work tirelessly on behalf of whistleblowers everywhere, for Danny, the respiratory industry is public enemy #1 right now, and he's determined to eradicate the systemic fraud and corruption that plagues it, costing taxpayers billions of dollars.

Danny sat down with us to share more about his commitment to whistleblowers, his ongoing battle against the respiratory industry, and the fulfillment of fighting on behalf of the good guys.

As a former government prosecutor, what led you to cofound a firm that specializes solely in representing whistleblowers?

When I worked in the corruption division of the Office of Government Ethics in Puerto Rico, I indicted the attorney general on corruption charges. That's the only trial that I'd lost, although public opinion said I'd won. I took that loss really hard. Shortly after, in early 2017, I met Christopher Piacentile. He said, "I've heard your name in circles. You should interview with our law firm." So, I did. At that office, before we founded DJO, we started investigating respiratory corruption, and Apria was just the tip of the iceberg. That industry is full of systemic fraud and noncompliance on equipment, and the

He's a guardian of justice, a protector of the people, and a champion of whistleblowers. This is Daniel, "Danny," Ocasio, a former government prosecutor who cofounded a law firm devoted exclusively to representing whistleblowers in actions filed under the *Federal False Claims Act*. As managing partner of DJO Whistleblower Law Group, Danny is fearlessly leading the charge to right the wrongs perpetrated by fraudsters across the health care, pharmaceutical, medical device, and financial industries. With over 100 cases filed, he's reigned victorious against some of the biggest health care entities in the country including a \$40.5 million settlement against Apria Healthcare. Most attorneys with such a remarkable record might take personal pride in their own accomplishments,

DANIEL J. OCASIO
WHISTLEBLOWER LAW GROUP

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taxpayers are the ones footing the astronomical bill. That irks me to no end. I was raised by my grandparents. They survived the Great Depression, and a penny goes a long way, so feeding off taxpayers just boils my blood to no end. I cannot tolerate it.

Tell us about the Apria case and how it's a prime example of the power of whistleblowers.

I started working on this in 2017 as part of the litigation team. Christopher was the originating and lead investigator. This case is a prime example of how powerful whistleblowers are in enacting change and demanding justice. Apria routinely billed Medicare and other programs for non-invasive ventilators (NIV) with the knowledge that they were not being used at all. Further, respiratory therapists did not conduct regular visits to patients to confirm use, and Apria improperly billed federal health programs these rentals to obtain reimbursement for more expensive equipment. Managers at Apria directed salespeople to use co-pay waivers to persuade patients to rent NIVs from Apria instead of other suppliers, without an assessment to determine if they meet the criteria for the waivers. The case settled in December 2020. If not for my current director of investigations, who uncovered this fraud along with the courageous whistleblowers who brought this to our attention, I have no doubt that Apria would still be conducting these egregious illegal, unethical practices.

You've remained keenly focused on the area of respiratory fraud. Why is this important to you?

Christopher, our director of investigations, and I uncovered that this industry is not compartmentalized to one company. It's systemic across the board, with companies purposely gaming the system and going after taxpayer money just to fatten their own wallets. Many companies in this space have an institutional practice to target Medicare patients, and it sickens me. That's why I'm driven to righting this wrong against individuals, and, really, humanity. And here's a message to all the respiratory companies cheating the system, **we're coming for you.**

To what do you attribute your success in this challenging area of law?

There are many people who have helped me get to where I am, and certainly my experience as a government prosecutor plays a great part, but the main reason I've had success in this niche area of the law is that fate linked me up with Christopher Piacentile. A good whistleblower case starts with a solid investigation, and he is truly the best investigator in the health care field in the U.S.—and my best friend. We complement each other so well that it has allowed us to zero in on the different schemes and break them apart in such a way that we can present the best possible case to the government.



As a managing partner, Danny is fearlessly leading the charge to right the wrongs perpetrated by fraudsters across the health care, pharmaceutical, medical device, and financial industries.

What drives you to keep fighting the good fight, Danny?

My 97-year-old grandmother passed away two weeks after I passed my bar exam. She raised me, saw me through law school, and was just waiting for me to finish. We were poor, and she'd give me "wish sandwiches," saying, "Here are two pieces of bread. You can wish for whatever you want on them." I know what it feels like going to bed on an empty stomach. That's why I'm going to work harder than anyone else in the room. Every day, I get to look in the mirror and say that I represent the good guys, the brave women and men who come forward when they witness a company ripping off the federal government. They drive me, and I am proud to represent them.

Chris McLane



I have one mission—to protect the families and individuals I represent, whether reviewing a separation agreement or parenting plan or handling a highly contentious divorce.



Becky Perkins, Summit Photo

When most people conjure the image of an attorney, they envision an elder statesman-looking fellow with a conservative haircut combed neatly to one side, dressed in a nondescript suit, standing in front of a towering bookcase of legal journals. This is definitely not Chris McLane. As an *AV Preeminent* attorney with the highest AVVO rating of 10 and the recipient of the *Client Champion Platinum Award* by Martindale-Hubbell, one might expect to find him tucked in a stately corner office guarded by a diligent receptionist. But as his hundreds of clients for the past 15 years will tell anyone, this is most assuredly *not* Chris. He meets clients in the local coffee shop, wearing flip-flops and shorts, or a parka, if he's just returned from the ski slopes, which reflects exactly who he is—a genuine down-to-earth person, who just happens to be one of the best family law attorneys in the state of Colorado. And his clients love him for it. From Golden to Front Range to the Denver metro area, across the Eastern Plains, Mountain communities, and the Western Slope, he is known as a protector, a guardian, a creative legal strategist—and a friend.

As the energetic, compassionate founder of Family Law Center of the Rockies, Chris brings not only his exceptional legal mind, but his heart, his shoulder, his ear to each person he represents as he ushers them through all aspects of domestic relations law, including divorce, allocation of parental responsibilities, child support, and adoption. Through the most difficult, complex, emotional times of people's lives, it is not a legal assistant, a receptionist, or a paralegal, but Chris who stands by their side,

helping them navigate the family court system throughout Colorado—and fiercely protecting them as he would his own family. We sat down with Chris to learn more about his unorthodox approach, what drives him, and the case that have left an indelible mark on him.

Q: There was a pivotal moment in your life that led you to family law. Will you share this with us?

I truly feel that it was my calling. My undergrad is in electrical engineering; I wanted to do patent law. But after a few months, I realized that I was just staring at a computer all day, and this was not how I wanted to spend my life. Then one day, a neighbor was talking to me about his custody case, and I offered to help him pro bono. I really enjoyed it, and it just took off from there. I didn't find family law; it found me. I'm right where I belong.

Q: Is this what compelled you to found Family Law Center of the Rockies?

It absolutely is. The emotional toll that court proceedings can have on families can be immense and each case has its unique challenges—whether a difficult ex-spouse engaging in parental alienation or a parent failing to pay child support. We understand that and we are devoted to building strong relationships with each of our clients. I work personally with every person I represent and devise



I am absolutely driven to protect my clients as if they were my own family.



creative strategies to maximize their chances of success and minimize the emotional and financial stress. I have one mission—to protect the families and individuals I represent, whether reviewing a separation agreement or parenting plan or handling a highly contentious divorce.

Q: You have a picture of a mama bear with her cubs on your website. What does this mean and why did you choose it?

I adore that picture, and so do my clients. This single picture reflects both who we are and who we are fighting on behalf of. Just as our clients are driven by protecting their own families, their kids, I am absolutely driven to protect my clients as if they were my own family.



My greatest accomplishments are seeing how I've helped to make a positive impact on my clients' lives.

Q: In what other ways are you, as an attorney, and your firm different from most?

I would say in many ways. I'm not one of these pretentious attorneys that has to announce to people that I'm an attorney. The only time you'll see me in a suit is when I'm fighting on behalf of my clients in a courtroom; it's like my battle garb. But when I first meet them, I'm dressed in my usual casual clothes. They feel immediately at ease, and connect with me on personal level, and they feel they can put their faith in me in



Becky Perkins, Summit Photo

part because I'm not hiding behind some shiny unapproachable veneer; they see the genuine Chris—a person who truly cares about them.

As for my firm, first, I don't use support staff or a paralegal. I want to be personally connected and intimately involved with my clients, so they deal directly with me, which also benefits them in court because I can see any nuances that often pop up. Second, my firm is 100% virtual. By not having to pay exorbitant rent for an office space, I can keep my fees low—usually less than half of what attorneys and law firms charge. And, really, I prefer to meet people in an informal environment. It puts their minds at ease, and they feel much more comfortable talking over a cup of coffee in a casual atmosphere, rather than in an office setting.

Q: What do you enjoy most about your work, or what drives you, Chris?

Early in my career, I represented a client with six adopted kids. She was going through a divorce and trying to get custody because her husband was very abusive and had hurt the kids. That struck a profound chord with me. When we finished the case and I got her everything she needed, she said, "Thank you so much. Please never stop caring." I have never forgotten that. I've been guided by that my entire career. My greatest accomplishments are seeing how I've helped to make a positive impact on my clients' lives.

Chris holds a J.D. from Roger Williams University and a B.S. from Southern Illinois University. He is a member of the Colorado Bar Association; Family Law Section, Colorado Bar Association; 1st Judicial District Bar Association, 7th Judicial District Bar Association, Heart of the Rockies Bar Association, and Southwestern Colorado Bar Association.

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RICHARD BRUCE GANTT

Like most former athletes, Richard Gantt is a competitive person who plays to win, making him a natural at advocating for clients in the courtroom. The board-certified family law specialist has been practicing for over 20 years with an unwavering determination to help people fight for all they are entitled to. In August 2020, Richard founded Gantt Family Law, a rapidly growing firm based in North Carolina's Triangle metro area (Raleigh, Durham, Chapel Hill, and surrounding communities). In addition to his role as founding partner, he is a former president of North Raleigh's Rotary Club and is frequently asked to teach at continuing education seminars for other lawyers in his practice area.

In acknowledgement of his contributions to the legal industry, Richard has received numerous awards and distinctions, including a 10.0 Avvo rating, membership in *Lawyers of Distinction*, and recognition in *Who's Who in America*. He has also been ranked among the *Top 3 Divorce Lawyers in Raleigh* and among *Business North Carolina Magazine's Legal Elite*, where he was recently featured as a result of voting by his peers.

We recently had the pleasure of sitting down with Richard to learn more about his remarkable career journey and successful family law firm.



My experience in tax, finance, and investment banking equipped me with knowledge of how to navigate complex, financial cases.

Q: Have you always been in family law, or did you start out in another area?

I initially worked in general practice firms, and I did some investment banking for a few years while figuring out my niche. I'm glad I had that time and was given those opportunities because they helped to broaden my experience and get some context regarding what I'm best suited for. Once I discovered what I was meant to do, I started practicing exclusively in the divorce and family law arena, and that's where I've remained over the past 15 years.

Q: What made you decide to open your own family law firm?

I'd been working for a large firm for many years and felt it was time for me to branch out and do my own thing. It was certainly the best decision I've ever made. I had ideas about how I could better serve our clients—by being more attentive, understanding each client's specific goals, and structuring their cases accordingly—and it has been a huge success.

Q: You had some experiences in your personal life that enhanced your success as a divorce lawyer. Tell us about that.

Well, I'm divorced myself. I have four awesome sons and a wonderful fiancée, Sanan, who I'll be marrying next fall, but it was quite a journey getting to this point in my life. As someone who has personally been through a divorce and fought for custody of my own kids, I can relate to the clients who come into our office on a heartfelt level. They can see that I'm fighting as one of them, as someone who's been through what they're going through, which helps them to trust me to guide them down that same path to the better things that lie ahead for them.

Q: Have your prior career positions been beneficial to your firm as well?

Absolutely. Due to my business background, I can understand the complicated financial issues that many of our business owners and professional clients are contending with. My experience in tax, finance, and investment banking equipped me with knowledge of how to navigate complex, financial cases. Also, my background makes me a good hire for financially complicated divorce cases, especially for high-net-worth clients.

Q: What types of clients do you typically represent?

I've successfully represented everyone from the CEOs of publicly traded companies, spouses of professional athletes, and other high-net-worth individuals, to small business owners, working parents, and stay-at-home spouses.

Q: Do you mainly handle divorce cases?

The actual divorce is just one component. We handle all kinds of domestic relations matters in the family court realm. The cases can involve divorce, child custody, equitable distribution, alimony, child support, orders of protection, alienation of affection and criminal conversation, enforcement of existing orders, and all related matters.





Founder &
Senior Partner



We refer to Gantt Family Law as “**Your Divorce Fortress**” because we make our firm a safe and secure place for our clients to run to for protection while they’re going through challenging times.

Q: Gantt Family Law has received a lot of positive reviews about its legal team. What sets you apart from others?

In addition to myself, the firm currently has two amazing associate attorneys, Eva Freeman and Belinda Sukeena, as well as three highly skilled paralegals and a great practice manager (my lovely fiancée). We will probably be adding to our team in the near future as we grow. Because of their own life experiences, my group is not only sensitive to the needs of our clients, but they also possess the right skills to help them. We pride ourselves in being aggressive, which is extremely advantageous. Divorce court can be a battle, but we gladly go to war for our clients.

Q: What do you enjoy most about your work, or what drives you?

I love standing up for people who aren’t being treated fairly or who are being taken advantage of—people who need someone to fight for them. We refer to Gantt Family Law as “Your Divorce Fortress” because we make our firm a safe and secure place for our clients to run to for protection while they’re going through challenging times.

Richard is a graduate of Wake Forest University and Tulane Law School. He holds an MBA from Regent University and completed additional graduate studies in taxation at Georgetown Law School.

EDWARD NEWBERRY



SQUIRE 
PATTON BOGGS

who has established an immutable foothold in the upper echelon of lobbyists and policy makers. This is Edward Newberry.

Ed's official title is global managing partner for policy, regulatory, compliance and investigations, but in simpler terms, he is the powerhouse who effects public policy for the global law firm, Squire Patton Boggs – and this is no proletarian practice. Squire Patton Boggs has over 1,500 lawyers in 45 offices throughout 20 countries and their client register includes national and sovereign governments, corporations listed on the *Financial Times Stock Exchange 100 Index*, and *Fortune 100* honorees. While prominence in a legal environment of this influence and magnitude is not easily attainable, Ed has distinguished himself as one of the nation's preeminent lobbyists with a reputation for successfully ushering high-profile clients through the maze of complexities and challenges inherent to their statures.

He has worked with congressmen, held an appointment by the governor of Virginia, served on influential committees and boards, and acted in several executive level positions. It is exactly the type and level of experience that is needed for undertakings such as assisting global leaders with U.S. bilateral relations, or helping one of the world's largest technology companies in Korea form American alliances, or securing mining rights for the largest known copper reserve in world history. No

– Ed is no ordinary lawyer and his story is no conventional narrative.

We spoke with Ed about his illustrious career history, his current undertakings, and the progress he has generated in policy and law.

Ed, you have developed industry-leading public policy and lobbying practices. What compelled you to focus specifically in these areas?

My first job after college was working for a congressman and I was immediately enamored with policy-making. I was made an associate staff member on the House Appropriations Committee, which is where I witnessed just how powerful the process can be and how critical it is to a functioning economy and sound legal system.

What, specifically, does your work entail?

Typically, when an individual, organization, company, or country has a problem with the U.S. government, most lawyers will simply categorize the problem: "This is a litigation/regulatory/business problem." I take a different tack and through innovative and perhaps unexpected perspectives find effective policy solutions for the client's specific needs. It is another tool in the toolbox to solve challenging, complex problems: Can we change a law, modify a regulation or create legislative history that might affect how a court would view a matter? Can we persuade legislators to design a new or different regulatory scheme? Then I develop and implement strategies to ordinate corresponding laws or regulations, while supporting the clients as those laws and regulations are interpreted and implemented. I essentially test and reframe the law to benefit the client.

Can you share a few examples of laws that you had a hand in changing?

In 2000, on behalf of the U.S. propane sector, I drafted, and ultimately guided into law, a bill to create a check-off program, which allows for a nominal surcharge on the price of a



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commodity, to be used as a pooled fund to advance industry interests. This was the first legislation of its kind, and it has raised hundreds of millions of dollars used to promote and build the \$10 billion propane industry. Later, I led the effort to establish the same program for the heating oil industry. Both programs are in full operation today and have been sources of enormous advances for both the companies that make up these industries and the consumers that rely upon them.

Most client initiatives are not so far reaching and involve small, but vitally important, changes or actions. For example, over many years I was able to secure over \$100 million in earmarked appropriations for my alma mater, George Mason University. These efforts jumpstarted the university’s federal research program and ultimately led to their ranking as a Tier 1 research institution.

You also played a key role in the restructure of Ferrellgas. Can you tell us a little about that?

Ferrellgas is one of the nation’s largest propane companies and owner of the renowned Blue Rhino brand. It began as a single-store, family-owned company and the founder, Jim Ferrell, grew it into a multi-billion dollar public company with operations in every state. The restructuring transaction we

created and implemented preserved a true legacy and an American business success story. By reforming their management, equity value, and employee stock ownership program, we essentially positioned the company for significant growth going forward. The outcome was so novel and so effective that a U.S. bankruptcy court judge described it as “unheard of.” Again, we used unconventional strategies to produce a result almost no one thought achievable.

What do you find most fulfilling about your work?

I really enjoy the analytical and problem-solving aspects of policy-making – to fully immerse myself in a particular challenge, then ultimately resolve it, is very rewarding. I also value the relationships I’ve fostered with global leaders from almost every industry. I have the privilege of working with some very brilliant minds, and the fact that they turn to me for help is quite gratifying.

Ed obtained Bachelor of Arts and Bachelor of Science degrees with recognition from George Mason University - Fairfax, Virginia, and earned his Juris Doctor of Law degree from Georgetown University Law Center - Washington, D.C.

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JOY Feinberg

Joy is an extraordinary divorce attorney. A fierce advocate. An empathetic mentor. A symbol of empowerment for women.

Chicago. The third largest city in the U.S. and home to 2.7 million residents. It's the place where Walt Disney, Bob Fosse, Vince Vaughn, and a spate of other equally spirited business people started their careers. It's home to Wrigley Field and the birthplace of the railroad. It is a city built on ingenuity and the very lifeblood of the entrepreneurs who have huddled within the city's borders for hundreds of years. And these are just the people Joy Feinberg loves to represent.

Like her celebrated Chicagoan counterparts, Joy is well known for her contributions to the city and its populace. She's an extraordinary divorce attorney. A fierce advocate. An empathetic mentor. A symbol of empowerment for women. And she is a powerhouse partner in her new firm, Davis Friedman, LLP, a divorce firm that dates back to 1946. Along with a team of formidable attorneys, Joy represents business owners, C-suite executives, and wealthy professionals in divorce, guiding them and protecting their interests. In her own illustrious words, "Business is personal, especially in this city, and when a business gets involved in a divorce, there is nothing more personal than that."

If you looked at Joy's CV, you'd find that she has practiced family law for nearly four decades and that she is skilled in trial work, strategic theory, writing and motion work, and expert depositions. You'd also surmise that she is a creative thinker. But what isn't catalogued on paper is her firm's talent for confidence-building. It is an integral part of her acumen because Joy knows just how

essential this is to her clients. And, if you're keeping a tally of her achievements, note that she is the winner of the *Michael Cohen Award* for excellence in legal publishing and writing, and the *Samuel S. Berger Award* for excellence in the practice of family law.

Cue the lights. Initiate the overture. This is Joy Feinberg.

Q: Joy, why did you choose to practice family law, in particular?

I chose it because I didn't believe that the way family law was being practiced when I started in the field was being done in a way that was both financially savvy and healthy for the entire family, because the family goes on. It goes on in a reconstituted manner, but it goes on. I also believed that far too often the emotional underpinnings and needs of people were just being glossed over, and I felt that if the lawyer didn't understand what was truly motivating the client, you wouldn't get the best possible result. I've been doing this for 42 years, and I love it to this day.

Q: One of your areas of specialization is representing business owners and high-level executives. What compelled you to focus on these groups?

People who take on the world and create a business and those who rise highest in the world of business are

Partner/Attorney

intelligent, creative, driven, capable, and adaptable. These individuals are exciting to represent. Often, they bring “vision” to what they do and inspire my personal and professional development. I bring back ideas to enhance our processes and streamline our procedures. In addition, these individuals often marry intelligent and engaging spouses who share the concept of propelling the business forward. While I enjoyed the custody work, which I still engage in, the world of business is exciting—thrilling even. I “get” business. I love the entrepreneurial aspect of Chicago and how many dynamic leaders we have here. The way people make money is diverse and fascinating. When you love what you do, which I do, it’s a bright day every day.



Cue the lights. Initiate the overture. This is Joy Feinberg.

Q: Tell us about your Women Empowering Women program.

Women Empowering Women was put together by Meighan Harmon, Ed Schroeder, Jim Godbout, and me to teach the financial aspects of divorce law to other female practitioners. I’ve seen far too many firms teaching their male associates and leaving women in the dark. The program not only focused on women, but allowed them to be heard and ask as many questions as they wanted until we were sure they had completely grasped the concepts we were teaching. Some of my contemporaries asked why we only let women in, and I answered that I wanted an environment where the women felt safe and uninhibited by the typical workplace atmosphere. I was told I was a sexist. I simply said, “Yes, and damned proud of it!” The “old boy” network has been around for years. Here’s the Women’s Network! We help each other.

Q: Will you share some details about your mentoring?

I do a lot of mentoring for our staff as well as others in the legal field. My colleague and I authored a paper titled *Why We Mentor Our Associates*, in which we expound on why mentoring is important and what can

be achieved. For instance, we train our associates on how to think critically, which involves learning the law from the bottom up, not just reading the statute. In short, mentorship is a win-win for everyone, including our family law clients, and it’s emotionally and financially rewarding. Whenever you teach, you learn. Sometimes people thank me, and I often don’t know what I’ve done. I just enjoy helping people.

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Leading the way in family law since 1946

Q: You’re very active in community and educational endeavors outside of your practice as an accomplished author and as a past-president of the American Academy of Matrimonial Lawyers Foundation. Tell us a little bit about this.

The Foundation was established to fund projects that help those affected by divorce—children, abused spouses, centers that assist with legal aid, and the like. We’re an organization of about 1,500 lawyers around the country. In 30 years, we’ve raised over \$3 million and have given away hundreds of thousands of dollars to deserving organizations all over the country. I believe strongly in charity and in this climate, we can see the great need. I’m very proud of us!



Managing Partner

Cathleen Kelly Rebar

Famed American businessman Ray Kroc once said, "If you work just for money, you'll never make it, but if you love what you're doing, and you always put the customer first, success will be yours." At Rebar Kelly, attorneys Cathleen Kelly Rebar and Chris Kelly have single-handedly proven Kroc's words by recognizing that their clients are their true partners. With offices in Pennsylvania, New York, New Jersey, Connecticut, and Ohio, their lawyers have tried hundreds of cases to successful verdict and have served as lead counsel in some of the insurance industry's most high-profile cases. However, their enthusiasm in litigating challenging cases is tempered with the commonsense knowledge that expedient and cost-effective resolutions are often the best way to serve their clients. For those reasons and many more, Rebar Kelly was named *Woman-Owned Law Firm of the Year* by *North Atlantic USA* in 2021 and was listed as one of the *30 Great Places to Work* in 2020 and 2021 in *CIO Bulletin*. The firm also won *Legal Intelligencer Litigation Department of the Year* in 2018.

Cathleen has been advising and counseling clients in complex litigation matters for over two decades. She defends clients in claims pertaining to professional liability as well as errors and omissions, products liability, toxic tort, premise liability, security, health care, social services, and employment practice.

Q & A CATHLEEN KELLY REBAR AND CHRIS KELLY



Partner

Chris Kelly



REBAR | KELLY
ATTORNEYS AT LAW

As managing partner at Rebar Kelly, she heads the firm's liability practice and chairs the information and security procedures committee. In recognition of her exceptional work, Cathleen was named among the *15 Most Dynamic Entrepreneurs of 2020* by *Exeleon Magazine* and as a *Lawyer on the Fast Track* by *The Legal Intelligencer*. She has also been listed as a *Super Lawyer* for the past eight consecutive years and as a *Rising Star* by *Law & Politics* in 2006-2008 and 2010-2012.

A partner at Rebar Kelly, Chris's practice areas include general liability, product liability, civil rights, professional liability, insurance coverage, insurance bad faith, construction litigation, trucking litigation, employment law, commercial litigation, and insurance fraud. Prior to joining the firm, Chris was a partner at Wright & O'Donnell, P.C. in Conshohocken, McKissock & Hoffman, P.C. in Philadelphia, and Mazullo, Murphy & Kelly in Doylestown, PA. The *Top 100 Magazine* recently met with the duo to learn more about Rebar Kelly, the firm's continued growth, and its dedication to employee development and diversity.

Cathleen, explain what separates Rebar Kelly from other law firms.

We really focus on delivering excellence in every way, and we welcome the complex cases our clients send us. Although it's easy to point out all the problems and potential issues when starting a case, we try to maintain a different approach. Part of our principle is to find the solution by asking, "What will be the best outcome for our client, and how do we get there?" This point of view is what makes us different. Our clients see it, and that's why they keep coming back.

You also place tremendous importance on the firm's diversity and inclusion efforts. Tell us a bit about that.

Chris: I've always appreciated a quote by writer Tom Peters: "Excellent firms don't believe in excellence—only in constant improvement and constant change." That's our outlook at Rebar Kelly, as we continuously set goals for improvement, particularly when it comes to diversity and inclusion. Earlier this year the firm became RING certified by embracing and expanding our initiatives of diversity, equality, and inclusion. The firm has an inclusion program as well as a diversity and inclusion officer. Our partners understand the importance of ensuring that everyone feels equally involved and supported in all areas of the workplace.

What is your strategy for getting employees to be the best versions of themselves?

Cathleen: Every day, I look to be a better version of myself, so that's something I look for in our employees as well. We interview everyone with the goal of helping them be the best version of themselves in their own unique way, and we strive to place them in situations where their strengths are highlighted, and they're invested in their tasks. We handle rather significant, high-exposure insurance coverage and defense matters, but everyone in the firm—from partners to paralegals—works as a team. We also have different teams set up within the firm, which makes our employees feel valued.



How has the firm adapted to the changes brought on by COVID?

Chris: We've really been focused on developing solutions for identifying qualified female candidates because countless talented women left the workplace to care for their families during the pandemic. Furthermore, as we continue to work to achieve our diversity goals, our firm actually expanded. While others have been reducing their brick-and-mortar footprint, we've grown by two offices—one in New Jersey and one in Ohio.

How did you manage to grow the firm in the midst of a pandemic while others were struggling?

Cathleen: Our ability to handle the virtual environment allowed us to transition seamlessly. Since we have attorneys who practice in several jurisdictions within multiple states, the firm made a significant investment in technology long before the onset of COVID. We were already able to work remotely, so we didn't need to make any changes to our model, and our clients were delighted when they realized we could still do the same volume of work for them. Chris and I have also stuck to one of our most important principles: when we find qualified candidates, we hire them.

Although work is clearly an important part of your employees' lives, you also dedicate a lot of time to developing their psychological health and well-being. Explain how you go about this.

Chris: We want our employees to focus on what matters to them outside of work, so we expect them to give back to their communities. Every month, our firm actively supports various charitable projects, and we encourage our employees to come to Cathleen and the partners to help with the efforts they're involved in. We sponsor several different causes, including pediatric cancer and suicide awareness. Also, during COVID, we participated in multiple food drives and supported local restaurants and businesses.

In addition to his role at Rebar Kelly, Chris serves as a Philadelphia County Court of Common Pleas arbitrator and judge pro tempore as well as a Bucks County Court of Common Pleas arbitrator. He is also part of the Claims and Litigation Management Alliance and The Philadelphia Loss Conference. Chris holds a BA from DeSales University and a JD from Villanova University Law School.

Cathleen serves as an elected judge in Montgomery County, PA. She holds a BA from Long Island University and a JD from Villanova University Law School. Cathleen has also presented and published multiple works for Claims Litigation Management (CLM)'s Litigation Management Institute at Loyola University School of Law in Chicago and Columbia University School of Law., the Claims and Litigation Management Alliance, and Villanova University Panel on Business, among others.

Q & A



Andrea Kraemer & Deborah Cohen

Andrea Kraemer and Deborah Cohen are the founding partners of Cohen Kraemer Law, LLC, a certified women-owned business enterprise located in Massachusetts. This highly experienced legal team sets themselves apart from traditional employment law firms by focusing on proactive employment law solutions including independent workplace investigations, interactive and dynamic workplace training, and reliable and effective employment law counseling and advice—all to create a healthy workplace culture where business and employees thrive. Under Andrea and Deborah's leadership, the firm helps their clients create policies that reflect their organization's core values and implement preventative measures to avoid workplace problems that potentially lead to litigation, low employee morale, decreased productivity, and high turnover. Andrea and Deborah believe that creating a healthy workplace culture goes beyond legal compliance; it requires implementing organizational expectations and standards for the benefit of the employer and their employees.

Andrea and Deborah draw on their extensive litigation and counseling experience to provide knowledgeable, reliable, and effective guidance to their clients. They are members of the Association of Workplace Investigators and have been trained to conduct workplace and Title IX investigations into complaints of harassment, discrimination, retaliation and other misconduct. They also provide highly customized workplace training for employers, including modules on preventing harassment and discrimination in the workplace, active bystander intervention, conducting internal workplace investigations, navigating workplace accommodation requests and the interactive process, fair hiring and interviewing, and employee discipline and termination. Andrea

and Deborah also prepare policies, handbooks, and employment agreements and provide counseling and advice on a wide range of employment issues, from wage and hour issues, to hiring, accommodation, discipline and termination issues. Andrea and Deborah work collaboratively with management and human resources professionals to help resolve workplace issues before they lead to costly litigation or loss of talent.

We recently had the pleasure of sitting down with Andrea and Deborah to learn more about their partnership as well as the proactive employment law services they have to offer.

The two of you have phenomenal synergy, so let's start with how you met and came together as partners.

Andrea: We met in 2016 during a Massachusetts Commission Against Discrimination (MCAD) training on conducting workplace investigations. We worked together during the training sessions that week and instantly connected over our passion for employment law, dedication to performing meaningful and challenging legal work, and commitment to our clients and families. We kept in touch from that point on.

Deborah: After the MCAD training in 2016, we stayed in touch and began to realize that our interests were truly aligned. During the early days of the pandemic, we began to meet weekly to discuss our goals and plan our business. What you see now is the product of months of collaboration and really fine tuning our approach to clients, and the ways that we can have a positive impact on workplaces so that both businesses and their employees can thrive.

You offer a variety of services, including workplace investigations. How do those work?

Andrea: Workplace investigations are different from our counseling and advice services because as an investigator, we act as a neutral third-party, not as an advocate. For example, if there's a claim of harassment or discrimination, the employer or their attorney hires us to investigate the facts and determine whether the alleged conduct occurred and violates a workplace policy. Conducting a prompt, thorough, and impartial investigation reduces legal exposure and strengthens workplace culture.

Andrea and Deborah draw on their extensive litigation and counseling experience to provide knowledgeable, reliable, and effective guidance to their clients.

Tell us about your work in training and policy development.

Deborah: We create policies and workplace trainings that are custom tailored to the specific needs of each company. We take time to really get to know our clients, including their values and workplace challenges. In this way, we are able to create trainings and policies that are legally compliant and also reflect a company's values and address its specific concerns.

How has your previous experience been beneficial to your firm?

Andrea: Prior to establishing Cohen Kraemer Law, I was a litigator and saw the mistakes employers made play out in litigation. Whether conducting an investigation or training, developing a policy, or providing counseling and advice, that experience provides me with insight into the proactive measures an employer can take to avoid situations that may lead to litigation and strengthen workplace culture.

Deborah: My focus has always been on counseling and advising employers so that employers can achieve their goals while avoiding costly litigation and improving workplace morale and retention. Cohen Kraemer Law is a further evolution towards those goals of providing legal services that are beneficial to both employers and employees.

You both firmly believe in giving back to the community. What are some of your current involvements?

Andrea: I'm a member of the American Diabetes Association's Advocacy Attorney Network, and have been trained as a parent advocate through the Federation for Children with Special Needs. As a mother of a child with Type 1 Diabetes, I'm passionate about using my professional skills to help other people living with T1D. I provide advice and counseling to parents of children with T1D, as well as schools and employers. Also, recently, I was elected to the Board of Trustees for The Guild for Human Services, an organization that provides educational and residential services for youth and adults with intellectual disabilities. I was immediately drawn to the position because it provides a way for me to blend my legal career with the skills and training I've acquired as my son's advocate.



Deborah Cohen



Andrea Kraemer

Deborah: I've been involved in my local community in various capacities for many years. I've served on my town's school committee and Personnel Board. I am the current chair of the Personnel Board, and I also chair the Executive Council of the Crohn's and Colitis Foundation's New England Chapter, and I volunteer for the Election Protection organization, a nonpartisan coalition dedicated to ensuring that all voters have an equal opportunity to vote. No matter what positions we hold, Andrea and I both strive to improve our communities and the lives of the people around us.



If you have ever received a notice from the IRS in the mail, then you know the feelings of terror and helplessness that tax issues can inspire. Hana Boruchov has devoted her career to helping her clients resolve or outright avoid such tax problems. Hana is a nationally recognized speaker and author with a passion for tax law; her expertise has been recognized by such awards as *Rising Star*, 2019-2021; *New York Metro Area Super Lawyers*; *Outstanding Women in Law*, 2021 Hofstra Law School; *Diversity in Business*, 2020 *Long Island Business News*; and *40 Under 40*, 2019 *Long Island Business News*. And she brings it all to bear as a founding partner of Boruchov, Gabovich & Associates, P.C., a prominent Manhattan boutique law firm.

Since its founding in 2020, the firm has represented individuals and businesses in matters of tax compliance and controversy, both domestic and international. Among other matters, the firm helps its clients resolve tax liens and levies, avoid audits through ensuring compliance, and assists them in navigating the complexities of innocent spouse requests, always providing effective and affordable legal services.

Hana is also the author of numerous journal articles, including *New Tax Law's Potentially Negative Effects on Individuals and Businesses*, *The Suffolk Lawyer*, June-July 2018, *Love and Marriage...and Taxes*, *Nassau Lawyer*, December 2017, *The Nuts and Bolts of an IRS Audit and the Collection Process*, *New York State Society of CPA*, *Tax Stringer*, July 1, 2019, and *The SALTy Exodus: Tax Cuts and Jobs Act*, *The Journal of Tax Practice and Procedure*, June-July 2019, Wolters Kluwer.

The Top 100 Magazine spoke with Hana to learn more about her practice, her specialties, and how she's helping clients avoid and address tax controversies.

Hana www.bogaalaw.com
BORUCHOV

It gives me a sense of satisfaction to know that I've helped my clients avoid civil and criminal consequences, save millions of dollars in taxes, penalties, and interest, and give them peace of mind.

Hana, what led you to co-found your own firm?

I found out I was pregnant just after COVID hit. At that point, I decided that I had to pivot in order to make a better future for my daughter. I thought the best way was to be my own boss. I was already handling all aspects of case management and client matters for other, so it was a logical next step. When you're working for someone else, you don't have the luxury of telling a client with limited funds, "Don't worry about it, we'll work something out." I can do that now. Also, I wanted the opportunity to expand into additional areas of legal practice.

Tell us about your work for clients with tax issues. Offers in Compromise is one of your specialties, correct?

I have worked on a lot of these since COVID because many people saw sudden reductions or total loss of their sources of income and could not pay their individual or corporate taxes. Now they are drowning in the resultant tax debt and penalties. I believe I bring a creativity and attention to detail to my practice, which allows me to succeed where others have failed. For example, I had a Hasidic client who submitted an OIC with another attorney. The government rejected it on the grounds that he had too much remaining income at the end of the month. I went through his finances with a fine-toothed comb and argued that he had atypical expenses that should

have been considered. The client had unique expenditures specific to the requirements of his religion, such as special clothing and Kosher food. The government also contended that the man should sell his home to pay the liabilities. I argued that a forced sale would impose exceptional hardships to the client, as he had to be within walking distance of his synagogue. This strategy was ultimately successful and the offer was accepted. I reduced the client's tax liability from almost a million dollars to about one hundred thousand. That particular case was federal, but I do this for clients in every state.

What are some of the consequences of tax liens/levies that people might be unaware of?

With taxes, the collecting entity can levy bank and retirement accounts, as well as sources of income such as a person's wages. They also may pursue a judgment and attempt to foreclose on a property or seize other tangible assets. Businesses facing tough times often use some of the sales tax money they have in reserve and get in trouble as a result. This can be a serious problem because the business owner will be held personally liable for the sales tax liability along with the business. Audits can also be daunting and stressful affairs for taxpayers, as their records can be subpoenaed, and their personal files examined. Additionally, many people don't realize that a tax lien on their property will prevent them from selling or refinancing it. Some of the most complicated tax issues arise when a foreign entity wants to start a business in the U.S. without being aware of the negative tax consequences of corporate structures they might employ elsewhere. People who own foreign assets are also often unaware that they have special U.S. reporting obligations. One of the most common is FBAR, which requires annual filings by any United States person or entity that has any financial interest in, or authority over, foreign accounts with an aggregate value over ten thousand dollars.

How do you assist in resolving these issues?

I can often get a tax burden forgiven or reduced, and when that is not possible, I can arrange for a payment plan. Additionally, we work with clients to ensure compliance with foreign and domestic tax regulations and handle other matters, such as innocent spouse requests and voluntary disclosures. Basically, we cover the full spectrum of tax-related law.

What is the *Innocent Spouse Relief*, and what led you to specialize in this area?

Innocent Spouse Relief is a program that allows a husband or wife to seek relief from tax, penalties, and interest that result from underpayment of tax by their partner. The program was created in part to help people with spouses who did not disclose the entire truth about their finances, and in many of these situations, I can help alleviate the tax burden through *Equitable Relief*, *Innocent Spouse Relief*, or *Separation of Liability Relief*. I get a lot of these cases and have been working on one in particular for some time. It involves a woman who had never worked, whose husband owned a business. He was convicted for financial crimes, and she got hit with the joint tax bill. She had significant health issues and had to work two minimum wage jobs to support herself and her children. I realized that this could happen to myself, my mother, my grandmother, or a friend. As a female and mom, it's a practice area that I'm very passionate about.



Lastly, Hana, what drives you? What do you enjoy most about your work?

I really enjoy helping people and when they come to me with a problem, I am compelled to solve it. We're talking about people's finances—one of the most important aspects of their lives. It gives me a sense of satisfaction to know that I've helped my clients avoid civil and criminal consequences, save millions of dollars in taxes, penalties, and interest, and give them peace of mind.

Hana graduated cum laude from The City College of New York and holds a Juris Doctor from the Benjamin N. Cardozo School of Law.



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Elizabeth E. Nohren, Esq.

Liz leads a premier litigation law firm known far and wide for its specialization in family law, she works side-by-side with her clients, guiding them through some of the most trying times of their lives.

Elizabeth E. Nohren, Esq., who is celebrating her twenty-year anniversary in the field of law, has a pedigree that would impress even the most accomplished legal professionals. She is a fifth-generation attorney whose lineage extends back to her great-grandfather, the Honorable John W. Yantis, and a seasoned veteran who is continuing a family legacy of preserving justice, serving the community, and bettering the lives of others. And while she is honoring the traditions established by the founding members of Dove & Dove, she is synchronically guiding the namesake firm into the future for the generations to come—with the down-to-earth approach for which they are known.

Dove & Dove, a Central Illinois premier family law litigation law firm, is the oldest law firm in Shelby County, Illinois, and possibly in the Fourth Circuit. It was established in 1876 by Theodore Dove, a relative of Liz's father, Edward Christian Eberspacher III, who became a partner in 1980 and was admitted to the bar of the U.S. Supreme Court one year later. Liz began her practice in 2000 in Chicago, Illinois, working alongside a talented group of attorneys at Field & Golan, now known as Golan Christie Taglia LLP. Liz left the city and moved home to become the first female associate at Dove & Dove in 2004, joining her father and Theodore Dove's grandson, Frank, surpassing the expectations set forth by her eminent forefathers. By 2012, Liz was running for circuit judge, but the untimely passing of her father and partner, E.C., and Frank Dove just two years before, left her with a monumental decision—abandon the race and take the helm of the

century-old firm or close its doors forever. After much soul-searching, the decision was clear—she could not give up on Dove & Dove's loyal staff and its clients who were depending on them.

It is said that fortune favors the bold, and as Liz endeavored to surmount the challenges before her, she had one extrinsic development. The daughter of one of her first clients at the firm was seeking a summer legal internship, and more than that, she wanted to help Liz through this emotional and stressful time. Liz hired Kaylee Boehm right out of law school and they've been together ever since. Dustin Probst had begun as a new associate with E.C. shortly before his passing, and is now a partner of the firm with Liz and Kaylee. As of 2021, the firm has a staff of five as well as three partners, all maintaining the integrity and traditions established by the founding members of Dove & Dove. While Liz leads a premier litigation law firm known far and wide for its specialization in family law, she works side-by-side with her clients, guiding them through some of the most trying times of their lives. But she is *much* more than a seasoned lawyer. She is a licensed mediator and a genuine advocate of family and harmony who is engaged in her clients' lives and committed to helping them find the best way forward—characteristics for which she is admired for by clients and judicial leaders alike. In the words of Kimberly G. Koester, retired chief judge of the Fourth Judicial Circuit, Illinois: "As a retired judge who had hundreds of attorneys argue cases in front of me, I would have to say that Ms. Nohren was always one of the most prepared, most passionate, and the most productive attorney for her clients. It was an honor to have her in my courtroom."

She is a licensed mediator and a genuine advocate of family and harmony who is engaged her clients' lives and committed to helping them find the best way forward.

We spoke with Liz to learn more about Dove & Dove, Attorneys at Law, their remarkable history, their current focus, and what the future holds as they enter their second century in practice.

Liz, aside from the incredible history of your firm, what makes Dove & Dove unique?

I believe it's our commitment to being available and accessible. Ten years ago, Kaylee and I decided that since we specialize in family law, and the firm is steeped in family values, we wanted our clients to feel like family. We share our personal phone numbers because we understand the emotional aspects that are inherent in this particular area of law. We don't try to dictate; we coach our clients and let them know that they have a 51% vote as to how a case will be navigated and concluded. Litigation is never our first choice because although we excel at it, clients are usually more comfortable with a settlement than a contested trial.

What made you focus on family law in particular?

When I first practiced law, it was for a commercial, boutique litigation firm in Chicago and I absolutely loved it. I had gone through a divorce and the process was extremely stressful, but it gave me perspective. I began focusing on family law at Dove & Dove, and that became my specialty. I believe that my personal experience is what makes me stand out in terms of representation of my clients. It allows me to identify with them on a much deeper, more personal, more profound level.

Your son, Ben, serves as a guiding force in your work with families. Tell us about his influence. Does your personal experience as a mother to a special-needs child give you unique insight when helping your clients?

Having a special needs child provides clarity for this very distinct family dynamic. Ben makes me the attorney and person I am today. He gives me patience, kindness, and understanding. These traits are essential to the proper handling of a case and for the client's welfare—not only in divorces, but in guardianship situations and health care, as well as in dealing with the emotional aspects.



Managing Partner
Licensed Mediator
and Attorney



DOVE & DOVE
ATTORNEYS AT LAW

What do you enjoy most about your work, Liz?

I like the dynamic and interactions a smaller law firm in a rural community provides. I have a good work-life balance, that allows me to prioritize my family, and I ensure that everyone in the firm can do so as well. I am also a certified Advanced SCUBA diver (with my husband and teenage son, Will) and I love to run, bike, and spend time on Lake Shelbyville and the Kaskaskia River. I also like doing something different every day in my profession —traveling and interacting with different judges and attorneys is very fulfilling and keeps me on my toes.

Liz received her undergraduate degree in political science from Illinois Wesleyan University in Bloomington, Illinois, and her law degree from Southern Illinois University in Carbondale, Illinois. She also studied at Northwestern University School of Law in Chicago.

Benjamin Bukari



Managing Member

“Float like a butterfly, sting like a bee.” Those are the words that have driven Benjamin Bukari his entire career. Just like Muhammad Ali, the world-renowned boxer who coined the phrase, Benjamin is resilient—not only learning from every experience but integrating those lessons into his own life and profession. The successful attorney and entrepreneur garnered his extensive skill set by providing legal services to some of the top companies in the nation: Deque Systems, Inc., T-Mobile USA, Inc., and Deloitte & Touche LLP, to name a few.

Then, Benjamin decided to bring all his knowledge and expertise together to launch his own company, Abbaci Inc., an international consultancy scoped to information technology and emerging markets, including blockchain, distributed ledger technology, smart contracts, directed acyclic graphs, and next gen io protocols. We sat down with him to learn more about his impressive career, his accomplishments in the legal industry, and his exciting new role as a business owner.

Q: Before we talk about your new company, tell us more about your background.

After law school, I started as a litigation defense associate for Potter, DeAgostino, O’Dea & Patterson, a multi-faceted litigation defense law firm where I served as the youngest associate attorney with a focus on commercial contract disputes, employment litigation, and EEOC charges of discrimination involving claims of race, age, gender, and disability discrimination. I later joined Deloitte & Touche LLP as an external commercial contract attorney to specialize in enterprise risk management and contract analytics to address the Federal Reserve Board of Governor’s macroprudential regulation of financial markets that bore out of the 2008-09 financial crises. It was an amazing experience for which I plan to use to bridge the gap with blockchain and distributed ledger technology. I got a lot of client interaction, went to New York to spearhead training services for the attorney roster, and learned a great deal about risk mitigation and improving cost efficiencies for the domestic banking organization’s core business lines, including broker-dealer services, clearing services, capital markets, municipal deposits, liquidity services, asset servicing, and derivatives margin management and collateral management.

Q: How did you get involved in information technology?

A: My introduction to IT came about a few years later when I served as an external in-house secondment attorney and principal commercial contracts outsourcing (CCO) attorney for T-Mobile USA, Inc. in Bellevue, Washington. This is where business-centric lessons really started for me, such that I learned how to contextualize collaborative feedback and cross-functional support for seven core business lines, including indirect procurement, retail leasing, title review, cell site leasing, siting advocacy, corporate real estate, and critical environments, which is immensely helpful with 5G deployments as well as blockchain interoperability.

Q: When did you start working for Deque Systems, Inc.?

A: I joined Deque in 2019. Deque is the industry-leading digital accessibility vendor in the world, with principal aims of promoting digital equality and inclusion for all persons and fostering web and mobile compliance solutions in accordance with, *inter alia*, the *Americans with Disabilities Act of 1990*, *Section 508 of the Rehabilitation Act of 1973*,

the *Twenty-First Century Communications and Video Accessibility Act of 2010*, and the *World Wide Web Consortium (W3C) Web Content Accessibility Guidelines (WCAG)* versions 2.0/2.1, levels A and AA success criteria. I served as counsel to the company's business teams and wholly-owned subsidiaries with a specialized focus on producing digital accessibility software and professional service solutions for myriad digital assets, including HTML websites, mobile web properties, and native iOS and Android applications. I supported the C-suite, administrative, sales, services, development, dev services, marketing, and information security teams. I was with Deque for nearly two and one-half years. During that time, the company grew substantially, doubling its annual bookings by implementing cost-effective process engineering and release management solutions to yield streamlined service delivery modules and holistic recurring revenue streams.

Abbaci Inc. an international consultancy scoped to information technology and emerging markets, including blockchain, distributed ledger technology, smart contracts, directed acyclic graphs, and next gen io protocols.

Q: Describe your vision for Abbaci Inc.

A: I see us as an international consulting firm related to blockchain and distributed ledger technology. Right now, I'm focusing on evangelizing this emerging asset class. Still, we could potentially get into custodial and non-custodial services, *i.e.*, mining, staking, trading, clearing, asset liquidity, derivative margin management, and collateral management. I plan to work with both the public and private sectors alike, including federal and foreign governments, to formulate the regulatory landscape, so retail investors and enterprise organizations have clarity and consistency with market operations, regulatory oversight, etc. Institutional adoption and exponential market participation will hinge on staggering interoperability, scalability, authenticity, and immutability. Also of utmost importance is adherence to anti-money laundering (AML) and know your customer (KYC) laws, rules, and regulations as we venture into the new world of the metaverse, which will include novel verticals such as decentralized finance (DeFi), digital lending, non-fungible tokens (NFTs), and the like.

Q: In what ways will your prior work experience play a part in your new firm?

A: Everything I learned from Deque will help move forward, especially in terms of interoperability and integration of traditional and hybrid deployments and environments across all aspects of the software development life cycle. While at Deque, I collaborated with companies of all sizes facing like-kind issues with integration and deployment of novel and/or existing technology stacks across all stages of the software development life cycle. The federal government work I did at Deque has been the most valuable; I successfully drafted and negotiated Deque's *Multiple Award Schedule, Contract No. GS-35F-150LA [#47QTCA21D004E]*, in conjunction with the General Services Administration and the Department of Justice. Those collaborative



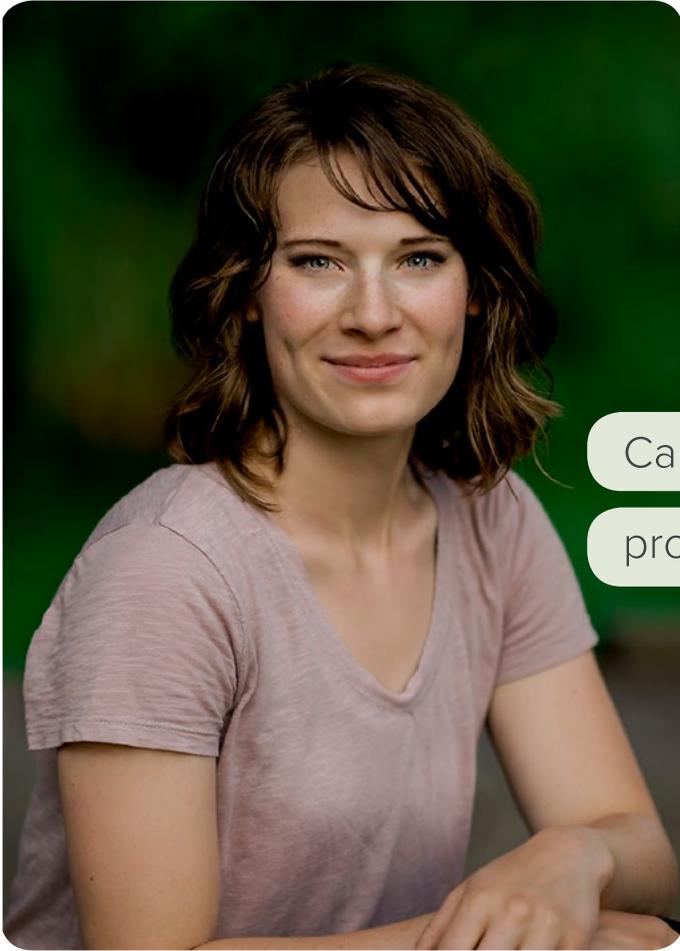
efforts included the commercial supplier agreement and end user license agreement, scoped to the *Federal Acquisition Regulation* and *Code of Federal Regulations*, and fair and reasonable pricing under the transactional data reporting pilot program for software licenses, IT professional services, and IT training services.

Benjamin holds a Juris Doctor from the University of Detroit Mercy School of Law and a Bachelor of Arts in Economics and Business Administration from Michigan State University.



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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.

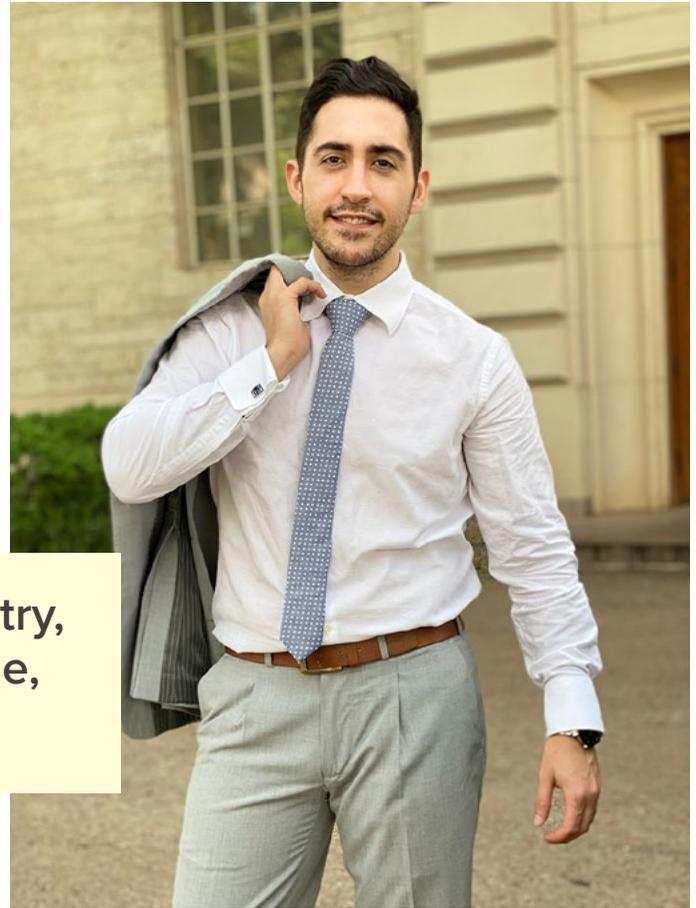
When Candace Waters attended law school, it was with the unfortunate familiarity of loss, and everything that came along with the passing of a loved one. At the University of Utah S.J. Quinney College of Law, Candace became the student director for Wills for Heroes, which provides wills, power of attorney, 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



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.



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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

Kimberly M. Talley

If you were to ask Kimberly M. Talley's colleagues what sets her apart in the legal field, they'll say that it is her strategic thinking, high quality work product, and willingness to think outside the box when defending her clients. Her co-counsel aptly stated: "Kim and our firm have been working together some time on some intricate wage and hour litigation.... I can tell that Kim and her team are very thoughtful, thorough, and hardworking, and know this area quite well. They are chess players." Kim's strategic and innovative thinking, along with her impressive litigation skills, have resulted in the successful resolution of many of her cases over the last 30 years. She has had multiple cases, including class and representative actions, dismissed outright.



Partner

Kim's strategic and innovative thinking, along with her impressive litigation skills, have resulted in the successful resolution of many of her cases over the last 30 years.

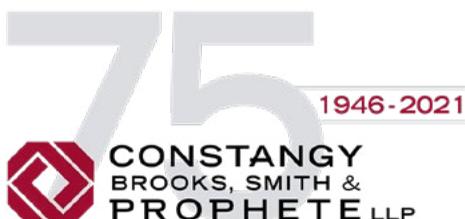
Kim serves in several key management and leadership positions at Constangy, including serving as a member of the firm's Executive Committee. She also currently serves on the firm's Steering Committee for Diversity, Equity, & Inclusion ("DEI") and serves on several DEI sub-committees. She is committed to making the legal profession a more diverse and inclusive place to work, especially in BigLaw.

Today, she's an equity partner with national law firm Constangy, Brooks, Smith & Prophete, LLP, at their Los Angeles office, where she's dedicated herself to management-side labor law and employment law. A Harvard Law School graduate, Kim represents employers in single and multi-plaintiff litigation as well as complex wage and hour litigation. She also represents employers in traditional labor matters, including defending them against alleged violations of the collective bargaining agreement. Her clients include The Cheesecake Factory Restaurant, Inc., Bristol Farms, Albertsons, and Huy Fong Foods, Inc. (makers of the famous Sriracha sauce).

Kim represents employers in single and multi-plaintiff litigation as well as complex wage and hour litigation.

Kim is favorably regarded in both the legal and business community and has been recognized with numerous honors over the years. She was named one of the *Most Influential Women Making a Difference in 2021* by *Beyond Exclamation Magazine* and was featured as a cover story on her success as a woman of color in *BigLaw*. She was named *One of the Most Influential Women in Corporate America* in 2019 by *Savoy Magazine*. In addition to being listed as a *Southern California Super Lawyer* 17 times, she has been named by the same publication as one of the *Top 50 Women Attorneys in Southern California* six times since 2009. Kim is also a fellow of the American Bar Association, reserved only for the nation's top 1% of practicing attorneys. She is also a member of the Top 100 National Black Lawyers, a network of well-known African-American lawyers who are leaders in the field.

When Kim is not practicing law, she spends time with her husband, Mark Wilson, and their two chow-chows, Ari and Chloe. Kim is an avid photographer and several of her photos of President Barack Obama and First Lady Michelle Obama, taken between 1986 and 1989 while all three attended Harvard Law School, were featured in an *MSNBC* documentary and a book about Michelle Obama.



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Cheryl Bradford

Senior Counsel



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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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 reached 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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YURIKA PISTORIUS

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LI: Yurika Pistorius | FB: Yurika Pistorius

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.”

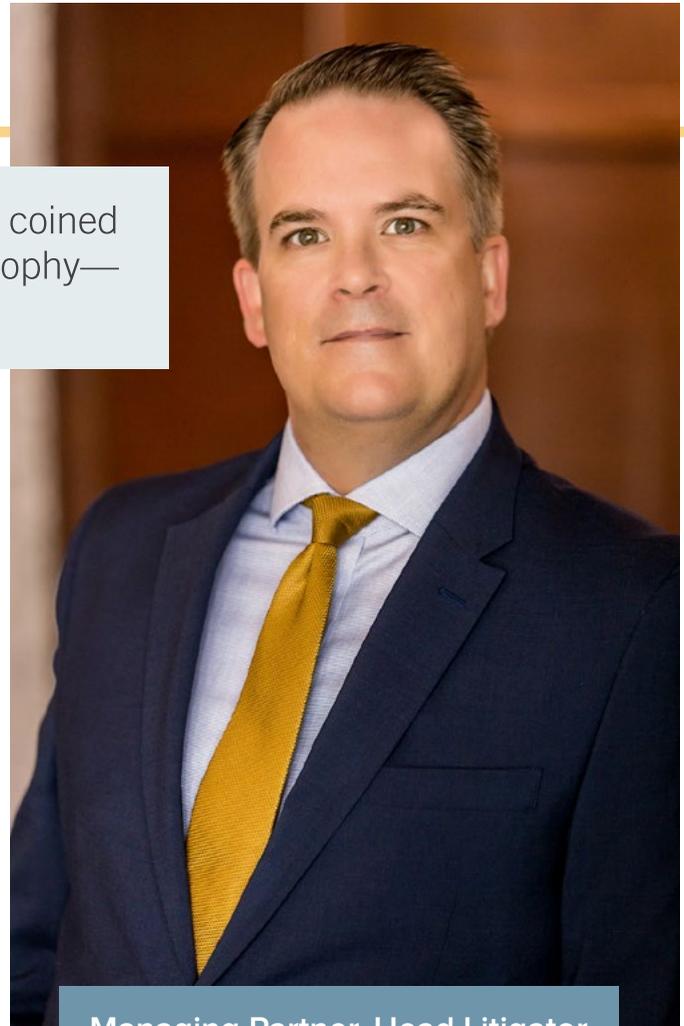
Aaron E. Allen

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.

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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ANTHONY C. SEARS

Plaintiff Personal Injury Attorney



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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."



VAN DER VEEN HARTSHORN & LEVIN

Bruce L. Castor, Jr. worked in the offices of various Pennsylvania prosecutors starting in 1981. Where he grew-up, he rose through the ranks to become the twice-elected district attorney of Montgomery County, serving that office until 2008. He was then twice elected as commissioner, assuming the office in 2008 and retiring in 2016, after 30 years of service with the county. Bruce then became solicitor general, and later, acting attorney general. He is currently a partner at van der Veen, Hartshorn, & Levin, where he focuses on general civil litigation, especially for victims of crime; trial strategy and tactics; and conducting discreet investigations.

Every year, Bruce is named among America's top lawyers. He has been listed on the Martindale-Hubbell *Lawyer Bar Register of Preeminent Lawyers* since 2000 and repeatedly named a *Pennsylvania Super Lawyer* by *Philadelphia Magazine*. In 1995, he received the *Trial Advocacy Award* from the National Association of Government Attorneys for his work investigating and prosecuting homicides. He also received recognition for his efforts by the state legislature on two occasions, as well as by governors Ridge and Casey. In 1990, he was named by the Chamber of Commerce as Montgomery County's *Law Enforcement Man of the Year*. The Citizens Crime Commission of the Greater Delaware Valley honored Bruce multiple times during his career, and he was inducted into the Pennsylvania Police *Hall of Fame* in 2007.

Prior to becoming acting attorney general, solicitor general, county commissioner, and district attorney, Bruce served as first assistant district attorney, deputy district attorney (chief of trials), assistant district attorney in charge of the major crimes unit, and as an assistant district attorney on the sex crimes unit. He supervised the County Investigating Grand Jury and conducted numerous wiretap investigations.

Bruce acted as special prosecutor for the Office of the Attorney General and for several counties in Pennsylvania. In addition to Pennsylvania, Bruce is a member of the bar of the United States Supreme Court, the Third Circuit Court of Appeals, and



Bruce L. Castor, Jr.

the District of Columbia Court of Appeals. He is a past-president of the Pennsylvania District Attorneys' Association, a member of the Pennsylvania and Montgomery bar associations, and was a charter member of the Pennsylvania Homicide Investigators' Association.

Bruce acquired his undergraduate degree from Lafayette College, receiving his diploma from Astronaut, Neil Armstrong, and his law degree from Washington and Lee University, where he received the only graduation prize in criminal law from the late U.S. Supreme Court Justice, Lewis F. Powell. He has received advanced education from the National College of District Attorneys, and at the FBI National Academy in Quantico, Virginia in 1993.

Bruce is a lifelong resident of Montgomery County, living in Lower Salford with his wife, Elizabeth. The couple have been married since 1989 and are proud of their two grown children, Bruce III, an Allegheny County assistant district attorney, and Alexandra, formerly a member of Montgomery County's Clerk of Courts Office.

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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LI: A. Marques Pitre
FB: AM Pitre & Associates

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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VARNEY TAYLOR



Varney Taylor knows how it feels to be in limbo, to be uncertain and anxious about the future but also striving for it. When he first came to the U.S. from Liberia, he found himself on temporary status, without a green card, and unable to get into law school and build a life here. With war raging his home country, he couldn't return there, either. "My dreams felt far away," he remembers. But he was driven to succeed, and indeed he has, earning his Juris Doctor degree in law from Western Michigan University, and his LL.M in international business and economic law from Georgetown University. Since then, he's worked to help people in the same position he was in.

Today, as managing partner at Taylor Law Firm, which he founded in 2015 in Washington, D.C., he focuses primarily on immigration law throughout the entire U.S., in addition to drafting and negotiating international contracts. With a dual master's in business and public administration, he's not only able to help his clients overcome the legal hurdles, but also help them with their business goals. "Many immigrants want to start small businesses, so I help them with that, as well," he says. Varney's past experiences in mortgage, accounting, and financial services makes him a doubly valuable resource for clients.

And Varney isn't just helping recent immigrants through his legal and financial services, but people back home. He started a 501(c)(3) foundation, the Varney Taylor Foundation, which provides health care, education, and vocational training to young and unemployed Liberians. Varney also volunteers at the D.C. Bar Pro Bono Center offering legal advice to small business owners.

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DOMINIC GARDUÑO



After graduating from the Lincoln Memorial University Duncan School of Law, where he was named *Best All-Around Advocate* on his record setting mock trial team, Dominic Garduño joined Garza Law Firm. He quickly became licensed in

Tennessee, Kentucky, and the U.S. District Court of the Eastern Section of Tennessee. In just his first year with the firm, he's worked with some of the top criminal defense attorneys in East Tennessee. He has also established impactful relationships with the courts and gained the trust of clients, thanks to his personal and dedicated approach.

Garza Law Firm specializes in DUI and criminal defense, as well as personal injury and social security disability. As a result of their diligence, knowledge, and family-oriented approach to client service, the firm has earned a reputation for being both trustworthy and effective; Dominic embodies those same values.

Trained in DWI detection and standardized field sobriety testing, Dominic focuses on DUI and *Second Amendment* cases. "I don't think people should be defined by, or have their livelihoods threatened, because of one mistake. In Tennessee, DUIs stay on their record forever and the consequences are severe, even for first-time offenders," he says. Dominic also helps people navigate Tennessee's recently updated gun and constitutional carry laws, keeping citizens safe and within the legal parameters. "There's a fine line between lawfully defending yourself and aggravated assault, and I inform people on the difference between the two," he explains.

Dominic got into this specific field of law because helping people is at the very core of his being, and his practice allows him to do that. "I'm not interested in working for the government or corporations," he says. "I'm interested in working with, and on behalf of, the people. That's what drives me every day."

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MELISSA GOLDBERG



Hailing from a family of medical professionals, Melissa Goldberg, Esq. always knew she wanted to be either a doctor or a lawyer. Today, she gets to pursue her passion for the law while also expanding her knowledge of the

medical world as she practices medical malpractice, personal injury, and appellate law with the firm Gabriele Marano LLP in Garden City, New York. She joined the firm in 2011 after graduating from Hofstra Law School, where she was a member of the *Law Review*, becoming a partner before the age of 35. Over a decade later, her passion for representing doctors, nurses, health care facilities, nursing homes, and other health care providers in New York remains unabated, as she handles cases from inception to appeal, focusing on litigation strategy and appellate practice.

“Writing appellate briefs is the perfect melding of my two passions, medicine and law, because you have to do the analysis and the research,” she says. Known for their innovative legal strategies, Gabriele Marano’s appellate department has handled and won a number of high-profile cases and is often called on to evaluate complex cases.



Melissa is an invaluable asset to the firm, not just for her deep legal knowledge, but for the tenacity that’s seen her push forward in her cases for a win, even in tough situations. “It’s very difficult to get a summary judgment overturned, but I’ve achieved it on appeal just by knowing the law and not giving up,” she says. Her analytical turn of mind also helps her plot her strategy for motion practice to ensure the best results for her clients. “My firm and I think like a game of chess, always 10 steps ahead of our opponents,” she explains. That planning helps Melissa get the just results she loves the most. “I like working with people I respect and admire. What drives me is doing the right thing and doing the best job that I possibly can, and always moving forward and learning and getting better.”

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GALIT MOSKOWITZ



Certified by the Supreme Court of New Jersey as a matrimonial law attorney—a certification held by less than one percent of attorneys in New Jersey — Galit Moskowitz is an expert in

her field with a deep understanding of the court process. Over the course of her storied 15-year career she’s helped thousands of clients navigate the complicated legal process. “I enjoy being able to help people through a difficult time and really advocate as their voice,” she explains. It’s a cause that Galit has dedicated her entire professional life to and a passion that led her to found her namesake firm, Moskowitz Law Group, LLC, in 2012.

Focused exclusively on family law matters, the firm assists clients across New Jersey and New York in issues of divorce, spousal support, equitable distribution, dissolution of civil unions and domestic partnerships, child custody and support, palimony, domestic violence, and others. Galit and her team of brilliant legal minds—some of whom are fluent in Hebrew and Ukrainian—act as a legal GPS, driven by compassion and determination as they help people navigate some of the most difficult times of their lives. «We know when it’s time for diplomacy and when it’s time for more aggressive action,” Galit says. “Our priority is to protect your role as an individual or a parent during the entire process while striving to preserve your future well-being.”

Considered an authority in the family law realm, Galit has been published in numerous legal journals and has participated in speaking engagements for the New Jersey State Bar and New York State Bar associations, the Harvard Club, and Nasdaq, among other organizations. However, she’s perhaps best known for her unparalleled drive, which come from a deeply personal place. “As a child of a complicated divorce, I felt my parents’ pain and carried my own heartbreak,” she shares. “I’m dedicated to helping others going through similar circumstances as they look toward beginning a new life.”

Galit holds a juris doctorate from Hofstra School of Law and bachelor’s degrees in psychology, Hebraic studies, and administration of justice.

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POONAM BHUCHAR

Poonam Bhuchar, a Seton Hall Law graduate, had only worked as an attorney for eight months after passing the bar in 1999, when she knew she wanted to open her own practice. By the next year, she'd set up not only her own firm, but also helped other firms establish their immigration departments. In October 2010, she started Bhuchar Law with offices in Lawrenceville, New Jersey, and New York City, and a virtual office in Austin, Texas. Her focus is corporate immigration and family law, and her clients include multinational and Fortune 500 companies who require executive and work visas and help setting up business in the U.S.

Poonam, along with her long-time associate, three paralegals, and one of-counsel have represented museums, recording artists, and startup companies of all kinds. Poonam is also well versed in corporate immigration compliance and I-9 compliance, and can astutely advise clients on these issues as well as other corporate immigration matters. She also advises people in her community on matters of family law. People trust Poonam. Thanks to her genuine care for each

and every client, be they a small startup or a billion-dollar corporation, Poonam has amassed a community of long-term clients. Her care, expertise, and creative, outside-the-box solutions have earned her USCTRI's 2015 *Excellence in Legal Services*, being named one of the *Top 10 Best Immigration Attorneys* from 2017 to 2019, and *VIP Woman of the Year* in 2014 and 2015. "Our mission is to take a genuine interest in our clients, understand their objectives, and exceed their expectations," she says.

In addition to practicing law, Poonam is deeply involved in community work, advising on women's issues. She's a volunteer of the Pink Foundation, fighting femicide, and is on the board of the Indian Association of Women Entrepreneurs. She's also been a guest on talk and radio shows, covering immigration topics, and is a certified life coach.



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ALLYSON KASSETTA

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."



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AMANDA K. CALDWELL

Amanda K. Caldwell has been practicing law for 20 years, 16 of which she spent at the national law firm of Fisher and Phillips LLP, where she became a partner and highly specialized in the area of labor and employment law. Prior to that and following her graduation from Rutgers Law School, Amanda was an attorney with Wilson, Elser, Moskowitz, Edelman, and Dicker LLP. She brought her years of experience with her when she decided to strike out on her own in June 2021, founding the Law Offices of Amanda K. Caldwell, LLC, focusing on employment law compliance and advice work for small and mid-sized employers in both New York and New Jersey. In addition to providing compliance and advice work, she also regularly drafts handbooks and policies and conducts workplace investigations. Her clients are varied in industry, ranging from medical and dental practices to art, fashion, and literary businesses. And her motto is simple: “Knowledge. Experience. Diligence.”



Amanda’s firm stands out for the level of personal attention each of her clients receive. Though her practice is new, many of her clients have been working with her for years, so she knows the ins and outs of their needs, concerns, and goals. “Employment law is complex so I appreciate the importance of learning my clients’ businesses so that I can offer advice that both meets business objectives and complies with the law” she says. She also devotes a substantial amount of time into educating her clients, keeping them apprised of any new developments in law that might affect their businesses, and helping them meet those new compliance rules with minimal disruption.

Throughout her career, Amanda has been recognized by seasoned lawyers as a rising star in her area. She’s published dozens of articles on domestic and international labor laws in a wide variety of publications. She is also admitted to the U.S. District Court of New Jersey, the U.S. Court of Appeals for the 3rd Circuit, and the U.S. District Courts for the Eastern and Southern Districts of New York.



THE LAW OFFICES OF
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IRA HELLER

Ira Heller is a fearless attorney with a love of people who has spent over 13 years protecting the rights of people in the gamut of family-related law, including divorce, domestic violence, custody matters. After serving as a commercial litigator at the prestigious Madison Avenue law firm Heller, Horowitz & Feit, in 2014, Ira took his fine-tuned litigation skills and experience to found Ira Heller Law, LLC, in New Jersey, a practice that specializes primarily in matrimonial and family law. The firm also has an immigration law department, and handles various general litigation matters. Whether helping his clients escape abusive relationships as a fierce yet compassionate advocate or fighting for cross-border custody as a keen litigator, one thing is certain—when it comes to protecting his clients, Ira fears no one. “I don’t care who I’m going up against, I fear only God,” he says. “The greatest reward for me is to see my clients, who arrive in my office at a very distressful point in their lives, get to a better place. I pride myself in my ability to see the bigger picture, which has often spared my clients considerable anguish, and has even saved lives.”



IRA HELLER LAW, LLC

IRA W. HELLER
Attorney at Law

While most distinguished lawyers with his reputation can claim a definitive path to a legal career, Destiny had other things in mind for Ira. While previously pursuing his doctorate in clinical psychology, he worked his way through grad school as a musician when his career took off. Then, after 25 years as a renowned concert performer, his legal career finally came calling. “I was initially trained as a litigator by my dad, Jacob

W. Heller, one of the best commercial litigators of his generation. It was after I opened my own practice in New Jersey that family law finally found me,” Ira says. And, indeed, the numerous people he has helped are grateful to the hand of Fate that led him here. While his legal strategies and knowledge drive his success in the courtroom, it is perhaps his grace as a concert performer that allows him to win some of fiercest battles his clients face. As he leads his thriving practice, Ira has also coached a high school mock trial team, taught a high school course in constitutional principles, and generally loves to share his litigation experience with young aspiring attorneys. As for his music career, his vocal acumen has since enshrined his annual role as the anthem singer at the Benjamin Cardozo school of Law, his alma mater.

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CASSANDRA S. PILLONEL

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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GEORGE SPANOS

ROGERS, SHEA & SPANOS
ATTORNEYS AT LAW

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

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.



LAW OFFICE OF
ANDRE CLARK
A PROFESSIONAL LAW CORPORATION

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 a 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



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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TOSH GREBENIK

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 exceptionality 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.

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SHOHAM SEGAL



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

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

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."

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ALEXANDER SHINDLER



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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JEANNIE HUA



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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LISA D. MCLAUGHLIN

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*.



MGD Law

ESTATE & WEALTH PLANNING

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.

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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ELISABETH S. FLEMMING



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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TIMOTHY L. MILES, ESQ.

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

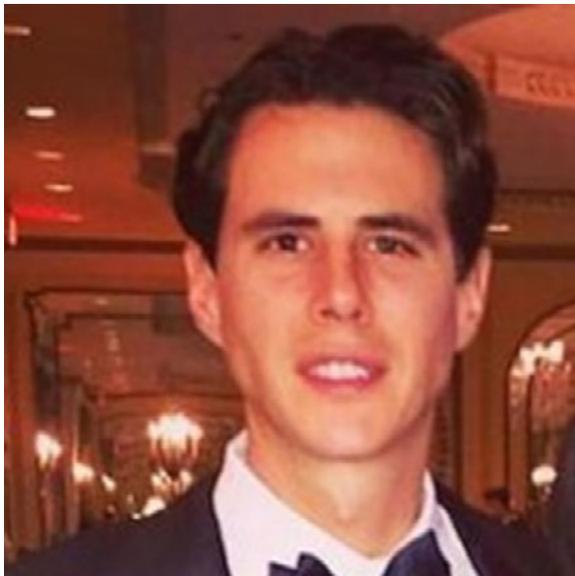
injured, against the powerful and unjust." Timothy works seven days a week for his clients, and his dedication has earned him a host of awards, including being a *Top 100 Civil Plaintiff Trial Lawyers* from the National Trial Lawyers Association, an *AVVO Top Rated Lawyer* and winning their *Clients Choice Award*, and maintaining an AV Preeminent Rating since 2014. He's also published multiple articles.

"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.



LAW OFFICES OF
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JOHN H. SWITZER

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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JHAN LENNON

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

She’s 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 D. HELPRIN, ESQ.

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).

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.



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RAFAEL CONTRERAS SWEET

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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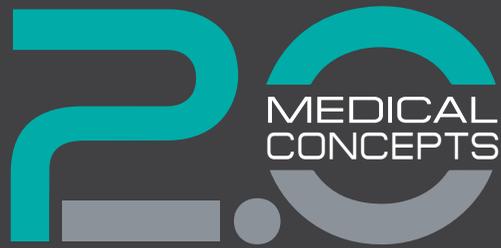


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