

THRIVING IN THEIR

40s

LA's Leaders of Influence

A TRUSTED ADVISOR CAN BE ONE OF THE KEY INGREDIENTS FOR ANY COMPANY'S SUCCESS. WORKING WITH AN expert who possesses the right skill set can actually help set growth in motion for businesses in virtually any industry.

Demand for such expertise can be competitive. Fortunately, Los Angeles is home to a growing group of such established experts – and the numbers of young people training to become such professionals are up. In our region there is no shortage of excellent advisors, many of whom happen to be in their 40s.

Listed alphabetically in this section, you'll find a selection of Los Angeles' leading professionals in their 40s, along with some insights about their careers, attributes and accomplishments.

Methodology: The professionals featured in these pages did not pay to be included. Their profiles were drawn from nomination materials submitted to the Los Angeles Business Journal. Those selected for inclusion were reviewed by the editorial department and chosen based on a demonstration of impact made on the profession and on the Los Angeles community.

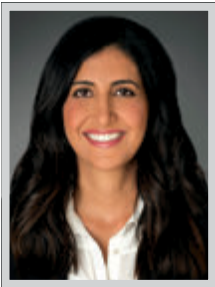
LOI: THRIVING IN THEIR 40s



ALEXIS ALONZO
Partner
Holland & Knight LLP

While one might sum up Alexis Reeves Alonzo’s career on paper by saying she’s a “real estate attorney,” that would tremendously undercut the niche area of real estate law that comprises the majority of her practice: an alternative land finance vehicle called land banking.

Alonzo represents the country’s pre-eminent land bankers in their acquisition, financing and sales of residential housing lots throughout the United States. To date, she has handled more than \$2 billion worth of these transactions. She also represents top homebuilders and residential lot developers in the acquisition and sale of neighborhoods and lots located within residential communities throughout the United States. Alonzo recently represented a New York-based financial services and credit management firm in providing approximately \$500 million of land banking financing for the development of more than 5,000 homes for national homebuilders.



SHIVA AMINIAN
Partner
Akin Gump Strauss Hauer & Feld LLP

Based in Akin Gump’s Los Angeles office, partner Shiva Aminian is an established leader in the firm’s renowned international trade practice and throughout the firm is known for playing leading roles in developing innovative, creative client solutions. Aminian co-heads Akin Gump’s firmwide technology industry initiative, having relocated from Washington, D.C. to California to assist with furthering the firm’s strength and depth across the technology industry.

As part of her practice, Aminian focuses on highly complex regulatory matters regarding U.S. export controls, sanctions, and trade policy, with a particular emphasis on U.S.-China relations. Her creative approach to her practice has been instrumental in growing and fostering relationships with some of the firm’s top clients, who often rely on her proven ability to dissect and solve problems and devise and execute effective action plans for their most sensitive matters.



SANTIAGO ARANA
Principal
The Agency

Ranked the #6 real estate agent in the country, Santiago Arana has closed billions of dollars of real estate across Los Angeles, taking his place among the most distinguished professionals in the industry.

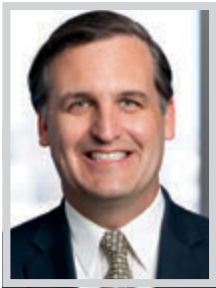
Part of a power trio that includes Billy Rose and Mauricio Umansky, Santiago joined The Agency in 2014 as Principal and Partner, specializing in high-end residential real estate and new construction across the region’s most coveted neighborhoods. Arana spearheaded the company’s Westside expansion as managing partner of the Brentwood and Pacific Palisades offices. He has closed over \$4 billion in real estate, netting nearly \$2.5 billion in sales volume from 2017-2021. No stranger to representing high-profile clients such as Lady Gaga, LeBron James, Larry David, Anthony Hopkins, and Alessandra Ambrosio, among others, Arana carefully tailors his marketing strategies to fit each individual property while protecting client privacy.



JESSICA BABRICK
Shareholder / Director
Weinstock Manion

Jessica Babrick applies a broad background in litigation to resolve disputes involving trusts, estates, probate and conservatorships. She represents beneficiaries, fiduciaries and financial and charitable institutions in a wide variety of contested trust and probate matters. She is a fervent advocate for her clients and works closely with them to efficiently and effectively resolve claims concerning breach of fiduciary duty, undue influence, lack of capacity and the validity of wills and trusts. She has served as chair of the Beverly Hills Bar Association Trusts and Estate Executive Committee. She puts her client’s needs first and serves as a mentor to associates at the firm.

Recent matters of Babrick’s include representing the widow of a movie producer and former movie studio CEO; the children from a first marriage against their late father’s second wife in an anti-SLAPP matter involving \$50-60 million; and the former owner of a famed California winery.



ERIC BAKEWELL
Partner, Litigation
Willkie Farr & Gallagher LLP

Eric Bakewell represents clients in entertainment, trust and estate, intellectual property, privacy, and other complex commercial litigation. This past year, Bakewell joined international law firm Willkie Farr & Gallagher LLP as one of the first partners in Willkie’s new Los Angeles office. Bakewell’s corporate clients include entertainment and technology companies, financial institutions, and nonprofit organizations. He also represents high-net-worth individuals, entrepreneurs, entertainers, and intellectual property rights holders.

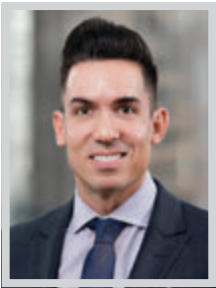
Among his recent work, Bakewell is currently defending Skidata and Sentry Control Systems, in a privacy class action in Los Angeles federal court. He is also on Willkie’s team representing Benjamin Chui, co-trustee of a family trust established by his grandparents who built a significant real estate empire in California. Co-trustees have been in litigation involving the theft of tens of millions of dollars by Chui’s father and stepmother who took advantage of the patriarch’s decline.



TOM BARRY
Managing Partner
GHJ

Tom Barry considers his position as managing partner of GHJ to be a combination of entrepreneur, partner, consultant, coach and business advisor. He has spent the past 25 years dedicated to elevating and modernizing the role of the accountant. Since becoming GHJ’s managing partner, he has steered the firm in a new direction while keeping true to its culture and values. He led efforts to move GHJ’s headquarters from Westwood to Downtown L.A., transforming its headquarters into an open collaborative space and a destination for employees and clients.

GHJ under Barry’s leadership began embracing flexible work and hiring remote employees from around the country long before the pandemic made work-from-home a necessity. This nimble leadership poised GHJ to continue serving clients while many other companies were forced to adopt a new work style. GHJ employees now span across nearly 30 states.



MATTHEW BENEDETTO
Partner
WilmerHale

Matthew Benedetto is a litigation partner in WilmerHale’s Los Angeles office with over ten years of experience representing clients in complex civil, criminal and regulatory matters, often involving crisis management and public policy responses. Benedetto has extensive experience representing pharmaceutical companies, healthcare companies and financial institutions in both federal and state False Claims Act (FCA) and whistleblower actions. In the healthcare space, he has unique experience litigating California’s Insurance Frauds Prevention Act, a qui tam statute in the Insurance Code, including arguing before the California Court of Appeal.

Benedetto is a national thought-leader on FCA issues, speaking and publishing widely on the topic, most recently on FCA risks posed by the federal government’s response to COVID-19 via the CARES Act. Benedetto also represents clients facing a range of challenges outside of whistleblower actions. Benedetto also serves on WilmerHale’s Pro Bono and Public Service Committee and West Coast Diversity Committee.



BRIAN J. BERGMAN
Managing Shareholder
BDG Law Group

Brian J. Bergman, shareholder at BDG Law Group, is highly regarded for his work in the areas of eminent domain, inverse condemnation, and environmental litigation for public entities. He has a demonstrated track record of obtaining superior results for clients on large, complex public works projects, including extensive transportation projects throughout California.

Bergman and the firm recently represented Los Angeles County Metropolitan Transportation Authority (LA Metro) in eminent domain matters in conjunction with the Purple Line Extension. The case involved complicated environmental contamination issues associated with the taking of a parcel for use as a maintenance yard. BDG was able to negotiate a multi-million-dollar reduction in the value of the property prior to trial. Bergman is also representing the Santa Clara Valley Transportation Authority in eminent domain proceedings for a BART extension project, including multiple takings necessary for the planned Downtown San Jose BART station.

HUESTON HENNIGAN LLP

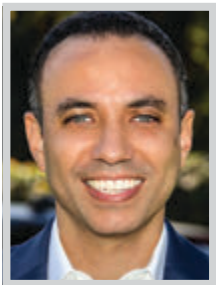
Congratulations



ALLISON LIBEU CHRISTY V. RAYBURN

Leaders of Influence: Thriving in their 40s
—Los Angeles Business Journal

LOI: THRIVING IN THEIR 40s



JAMIE BROOKS
Vice President
CBRE

Jamie Brooks has been a perennial top producer at CBRE for several years and has been involved in several large and notable retail transactions throughout his career. Among his professional accomplishments in recent years is his effectiveness in raising awareness around diversity, equity, and inclusion (DE&I) within the commercial real estate industry, which has long been criticized for its lack of diversity. Brooks has been effective in raising awareness around DE&I by using his platform – as one of the few African American commercial estate brokers at a major firm in Los Angeles – to highlight career and investment opportunities for people of color.

Brooks leads a dedicated team of retail professionals who specialize in landlord representation, occupier representation, and investment sale transactions. His proven in-market knowledge, financial expertise, and store placement success makes him an invaluable asset to CBRE, and uniquely positions him to assist clients through the entire real estate process.



LEO BURROLA
CFO
Boutique Recruiting

Leo Burrola was instrumental in the launch of Boutique Recruiting and is a trusted partner and colleague. He is a second-generation Latino and grew up in Senora, Mexico. He graduated from the University of Santa Barbara and obtained his CFP certification while working in the financial industry.

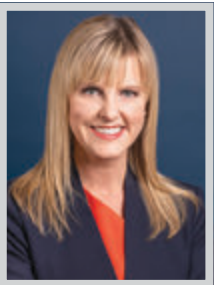
Burrola now carries with him more than 20 years of financial expertise, as well as his strong financial acumen which has helped strategically chart a positive course for the growth of Boutique Recruiting. He is intensely entrepreneurial, keeping up with the changing competitive staffing industry, and oversees Finance, IT, HR, and Operations at Boutique. From setting goals and tasks, to establishing deadlines, Burrola has proven time and time again that he can rise to any challenge presented to him. He cares deeply about the success of Boutique Recruiting and all individuals around him. Under Burrola's leadership, Boutique's performance has improved significantly.



ERIKA CANCHOLA
Partner
Ramo Law PC

In her leadership of production legal for such breakout works as the 2021 Sundance film *Wild Indian* and 2020 festival films *Four Good Days*, *Arkansas*, and *Happily*, as well as 2019 Golden Globe winner, *The Americans* and Skydance's *Grace and Frankie* and *Foundation*, Ramo Law partner Erika Canchola optimizes her clients' financial, legal and business position in the financing, production and exploitation of their content.

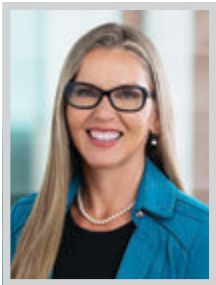
Canchola serves as outside production counsel for Skydance Television and is currently advising several producers of short- and long-form content slated for theatrical, television and new media platforms. Canchola established Ramo Law PC's New York office in 2017 and maintains a bicoastal practice. Among her capabilities are film financing, corporate formations, trademark and copyright filings, contract negotiations, production financing and production legal for producers, productions and other clients. She establishes the calm center during fast-paced productions, addressing issues that arise in prep, shooting and post-production.



AMY CHURAN
Partner
Robins Kaplan LLP

When catastrophic events lead to intractable insurance disputes and novel coverage issues, the world's leading insurers look to Amy Churan to defend and protect their interests. Churan deals daily with nine figure claims and such triggering events as COVID-19, wildfires, mudslides, volcanoes, hurricanes, building collapses, tsunamis, and earthquakes. She also handles builder's risk supply chain disruption and business interruption claims.

Most recently, Churan has defended an abundance of complex disputes involving the pandemic's uncharted territory in business interruption coverage. Her clients include underwriters at Lloyd's, Liberty Mutual, FM Global and others. These preeminent insurers view Churan as their trusted go-to counsel because she helps them preserve relationships with their insureds while diligently litigating their claims. Known for a deep understanding of property insurance coverage and litigation, and stringently regulated California bad faith claims, Churan excels at marshaling efforts by multiple international insurers who may share liability in high-stakes claims.



LARA COMPTON
Member
Mintz

Mintz member Lara Compton is a trusted advisor to clients ranging from traditional health care providers to disrupter digital health platforms as they navigate the practical and regulatory challenges of health care innovation. Her unique depth of knowledge across HIPAA privacy and other regulatory issues governing the use of data, state and federal fraud and abuse laws, business planning and operational issues has led colleagues to describe her as the "Swiss Army Knife" of health care problem-solving.

Working at the intersection of health care and technology, Compton loves to counsel telemedicine and other digital health clients on business plan strategy and implementation, state-specific telemedicine regulation, corporate practice of medicine, the scope of practice, fee splitting, anti-kick-back, reimbursement, and other complex health care regulatory issues. Leveraging her prior in-house experience at two nonprofit health systems, she also advises health care providers on the incorporation of telehealth and other technology infrastructures.



AARON CRAIG
Partner
King & Spalding

Aaron Craig is one of the leading intellectual property and unfair competition business trial lawyers in California, representing clients in a wide variety of industries, including technology, pharmaceuticals, and logistics companies. Craig specializes in complex, bespoke cases, and has an undefeated record in both jury and bench trials as first or second chair.

Among Craig's recent successes has been earning a total victory in a first-of-its-kind unfair competition lawsuit on behalf of Hope Pharmaceuticals, a small pharmaceutical manufacturer that developed and obtained FDA approval of Sodium Thiosulfate Injection as a treatment for acute cyanide poisoning. After a trial last summer, Hope won a total victory on the merits of its claims, including a finding that the defendants had violated the unfair competition laws of five states, which was based on never-before-litigated provision of the U.S. Food, Drug, and Cosmetics Act.



MALCOLM DAVIES
Founder / Senior Managing Partner
WAY Capital

After Malcolm Davies launched real estate capital advisory firm WAY Capital with partner Zachary Streit in early 2022, the WAY team has secured over \$1 billion in financing across the U.S., equaling more than \$1.5 billion in capitalizations. With less than a year in business, the firm is already competing with some of the most established capital advisory firms in the nation.

WAY Capital provides sophisticated financing solutions by leveraging its expansive capital network, proprietary 'Deal Champion' strategy and dedicated personnel. This approach allows the firm to act as its clients' outsourced CFO organization to aid in the growth of their platforms. Strong demand for WAY's services prompted Davies and his business partner to open a second office in Nashville, Tennessee to accommodate the company's growing business in the Southeast. They're already contemplating offices in other parts of the country, too.



RENÉE DELPHIN-RODRIGUEZ
Partner
Crowell & Moring LLP

Renée Delphin-Rodriguez is a partner in Crowell & Moring's Los Angeles office and a member of its Corporate and Health Care groups. Her practice focuses on mergers and acquisitions, joint ventures, equity and debt financing, corporate governance, and complex commercial agreements. Her clients span a wide range of industries (with a particular emphasis on companies within the health care industry).

Delphin-Rodriguez has experience representing special purpose acquisition company (SPAC) sponsors, investors and underwriters in initial public offerings (IPOs) and business combinations (deSPACs). She also advises large corporations on a variety of significant M&A and other strategic corporate transactions. She regularly assists public and private corporations on corporate governance, compliance, and general corporate matters. Delphin-Rodriguez has a unique blend of law firm and in-house experience. She served as assistant general counsel to a Fortune 500 health care company and general counsel to a health care management services organization.



SANTIAGO
ARANA • —

THE AGENCY CONGRATULATES

SANTIAGO ARANA

ON BEING NOMINATED FOR

LABJ'S LEADERS OF INFLUENCE: THRIVING IN THEIR 40S
FOR THE SECOND YEAR IN A ROW.



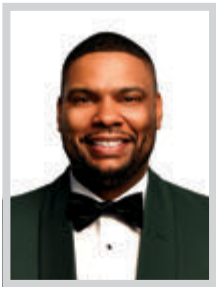
1525 SAN VICENTE BOULEVARD

\$69,000,000 | 7 BEDS | 13 BATHS | 22,640 SF | 70,131 SF LOT

SANTIAGO ARANA | PRINCIPAL

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LOI: THRIVING IN THEIR 40s



RODNEY S. DIGGS
Director
Ivie McNeill Wyatt Purcell & Diggs

Rodney Diggs became a partner at Ivie, McNeill & Wyatt in 2016, and in 2019, he became a named partner when the firm changed its name to Ivie McNeill Wyatt Purcell & Diggs. Diggs has obtained over \$200 million in verdicts and settlements on behalf of his clients in his eleven years of being an attorney. Diggs also has had notable successes with assisting individuals in need of representation.

Diggs’ significant achievements include recently obtaining a \$25 million verdict as lead counsel in an employment retaliation lawsuit. He also obtained a \$9.1 million verdict in a wrongful death case against the City of Long Beach. This was the largest verdict in history against the City of Long Beach and the second largest verdict in a wrongful death case in the Central District of California. Diggs has obtained over \$200 million in verdicts and settlements on behalf of his clients.



AARON ESTRADA
Marketing Manager
Horowitz Agency

Aaron Estrada is a senior team member at Horowitz Agency, a leading integrated marketing and public relations agency representing entertainment and corporate professional services firms and production companies. Estrada has been at the forefront of the agency’s tremendous growth. He joined Horowitz in early 2019 after a decade-long stint orchestrating the marketing functions at the Los Angeles County Bar Association, and has since seen the Horowitz Agency team double in size and expand its footprint to New York and, more recently, Vancouver, B.C.

Estrada partners with agency clients to develop and implement comprehensive marketing and PR strategies. He relies on his strong account and project management background to help professional services firms achieve their strategic marketing objectives. Central to his work is his role advising top national and regional firms in an effort to increase their bottom line.



DAVID FARKAS
Of Counsel
DLA Piper

David Farkas is an experienced litigator who has represented a diverse group of clients (from start-ups to Fortune 500 companies) in high-stakes commercial litigation in state and federal courts and arbitrations throughout the country. He assists clients in navigating all stages of litigation, from initial pleadings through trial and appeal. He collaborates with clients, their executives, and in-house counsel to formulate and implement customized litigation strategies that include a tailored approach to their business objectives.

A significant portion of Farkas’ practice focuses on class action defense, and he has successfully defended several dozen class actions, including cases brought under California’s False Advertising Law, Consumer Legal Remedies Act, Unruh Act, the Telephone Consumer Protection Act and the California Invasion of Privacy Law. Among his notable was his key work on a trial team that obtained a multi-million-dollar judgment in March 2022.



GEORGE C. FATHEREE III
Partner
Sidley Austin LLP

George Fatheree has a distinguished profile and reputation in California – and nationwide – built on his commercial real estate practice, his counseling of artists and museums in arts and culture transactions, his civil rights-focused pro bono work and his extensive civic and community service. Fatheree is regularly engaged in impact-focused pro bono matters such as representing the descendants of Willa and Charles Bruce in the landmark return of the Bruce’s Beach property – a groundbreaking transaction involving the return of property that was wrongly taken from an African American family almost 100 hundred years ago.

Fatheree also represented Debbie Allen Dance Academy in its acquisition, financing and development of a state-of-the-art performing arts academy in the West Adams district of Los Angeles, and assisted Black Lives Matter Los Angeles in its acquisition of a headquarters building. These projects have been recognized as important civic and cultural additions to the city.



ASHLEY FICKEL
Member
Dykema Gossett

Ashley Fickel is the leader of Dykema’s Financial Services Litigation Practice Group. He represents financial institutions, manufacturers, and a diverse group of businesses in complex legal disputes. Fickel brings extensive trial experience and sound business judgment to defending financial institutions, automotive and other manufacturers, and a diverse group of businesses facing a broad spectrum of consumer claims and class actions. Managing cases from intake through appeal, Fickel leverages his formidable advocacy skills to defend businesses facing individual and class action claims involving consumer financial services, consumer fraud, privacy, products liability, catastrophic injury, and complex business disputes.

Most recently, Fickel has been engaged in defending businesses, including major financial institutions and manufacturers, from a variety of consumer and privacy based claims. He also recently served a lead role in obtaining eight-figure judgments in separate contested foreclosure proceedings on behalf of a large mortgage servicer.



RACHEL FISET
Managing Partner
Zweiback, Fiset & Zalduendo LLP

Rachel Fiset is an elite attorney with almost 20 years of experience in white collar criminal defense, government investigations, and complex litigation. Her career has spanned work in Big Law (Quinn Emanuel, Arent Fox, Alston & Bird) as well as the founding of her own law firm, Zweiback Fiset & Zalduendo (ZFZ Law), where she has served as managing partner since 2018.

Fiset has achieved outstanding results for individuals accused of healthcare fraud, political corruption, bribery, SEC violations, real estate investment fraud, environmental violations, import/export violations, money laundering, copyright infringement and theft of trade secrets. Rachel has been involved in several of the highest profile investigations and cases in the Central District of California. For example, Fiset recently represented an energy rating company against a national accreditation agency in a lawsuit in federal district court alleging due process and fair procedure violations.



JONATHAN FITZGARRALD
Managing Partner
Equinox Strategy Partners

Jonathan Fitzgarrald, managing partner of Equinox Strategy Partners, looks to undervalued professionals, untapping their potential to grow revenue, market visibility and their practices. Many of the firms he advises report up to 20 percent increases in revenue within the first year. Fitzgarrald’s proprietary approach adapts a Moneyball strategy by recognizing and coaching traditionally overlooked, highly skilled professionals in legal, financial, accounting and professional services firms.

Fitzgarrald’s personalized business strategies lead clients to discover their own business motivations. He enjoys empowering professionals to succeed and believes that leaders are made not born. In 2015, he established Equinox Strategy Partners to advise professionals nationwide to tap into their own potential to generate revenue. Since that time, he has grown the firm into a multi-million dollar consultancy. He is also a longtime leader of the Legal Marketing Association, and served on the board of advisors of the Legal Sales and Service Organization.



CHAD FITZGERALD
Partner
Kinsella Weitzman Iser Kump Holley, LLP

Chad Fitzgerald, partner at preeminent entertainment boutique Kinsella Weitzman Iser Kump Holley, is featured regularly in the trades for his representation of A-list clients. Last summer, he was part of the KWIKH trial team that negotiated a \$200 million settlement for “The Walking Dead” television show creator Frank Darabont and his agency CAA in their long-running, highly publicized profit participation suit against AMC.

In another major profit participation case, Fitzgerald represented the executive producer of the hit television series “Bones” in a lawsuit against 20th Century Fox Television, the Fox network, and affiliated companies. The plaintiff alleged that 20th Century Fox Television cheated him out of his share of profits from the show, and that network executives threatened to cancel the series if he did not accept a lower licensing fee. The arbitration resulted in a \$179 million award for the plaintiffs. The case settled pending appeal of the award.

LEADERS OF INFLUENCE: THRIVING IN THEIR 40s



CONGRATULATIONS MICHAEL NOURMAND

FOR RECOGNITION IN LA BUSINESS JOURNAL'S
LEADERS OF INFLUENCE: THRIVING IN THEIR 40s

**Nourmand
& Associates**

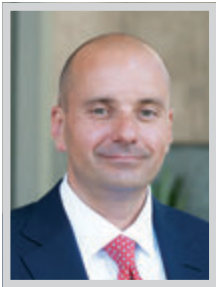
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LOI: THRIVING IN THEIR 40s



SASHA FRID
Partner
Miller Barondess, LLP

Sasha Frid is an accomplished litigator and trial lawyer with a wealth of experience handling complex litigation matters, including business and partnership disputes, real estate, entertainment/music law, copyright, trademark, right of publicity, trade secret, idea theft, and insurance bad faith. He is one of the founding partners of Miller Barondess, LLP.

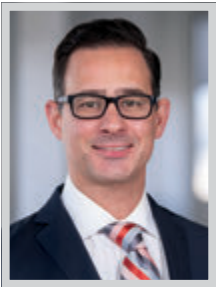
Frid represented/represents some of the biggest names in the music business, including Mötley Crüe, Smokey Robinson, Estate of Tupac Shakur, Axl Rose, Backstreet Boys, Journey, Calvin Harris, Bad Wolves, and Five Finger Death Punch in multiple matters. He is a go-to entertainment lawyer in LA representing talent, film production companies, artist managers and tour promoters like Live Nation and Artist Group International. A case for his client, the legendary Smokey Robinson, against a former manager is set to go to trial next year.



SEAN FULP
Vice Chair; Head of Office Capital Markets, U.S. Southwest
Colliers

Based in Los Angeles, Sean Fulp serves as vice chair and head of office capital markets, U.S. Southwest with Colliers. Throughout his 20-year career, Fulp has completed over 500 transactions worth more than \$7 billion in total consideration.

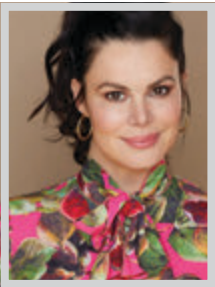
Joining Colliers in 2022, Fulp provides private and institutional investors with a full spectrum of capital markets advisory services. He and his team are known for their deep bench of expertise in highly specialized advisory services encompassing three verticals. These focal areas include private capital within the middle market and institutional range, a unique offering of buyer services focused exclusively on buyer representation, and debt and equity. Over the past 24 months, the team has completed over 100 transactions totaling more than \$2 billion in total consideration with some of the highest net-worth investors worldwide and the most discerning foundations, pension, and private equity funds.



THOMAS GIORDANO-LASCARI
Partner
Karlin & Peebles, LLP

Thomas Giordano-Lascari is a partner at Karlin & Peebles, LLP, a boutique firm in Beverly Hills with a predominantly private client practice. Much of Giordano-Lascari's work is centered around advising high-net-worth individuals and their closely held businesses in connection with international income tax and estate planning issues. He is skilled at working with global families on structuring and reorganizing their multinational businesses in order to minimize worldwide taxes.

Giordano-Lascari also helps clients with pre-immigration planning, foreign investment in the United States, U.S. residency planning and management, and expatriation planning. In addition, he is highly regarded for his knowledge in advising foreign fiduciaries regarding foreign trusts with U.S. beneficiaries and grantors, including advice regarding compliance obligations and tax consequences, and advising U.S. beneficiaries and grantors of foreign trusts of their compliance obligations and the tax consequences of their relationship with the trust.



MICHELLE GRACI
Commercial & Residential Specialist
The Beverly Hills Estates

It's easy to talk about Michelle Graci's rankings within her brokerage, the number of big deals she has had, and her featured rankings in various business publications, but at the end of the day, those are just numbers. Graci believes that her biggest successes have come from the smiles on her clients' faces and their tendency to come back to her time and time again to help with any and all of their real estate needs.

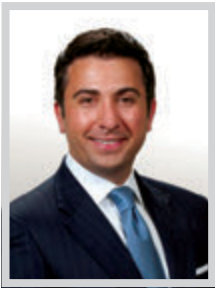
"There is nothing more satisfying than the look of joy, relief, and happiness, when we walk through the door together," said Graci. "Any stress they may be feeling due to logistics they give to me we take that stress and turn it into motivated energy to serve them. We feel invigorated and ready for whatever is next during their real estate transaction making the transition as seamless and easy as possible for the clients."



JON GRAUMAN
Director, Estates Division;
Founder & Principal, Grauman Rosenfeld Group
The Agency

Residential real estate star Jon Grauman proudly represents a wide variety of properties at varying price points. He and his partner Adam Rosenfeld focus on providing exceptional service, building trust and operating with a culture of integrity. In addition to their excellence in selling properties, the team is involved with Giveback Homes to support The Agency's mission of creating social change by helping to build homes for deserving families across the globe.

Grauman has more than 18 years of experience as a real estate agent, developer and former mortgage broker, possessing a strong understanding of all facets of the real estate business. Jon has extensive experience in construction and high-end residential development. He has developed multiple properties in Beverly Hills and the Sunset Strip. As a real estate agent, developer and (former) mortgage broker, he understands every facet of the business.



ALEX GRIGORIAN
Partner
Hanson Bridgett LLP

Alex Grigorian is a Los Angeles native and highly regarded real estate finance attorney with broad experience in commercial real estate and real estate finance transactions. His clients include international, national and local real estate lenders, funds, syndicators, private equity firms, owners and developer who value his counsel on a full range of commercial real estate matters, including acquisitions, dispositions, equity investments, syndications, development, leasing, financing, note purchases, receiverships and foreclosures across all asset classes.

Grigorian aims to know every aspect of his clients' business. In turn, his clients regard his practical, measured and thorough approach to addressing their legal concerns as the hallmark that makes him such a sought-after, reliable and trusted advisor. Recently, Grigorian represented an American full-service bank and wealth management company in a series of loans totaling over \$100 million to a social impact real estate fund.



BRADLEY HAMBURGER
Partner
Gibson, Dunn & Crutcher LLP

Brad Hamburger has developed a diverse appellate and complex litigation practice covering many subject areas, including class actions, labor and employment, and commercial disputes. He has briefed dozens of appeals, including appeals before the U.S. Supreme Court, the California Supreme Court, and he has argued before both the Ninth Circuit and the California Court of Appeal.

Among Hamburger's recent achievements has been his work playing a key role in obtaining a significant win for Liberty Mutual in February 2022 before the Ninth Circuit in an appeal concerning an order denying class certification in an automobile insurance action. He led drafting of Liberty's merits brief. In a unanimous, published opinion, the Ninth Circuit affirmed. He also recently argued a successful opposition to a motion for class certification in a putative wage-hour class action brought against Amazon on behalf of its Prime Now shoppers in California.



JANE HINTON
Partner
Hunton Andrews Kurth LLP

As a partner in the Los Angeles office of Hunton Andrews Kurth on the Capital Finance & Real Estate Team, Jane Hinton brings a broad range of experience to commercial real estate and finance transactions, representing investors, financial institutions, investment funds, and other clients in single-asset and portfolio transactions. She focuses on highly structured debt and equity real estate transactions, with responsive transaction management and timely execution. She maintains a nationwide 360-degree practice in real estate law that includes leasing, acquisitions, dispositions, joint ventures and lending throughout the capital stack, such as mortgage, mezzanine and preferred equity financing.

A significant portion of the firm clients Hinton represents are composed of alternative or non-bank lenders, which have found opportunity and transaction volume due to the ongoing market conditions and the evolving regulatory environment. Hinton also works to expand the firm's real estate client base and support the firm's existing clients.

MEET MICHELLE GRACI

- Thriving in Her 40s -

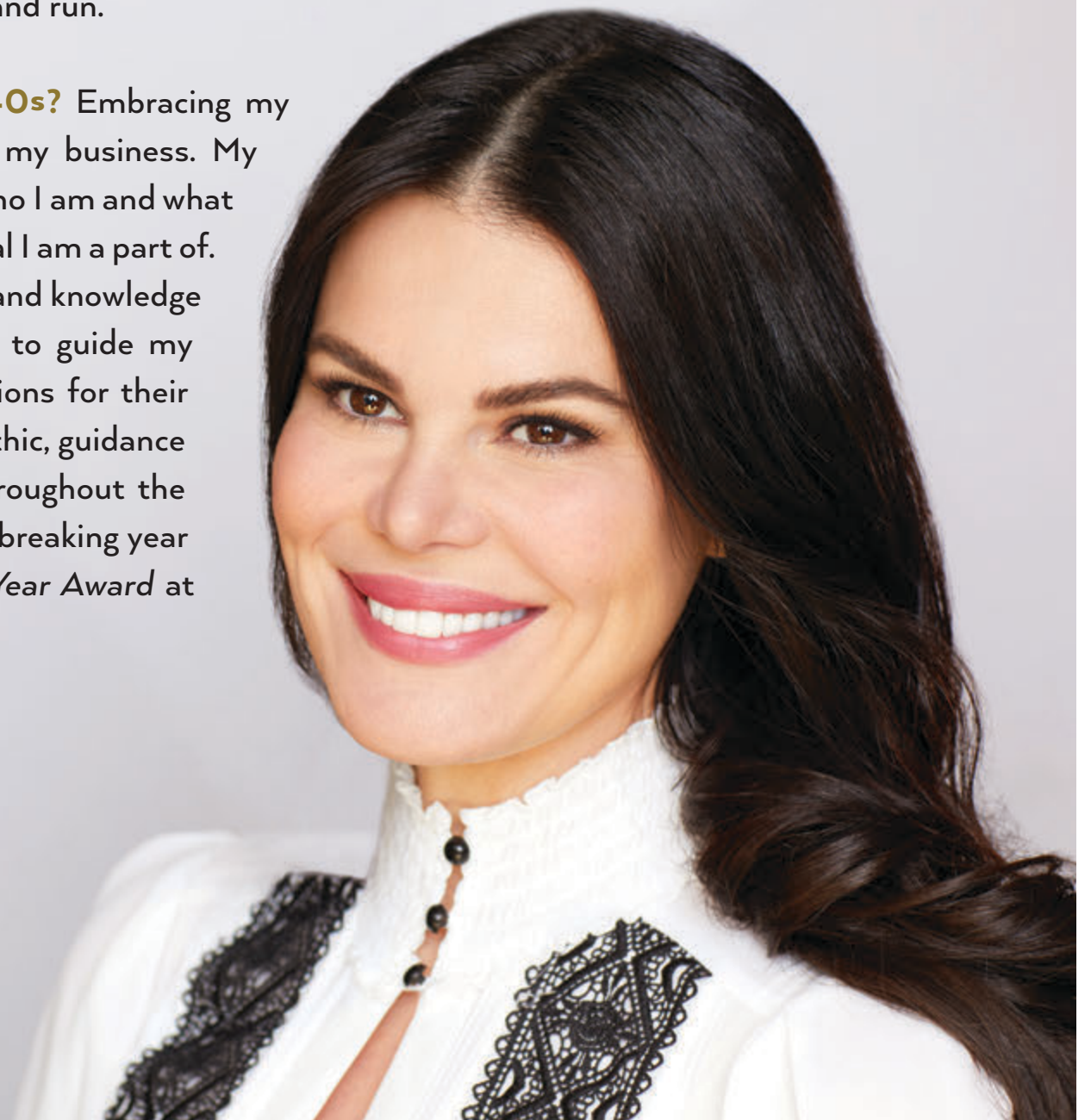
What brought you to real estate? I have a great love for the arts and for helping people in general. My father was a contractor and I have been on construction sites of homes for as long as I can remember, funny I even spent some summers spackling nails and sanding down dry wall! So real estate has always been part of my life. After working in production, I am able to combine my love of being creative and assisting people through one of the most important investments of their lives.

What is your mission? My mission is to provide the most professional, informative, ethical, loyal, and dedicated services by putting my clients first. I am committed to making my clients a top priority as well as provide an incomparable level of service.

What stands you apart from other agents? I truly believe people should not be pushed into a sale. Buying or selling a home is a huge decision, so many factors weigh heavy on a transaction. Emotions are running high and it is important to take time to find the perfect home. While this may not sound as aggressive as the approach other agents take, to me, it is more important to support your client. I also offer turnkey services, which includes staging a property to make sure it is in the perfect state before going to the market and many other things after the sale. I don't sell and tell, and I certainly don't sell and run.

Why are you thriving in your 40s? Embracing my 40s has been very powerful in my business. My journey has lead me to knowing who I am and what I can bring to the table in every deal I am a part of. Continuing to use my experience and knowledge from years past in this industry to guide my clients in making informed decisions for their most important asset. My work ethic, guidance and relationships I have built throughout the years lead me to having a record-breaking year and receiving the *Agent of The Year Award* at The Beverly Hills Estates.

CONTACT MICHELLE
818.967.8295
@MICHELLEGRACIE



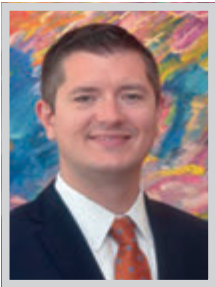
LOI: THRIVING IN THEIR 40s



HELEN HWANG
Partner
Covington & Burling LLP

Helen Hwang focuses her practice on counseling clients through complex and sensitive anti-corruption internal investigations and investigations by government enforcement authorities, such as the DOJ and SEC.

Over the past several years, Hwang has represented a number of high profile clients in significant matters. For example, Hwang served as co-lead counsel for a military parts manufacturer in a DOJ False Claims Act investigation of alleged failure to comply with MIL-SPEC requirements for testing and qualification. She and the Covington team successfully obtained a declination from the DOJ Criminal Division for the Company (ITT, Inc.) and a highly favorable settlement from the DOJ Civil Division. She also co-leads a team of Covington lawyers representing an international gaming and hospitality company in connection with a DOJ investigation of third-party money laundering. She also co-leads a team representing a technology company in connection with a criminal export controls investigation by DOJ.



MATTHEW JANN
Partner
Glaser Weil Fink Howard Avchen & Shapiro LLP

Matt Jann, a partner and one of the rising stars in Glaser Weil’s corporate department, maintains a broad transactional practice with a focus on the purchase and sale of businesses and securities. Jann is experienced in all aspects of M&A, from due diligence to the intense negotiation and documentation of some of the industry’s most complex agreements, to the review and preparation of fairness opinions, and finally post-closing dispute resolution.

Jann is sought-after to serve as counsel on transactions for many well known clients in some of their most significant and disruptive transactions. While his practice is industry agnostic, he has particularly deep experience representing clients in the successful purchase and sale of businesses in MedTech, software, AdTech, consumer goods, manufacturing and oil and gas services. The typical value of Jann’s deals ranges from \$100 million to \$1.5 billion.



MACK JENKINS
Chief, Public Corruption & Civil Rights Section
United States Attorney’s Office
Central District of California

Mack Jenkins is chief of the Public Corruption and Civil Rights (PCCR) Section at the U.S. Attorney’s Office in Los Angeles, a position he has held since 2017. Most recently, he has been serving as the lead prosecutor into the sprawling public corruption investigation targeting Los Angeles City Hall, dubbed “Operation Casino Loyale.” This investigation and prosecution led to federal racketeering and corruption related charges for former Councilmembers Jose Huizar (pending trial in 2023) and Mitch Englander (convicted), former Deputy Mayor Ray Chan (pending trial in 2023), and multiple major developers and their companies. It also resulted in the convictions of numerous other public officials and lobbyists.

Jenkins and his PCCR team also recently oversaw numerous federal investigations resulting from attacks targeting protests related to the murder of George Floyd and Stop Asian Hate. These investigations resulted in civil rights and related charges against individuals threatening and disrupting peaceful protests.



MOLLIE KAISER
Private Wealth Advisor
Strategic View Advisors

During Mollie Kaiser’s 15 years in the finance industry, she has worked in investment management at notable financial institutions such as Bernstein Global Wealth Management and Credit Suisse. While investment management satisfied one aspect of the client’s financial needs, Kaiser found herself interested in a more comprehensive approach, which led her to join Strategic View Advisors in 2016 where she is now a private wealth advisor.

In her time at Strategic View Advisors, Kaiser has played a crucial role in shaping the firm, both in terms of procedures and people. She has held a variety of roles and, in each, she has improved operational efficiencies and built out repeatable, documented processes to make sure that, as the firm hands off responsibilities to new team members, they are able to hit the ground running. She is always on the lookout for opportunities to provide structure to existing systems.



SCOTT LAYFIELD
Associate
DLA Piper

Scott Layfield advises on mergers and acquisitions, restructurings, joint ventures, initial and secondary public offerings, private placement financings, venture transactions, strategic licensing, commercial negotiations, corporate governance and other significant corporate matters both domestically and abroad. Scott has extensive experience in distressed transactions both in and out of bankruptcy.

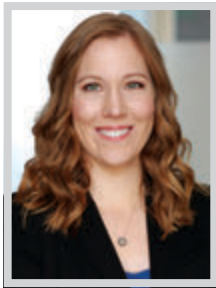
Layfield’s practice focuses on consumer facing brands across a range of industries involving retail, e-commerce, media, entertainment, fashion and food and beverage. He regularly advises clients on the strategic aspects of international matters from cross-border transactions to global expansion initiatives across Asia, Europe, and North and South America. One of his recent notable representative matters was ZASH Global Media and Entertainment Corporation through its ZVV Media Partners, LLC joint venture with Vinco Ventures, Inc. in the acquisition by Vinco of AdRizer LLC, a leading publisher and analytics solution company in the digital advertising space. The acquisition created Lomotif.



ROGER LEE
Senior Counsel
Stubbs Alderton & Markiles, LLP

Roger Lee, senior counsel at leading business law firm Stubbs Alderton & Markiles, LLP, is an accomplished corporate and finance attorney with a high-profile client roster of business innovators and leaders. His practice focuses on advising emerging growth and middle market companies in a wide variety of transactions, including buy and sell-side mergers and acquisitions, as well as venture capital, debt and asset-based financing transactions. Lee has also represented major financial institutions, private equity investors, independent power producers, project developers, investor-owned and municipal utilities, retail off-takers, operators and equipment and construction services providers in connection with conventional energy projects, renewable energy projects, and infrastructure projects.

Lee recently represented Bushfire Kitchen, an elevated fast-casual restaurant brand founded in 2012 by serial entrepreneur Clive Barwin and his cousin Chef Brandon Barwin, in its new partnership with leading private investment firm CapitalSpring to fuel Bushfire’s growth in Southern California and beyond.



ALLISON LIBEU
Partner
Hueston Hennigan LLP

In the seven years since becoming a partner, Allison Libeu has been instrumental as lead counsel or co-lead counsel in securing victories in high-profile arbitrations and at trial, including a recent \$293 million verdict in a false advertising, tortious interference, and trade secret case.

In late September 2022, after a five-week trial, a jury in U.S. District Court for the Central District of California found in favor of Libeu’s client, Monster Beverage Company, and against defendants Vital Pharmaceuticals, Inc. and its CEO for falsely advertising the “Super Creatine” ingredient in their billion-dollar Bang energy drink. The verdict came after Libeu examined Monster’s damages expert and cross-examined VPX’s damages expert. Earlier this year, Libeu also obtained “the largest-ever U.S. trademark award” for Monster Beverage Company in an arbitration against VPX for breach of contract and trademark infringement relating to VPX’s misuse of the “Bang” trademarks.



GLEN MASTROBERTE
Partner
Skadden, Arps, Slate, Meagher & Flom LLP

Glen Mastroberte is a highly sought-after and seasoned entertainment lawyer who has helped build Skadden’s renowned Los Angeles Media and Entertainment Group, which has grown to both national and international prominence. Mastroberte has a diverse practice and an established track record representing investors, production companies, distribution companies, music labels, gaming companies, artists, financial institutions and producers in all legal and business aspects of the media and entertainment industries. He also handles general corporate matters related to the financing, production, licensing, distribution and use of motion pictures, television programs and other intellectual property assets.

Mastroberte has been involved in some of the most significant, headline-grabbing transactions in the past several years, including his work for AGBO, a major independent film & television studio, in the sale of a major stake to Japanese video game giant Nexon. AGBO produced *Avengers: Endgame* and *Avengers: Infinity War*, among other projects.

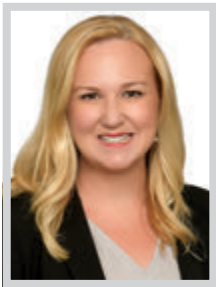
LOI: THRIVING IN THEIR 40s



DIANE MCGIMSEY
Partner
Sullivan & Cromwell LLP

A former U.S. Supreme Court clerk, Los Angeles-based Sullivan & Cromwell litigation partner Diane McGimsey has achieved a series of successful results for clients at the trial and appellate level, focusing on employment litigation, the defense of private class action securities and antitrust litigation and internal investigations.

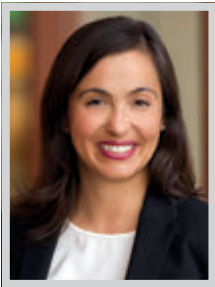
Among McGimsey’s recent accomplishments has been her work co-leading the S&C team that prevailed in a federal bench trial in which their client, real estate investor Richard Cohen, faced potential damages of \$103 million. After an 11-year dispute, the judge ruled in favor of Cohen in January 2022, rejecting claims that he was personally liable for a loan obtained to buy a San Francisco residential apartment complex. McGimsey also obtained summary judgment in full for BP West Coast Products as a co-defendant in two putative antitrust class actions in the Southern District of California.



JENNIFER MEEKER
Partner; Co-Chair, Insurance Recovery Group
Nossaman

Jennifer Meeker serves as co-chair of Nossaman’s Insurance Recovery Group, counseling and litigating on behalf of policyholder clients a wide variety of insurance claims. She has experience with commercial general liability policies, directors and officers, errors and omissions and other forms of liability coverage, as well as property and other first-party insurance recoveries, including title insurance. She serves as a vice-chair of the Insurance Coverage Litigation General Committee & Self Insurance and Risk Management Committee of the American Bar Association’s Tort & Trial Insurance Practice Section. In this capacity, she was selected to the Committee’s leadership ladder and Chaired the Committee’s annual seminar in Phoenix.

Meeker also leads Nossaman’s writs and appeals practice. She has briefed dozens of civil appeals, writs and petitions to the U.S. Courts of Appeals, California Supreme Court and California Courts of Appeal. She handles appeals on behalf of both public and private clients.



MARISOL MORL
Partner
Squire Patton Boggs LLP

Marisol Morl advises global clients in a wide range of business enterprises. As co-leader of the firm’s Advertising, Media & Brands Industry Group, Morl counsels clients on consumer protection issues and litigation risks in the advertising, marketing and media sectors. She also partners with clients on brand protection measures and serves as anticounterfeiting counsel to a well-known US multinational consumer product corporation.

In contentious matters, Morl has represented clients in courts throughout the US and has arbitrated disputes in Europe and Asia. Her experience in complex business litigation includes false advertising and unfair competition consumer class actions, data privacy class actions, location-based services technology, trademark litigation and disputes, business controversies in the food, beverage and cannabis industries, and cross-border commercial disputes. She is a member of the Litigation Section of the American Bar Association and the Hispanic National Bar Association.



MICHAEL NOURMAND
President
Nourmand & Associates

Running one of LA’s only family-owned brokerages, Michael Nourmand, president of Nourmand & Associates, is one of the city’s most trusted brokers, leading over 175 agents across three offices. In this year alone, Nourmand was interviewed by top-tier publications where he lent invaluable expertise into hot button issues like NFTs in the real estate market; how COVID evolved buyers’ needs; and the future of the real estate industry. The media recognizes his unique insight and continually goes back to him for his expertise.

Not only does Nourmand oversee the business operations of the agency. He is also a successful realtor, having sold over \$100 million in 2021 alone. He represents high net worth clients including many in the entertainment industry as well as prominent businesspeople. He has served as past director of the Beverly Hills Greater Los Angeles Association of Realtors and the California Association of Realtors.



Accounting | Tax | Advisory

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Karl Seitz & Jing Shen

on being selected by the
Los Angeles Business Journal as two of

Los Angeles’ Leading
Professionals in their 40s



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Karl Seitz, Senior Manager | Jing Shen, Senior Manager

CBIZ is a business consulting, tax and financial services provider and works closely with MHM (Mayer Hoffman McCann P.C.), an independent CPA firm providing audit, review and attest services. CBIZ and MHM are members of Kreston Global, a worldwide network of independent accounting firms.

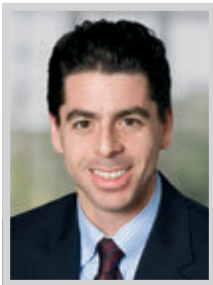
LOI: THRIVING IN THEIR 40s



KEITH ORSO

Partner
Irell & Manella LLP

A partner with Irell & Manella LLP for more than a decade, Keith Orso balances his role in firm leadership with a thriving patent law practice in the firm’s litigation and intellectual property groups. Orso is one of three partners on Irell’s Management Committee, which fulfills the function of a managing partner; serves as hiring chair of the firm’s Los Angeles office, and chairs Irell’s Mentoring Committee. Orso is experienced in a range of technologies from pharmaceuticals and biotechnology to computer architecture and communications. He has leveraged his education and background to navigate the highly complex scientific and technological nuances involved in such matters, helping him secure significant victories for clients. He holds a graduate degree in chemical engineering and studied both engineering and economics as an undergraduate. In addition to helping develop younger lawyers at the firm, he co-teaches the ‘Patent Intensive’ course at UCLA School of Law.



ADAM PARIS

Partner
Sullivan & Cromwell LLP

Sullivan & Cromwell litigation partner Adam Paris advises clients on a variety of complex business litigation matters, particularly those involving antitrust/unfair competition, trade secrets, mergers & acquisitions and securities litigation. He has first-chaired civil jury and bench trials and handled domestic and international arbitrations. Paris’ antitrust practice has included the defense of private class action litigation, criminal investigations by the Department of Justice, and merger clearances (including four multi-billion dollar transactions) before the Federal Trade Commission or Department of Justice. Among Paris’ recent achievements has been his work advising Abiomed in antitrust aspects of its \$18 billion merger agreement with Johnson & Johnson—the largest announced all-cash acquisition in the MedTech sector, announced this November. He also led the S&C team that advised the Canadian cannabis company Cronos Group in one of the first cross-border U.S.-Canadian investigations into the financial accounting of a cannabis company.



ANDY PARK

Greater Los Angeles Office Managing Partner
EY

As the EY Los Angeles office managing partner, Andy Park leads a dynamic group of 2,300 professionals, while driving growth and advancing EY’s inclusive, people-focused culture. He has nearly two decades of experience working with fast-growing pre-IPO entities and large multinational organizations in the technology, retail and consumer products, media & entertainment, healthcare, financial, automotive, manufacturing, and real estate industries. He has deep fluency in advising high-growth, pre-IPO companies on tax issues and he is passionate about fueling the entrepreneurial ecosystem. As co-director for the Entrepreneur Of The Year Greater Los Angeles program, Park is committed to recognizing, celebrating and connecting the innovators, creators and leaders who are the backbone of our economy. As a Korean American and first-generation college graduate, Park is also passionate about the power of education and opportunity for underserved students.



JEFF PARKER

Senior Executive Recruiter
Boutique Recruiting

Jeff Parker is an essential asset as a senior executive recruiter for Boutique Recruiting. He is extremely organized and focused on continuously learning and developing best practices to manage routine activities both efficiently and effectively. He brings a positive high energy and a personal touch. Parker works primarily in the legal field placing high-level attorneys across various companies on a national scale. He has been instrumental in launching and progressing the legal division at Boutique Recruiting. He has helped with the expansion of our legal presence on a national scale. With over 10 years of full-cycle staffing experience in placing admin, accounting, HR and legal candidates, Parker finds immense satisfaction in connecting great candidates with extraordinary clients for win-win-win situations. He has built notable and long-lasting relationships all throughout Southern California and is known as a professional who continuously shares his knowledge and expertise.

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— leadership matters —

As a trusted advisor providing smart solutions, Withum Partner Christopher Passmore, CPA, MBA, is among the Los Angeles Business Journal “Thriving In Their 40s” honorees, who provide continued leadership and guidance — helping businesses grow and adapt in today’s ever-changing business landscape.

CONGRATULATIONS TO ALL THE HONOREES FOR THEIR OUTSTANDING EFFORTS IN SUPPORTING BUSINESSES TO GROW.

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LOI: THRIVING IN THEIR 40s



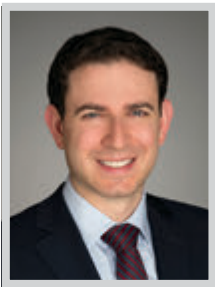
CHRISTOPHER PASSMORE
Partner-in-Charge, Encino Office
Withum
(formerly known as Martini Partners, LLC)

Chris Passmore is known as a dynamic business leader, an innovative entrepreneur and an outstanding CPA. His accounting career has been extraordinary. Before joining Martini Partners as a senior accountant in 2006, he spent several years working with publicly and privately held businesses while at PricewaterhouseCoopers. He understands both the accounting firm and client side of the business, having served as a corporate controller for a publicly held manufacturing company. At Martini Partners, he progressed quickly through supervisory and management positions and became the firm’s managing partner before age 40. Earlier this year, Passmore led the firm through an exceptionally successful merger into a top 25 national accounting firm, and he currently serves as Withum’s partner-in-charge of the firm’s Encino Office. He combines traditional accounting excellence with first-rate client service, alternative business development initiatives and a compassionate management style.



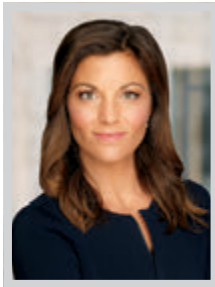
OLGA PETEAN
Founder
Rhodium Compliance & Accounting LLC

In just the last four years, Olga Petean, founder of Rhodium Compliance & Accounting LLC, has helped more than 100 individual clients to achieve clean, reliable, GAAP compliant financials, based on establishing scenarios where they were able to pass audits, obtain significant equity raises, remove potential liabilities by ensuring correct controls, have a good understanding of their expenses and establish proper processes which drive efficiency for accounting and other departments. The majority of Petean’s clients have needed assistance with multi-year full scale clean ups, all having unique business models, which presented unique accounting challenges. Petean has collaborated and established positive relationships with Big 4 and Big 20 audit firms; has assumed the position of the point of contact and has led her clients through complex individual and consolidated audits and several due diligence processes that resulted in more than \$25 million in investments.



ZEV RABEN
Partner
Ramo Law PC

After almost ten years as a litigation attorney, including several years at one of the preeminent entertainment litigation boutiques in Los Angeles, Zev Raben took a meeting with Elsa Ramo and Erika Canchola that would change the trajectory of his legal career. Shortly after that fateful meeting, Raben made the decision to switch paths and become a transactional attorney. In a short amount of time, he went from settling multi-million-dollar entertainment disputes to closing multi-million dollar loans in the independent film space. Raben currently represents Bank of Hope, BondIt Media Capital, 828 Media Capital, Head Gear Films, SSS Film Capital, and Reserve Entertainment Fund I, closing over \$100 million worth of loans for those companies in the last year and a half. He also provided financing and production legal services for Tribeca Film Festival winner and Spirit Award nominee *The Novice*, and *Prisoner’s Daughter*.



CHRISTY V. RAYBURN
Partner
Hueston Hennigan LLP

Christy Von der Ahe Rayburn litigates high-profile, high-stakes technology disputes for companies of all sizes, including Amazon, Monster Energy, BlackBerry, ClearOne, and Acorn Technologies. Described by clients as “a fierce advocate” and “intensely brilliant at understanding the detail and complexity of the subject matter, while retaining a clear view of the big issues and impact on strategy,” she has a depth of experience in patent, copyright, and trade secret litigation at every stage. Rayburn is a force in the courtroom, having recently obtained summary judgment of non-infringement in favor of Amazon against claims for patent infringement brought by serial patent litigant Master-Objects, Inc. She also won two trials and a Federal Circuit appeal in 2021. In May 2021, she won a \$25 million trial victory for Acorn Technologies in a patent infringement case against Samsung relating to its semiconductor technology.

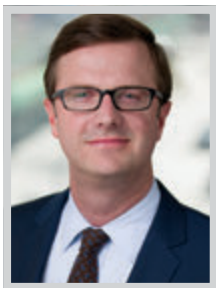


We proudly congratulate our colleague, **Renée Delphin-Rodriguez**, on being named among the *Los Angeles Business Journal’s* “Leaders of Influence: Thriving in Their 40’s.”

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WILL REED

Shareholder
Shegerian & Associates

Attorney Will Reed has been with Shegerian & Associates for over six years. During his time at the firm, Reed has made a positive impact on his clients’ lives as well as on the firm. He has worked on a variety of multi-plaintiff employment discrimination cases against private and public employers in state and federal courts. This year to date he has recovered over \$6.6 million in settlements for employees. His talent and rigor at Shegerian & Associates have allowed him to stand among some of the best employment attorneys.

Reed has stayed in contact with his clients even past their cases settling. His compassion for individuals facing workplace harassment and discrimination by their employers has allowed him to leave a positive impression on all of his clients.

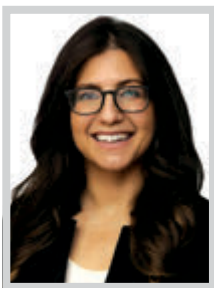


JASON REESE

Managing Shareholder, Los Angeles Office
Vedder Price

Vedder Price shareholder Jason Reese is a member of the firm’s Finance & Transactions group and is based in the Los Angeles office. He has substantial experience advising both public and private clients in M&A, venture capital, joint ventures and private equity investments. Additionally, he represents corporate entities and portfolio companies and helps his clients navigate complex legal challenges.

Reese is actively involved in the management and expansion of Vedder Price. He was an initial founding partner of the Los Angeles office and is the managing shareholder of the office as well as a member of the Board of Directors of the firm, also serving on a number of important management committees. Since the office opened in 2014, he has helped the firm build a significant private equity focused M&A practice in Southern California and has recently negotiated and closed dozens of transactions for Los Angeles-based private equity funds.



ARIEL ROBINSON

Partner
Holland & Knight LLP

Ariel Robinson has built a thriving law practice by mastering the myriad aspects of any challenge, from complex real estate transactions to sensitive workplace issues involving professionals and their careers. She uses her empathy, intellectual curiosity, and determination to provide solutions resulting in better outcomes. Her efforts and her impact truly enable others to thrive.

In the past 18 months, Robinson has further strengthened her real estate legal practice, frequently handling significant portfolio transactions across a wide range of asset types. These include office and industrial, multifamily, land for residential development, retail and mixed-use projects – many of which include properties in several states. She recently represented an investment firm in its joint venture recap acquisition of 26 industrial properties located in seven states. She led the effort to negotiate the acquisition documentation and consummate the joint venture and loan assumptions on behalf of the client.



JONATHAN SANDLER

Shareholder; Office Managing Partner,
Los Angeles Office
Brownstein Hyatt Farber Schreck

Jonathan Sandler is a results-driven litigator and aggressive advocate for his clients. Companies turn to Sandler for virtually all business-related disputes. His experience as a strategic advisor to companies coupled with his proven capacity to take a case to trial allows companies to make well-informed and astute business decisions. A big-picture thinker and natural relationship builder with a vast network, Sandler is one of the first people his colleagues call for insight on who to go to and to brainstorm next steps in novel situations.

While an accomplished litigator and trial attorney, clients really appreciate Sandler’s breadth of experience and the ability to leverage that knowledge. He has advised and litigated an array of matters from their inception through judgment; this includes business/commercial disputes, consumer protection matters, class actions, hospitality and real estate disputes, health care and employment. As with many of the best litigators, some of his greatest accomplishments involve efficiently handling disputes without the public ever knowing.

Congratulations to
Olga Petean

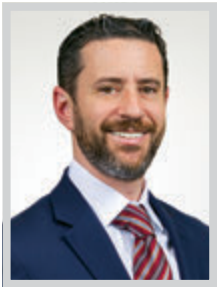
on being recognized by the Los Angeles Business Journal as one of this year’s *Thriving In Their 40s* leaders, for your expertise in multi-year accounting clean-ups, technical accounting knowledge, and audit and due-diligence services



Rhodium Compliance & Accounting
rhodiumcompliance.com



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JOSHUA SCHNEIDERMAN
Partner
Snell & Wilmer

Joshua Schneiderman is a corporate and securities partner in the Los Angeles office of Snell & Wilmer. He advises clients on a wide range of transactional matters, including mergers and acquisitions, joint ventures and public and private offerings of debt and equity securities. He also advises clients on matters related to franchising, including the establishment of new franchise systems and the expansion of existing franchise systems nationally and internationally. Schneiderman also advises public and private companies on corporate governance matters.

Schneiderman is an instrumental member of the corporate and securities practice group who was voted into the partnership after just two years with the firm. He has served as lead counsel on several highly sophisticated mergers and acquisitions and financing matters, assisting clients with access to much needed capital in turbulent financial markets. Schneiderman is also a leader in Snell & Wilmer's Cannabis Industry Group.



AKASH SEHGAL
Partner
GHJ

Akash Sehgal is a partner and the Tax Practice leader at GHJ, a national accounting and advisory firm headquartered in Los Angeles. He rose quickly through the ranks at GHJ as he established himself as a technical expert and personable mentor to others at GHJ.

Sehgal leads the firm's largest department, and under his leadership, the department has grown exponentially and now includes nearly 100 employees around the country. In the past year alone, the Tax Practice increased its headcount by 20 following the opening of its Northern California office. He has more than 25 years of tax experience and worked at two Big Four Firms prior to joining GHJ in 2012. In these roles, he managed large engagement teams on multiple Fortune 500 and private company restructurings. He also has deep expertise in multistate income and franchise tax, sales and use tax and credits and incentives.



KARL SEITZ
Senior Manager
CBIZ & MHM

Karl Seitz is a tax senior manager with CBIZ & MHM. He gives back to his clients, colleagues, and community in a number of ways. Seitz has more than 20 years of public accounting experience. His technical expertise is in international planning, succession and estate planning, tax consulting, tax return preparation, financial analysis and consulting, and mergers and acquisitions. He works with high-net-worth individuals, trusts, partnerships, corporations, and S-corporations in a variety of industries, including architecture, entertainment, real estate, wholesale and retail.

Seitz is a member of the firm's International Taxation Committee, as well as the Diversity & Inclusion Task Force as a member of the Building Diversity & Inclusion Network Committee. As tax professionals continue to be challenged by the frequent legislative changes, Seitz readily embraces the change. He is currently one of CBIZ & MHM's Employee Retention Tax Credit champions.



ALI SHAMS
Senior Project Manager
Shawmut Design and Construction

From Dubai to New York to Los Angeles, Ali Shams has built some of the most impressive structures in each city, shaping the fabric of different communities.

As senior project manager, he is currently leading the construction of what will be one of the largest cross-laminated timber buildings in Los Angeles at 843 N Spring Street. The five-story, 122,000-square-foot office and retail building is environmentally forward-thinking and is a model for sustainable office design, incorporating a rooftop PV array, bike stalls and EV charging stations, and biophilic materials inside and out.

Since joining Shawmut, the projects Shams manages have quadrupled in size and scope. As Shawmut's West region has grown, so has Shams' skillset and expertise in innovative construction delivery methods, as well as his business acumen in both preconstruction and construction—from budgeting and scheduling to logistics and implementation.

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*Congratulations to our partners
Sasha Frid & Amnon Siegel
and all other honorees*

Los Angeles Business Journal

**2022 Leaders of Influence:
"Thriving in Their 40s"**

Miller Barondess is a 40-lawyer firm in Los Angeles specializing in high-stakes litigation, trial, and appellate work in California and around the country. The firm represents clients in a wide range of sectors, including technology, real estate, healthcare, sports, entertainment/media, consumer products, insurance, retail, environmental, licensing and branding, financial services, mergers and acquisitions, and in representing government. With a reputation for victories in “bet-the-company” cases, the firm is often hired to “save the day” before trial.

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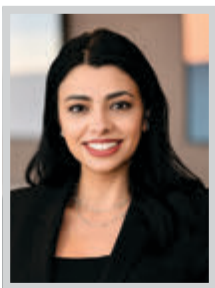
LOI: THRIVING IN THEIR 40s



JING SHEN
Senior Manager
CBIZ & MHM

Jing Shen is a senior manager with CBIZ. She has nearly 20 years of experience providing tax services to her clients in a variety of industries, including manufacturing, real estate, wholesale distribution, fixed income portfolios management, professional services, and entertainment. Shen assists her clients with complex tax matters, including tax compliance, planning and consulting services to business partnerships, C Corporations and S Corporations as well as high-net-worth individuals.

Shen participates in CBIZ's Women Founders Network (WFN) events and has presented to WFN during the Female Founders Workshop most recently in June 2021. The workshop provided advice on legal, IP, and finance to female founders of early-stage startups. She also participates in many Asian-American networking events in the Los Angeles area to educate Asian investors and immigrants regarding the U.S. tax laws.



RASHA GERGES SHIELDS
Partner
Jones Day

Rasha Geroges Shields, an immigrant and first-generation professional, has led an exemplary career. She is a respected leader in the legal profession, a trusted advisor to companies and organizations, and a champion of diversity and racial justice.

Following law school, Shields clerked with the Honorable Gary Feess in the Central District of California, and the Honorable Ferdinand Fernandez on the Ninth Circuit. She then joined Jones Day, where she excelled as an appellate attorney, arguing before the California Supreme Court, the Ninth Circuit, and the California Court of Appeal early in her career. She then served as a federal criminal prosecutor for more than seven years at the U.S. Attorney's Office in the Central District of California. Shields returned to Jones Day approximately seven years ago, and since then, has been defending companies and executives in high-stakes civil and criminal matters, including DOJ and State Attorneys General enforcement actions.



JONATHAN SHIN
Counsel
King & Spalding

Jonathan Shin represents hospitals, laboratories, pharmacies, medical device manufacturers and other healthcare providers in arbitrations and state and federal court actions throughout the country and defends providers against government investigations of fraud and abuse. He counsels companies in matters involving managed care, fraud and abuse, e-discovery, trade secrets and intellectual property. Jonathan has been a member of and led trial and arbitration teams in matters that resulted in favorable outcomes for his clients.

Among Shin's recent matters include his work representing Vituity, the largest emergency physician staffing company in California, in two lawsuits regarding alleged underpayments for out-of-network emergency physician services. Contesting plans' conduct is important because it would convolute the commercial marketplace with a Medicare-based structure. Shin is second lead counsel, and among other achievements, successfully opposed a motion for summary adjudication filed by Heritage.



MICHAEL SHIPLEY
Partner
Kirkland & Ellis LLP

Mike Shipley is a partner in Kirkland & Ellis' Los Angeles office. An expert at California Civil Procedure and navigating legal strategy, Mike represents clients across the U.S. and abroad in their most significant litigation ranging from securities litigation and white-collar and regulatory investigations, representing both buyers and sellers in disputes involving a broad range of claims such as shareholder litigation over fiduciary duties, post-closing disputes, valuation disputes, working capital disputes, indemnifications and representations and warranties.

Among Shipley's recent matters has been his work representing Ovation Finance Holdings 2 LLC, Ovation Fund Management II, LLC and Banc of California in a fraud lawsuit arising from escrow company's acts of fraud in connection with its employees' facilitation of a roughly \$200 million Ponzi scheme. In early 2022, the case settled favorably for Kirkland's clients receiving almost \$90 million in recoveries.

Congratulations to

Aaron Estrada

on being named to the

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**“Leaders of Influence:
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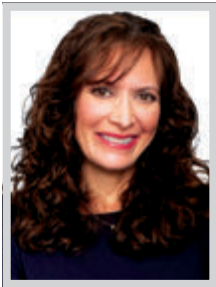


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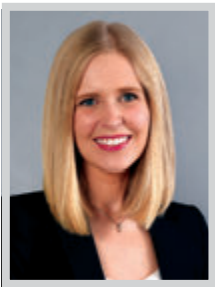
AMNON SIEGEL
Partner
Miller Barondess, LLP

Amnon Siegel is an accomplished litigator and trial lawyer specializing in complex, high-profile cases. He has had success at every stage of litigation representing clients in a variety of commercial matters, including intellectual property, trade secrets, fraud, tortious interference, negligence, breach of contract, lender liability, breach of fiduciary duty, real estate, automotive, insurance. Siegel has achieved top verdict recognition on both plaintiff and defense sides including a \$256 million jury verdict for fraud and punitive damages on behalf of an automobile dealership group against Nissan Motor Acceptance Corporation (one of the top plaintiff verdicts in the country), and a unanimous jury verdict on behalf of a commercial bank (a top 10 defense verdict in California). Among Siegel's other trial victories was a \$15.8 million unanimous jury verdict for a large Southern California Toyota dealership group against Toyota Motor Sales.



ASHLEY M. SILBERFELD
Partner
Blank Rome LLP

Ashley M. Silberfeld, partner in Blank Rome's Matrimonial and Family Law Practice, leverages her background in complex civil litigation to represent clients in all aspects of family law, including high-conflict custody, complicated property, and support issues. She has particular experience handling interstate and international cases involving child custody and support. Silberfeld has been an attorney for over 20 years. She transitioned to family law to fight for the vulnerable and protect the things most important to them. Her practice has deep personal import to her, as she herself is a child of divorce; she is also a single mother (by choice) of a toddler and currently expecting her second baby via surrogate. These experiences provide a nuanced perspective as she advises clients on matters such as obtaining surrogacy judgments for surrogacy birth, or establishing legal rights to embryos during marriage and divorce.



KATHERINE SMITH
Partner; Co-Chair, Labor and Employment Practice Group
Gibson, Dunn & Crutcher LLP

As co-chair of Gibson Dunn's Labor and Employment Practice Group, Katherine Smith has extensive experience representing employers in individual, representative and class action litigation at both the trial court and appellate level. In addition to her busy litigation practice, Smith is in demand by clients needing guidance with respect to nearly all aspects of employment law, including government investigations, enforcement of non-solicitation and non-competition covenants, and independent contractor/common law employee status. Among Smith's recent achievements has been her work representing Riot Games in a putative class and PAGA action; and successfully compelling a plaintiff's individual PAGA claim against Lowe's Home Centers, LLC to arbitration and obtaining dismissal of the representative claim following the Supreme Court's precedent-setting Viking River decision.



LOU SOKOLOVSKIY
CEO
OPUS Connect

Lou Sokolovskiy is a serial entrepreneur with extensive private equity transaction experience who is known for connecting leaders in the finance arena. He is the founder of multiple entrepreneurial ventures, including Opus Connect, a professional networking organization for M&A professionals. Sokolovskiy invested \$500 into founding Opus Connect and within three months he made his first hire. Opus Connect is now a seven-figure company with hundreds of members that facilitates thousands of deals. Sokolovskiy attributes his success to his resilient attitude (a silver lining of his challenging early years) and his desire to pay it forward. When COVID ransacked the world in 2020, many of Opus Connect's competitors struggled and some even closed their doors for good. But Sokolovskiy was determined to succeed. Opus actually increased its revenues during the pandemic, grew its team, and boasted its highest revenue year ever in 2021.



**BDG Law Group congratulates
BRIAN J. BERGMAN
on his selection to the
Los Angeles Business Journal's
“Leaders of Influence:
Thriving in Their 40s” list.**



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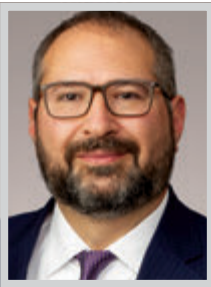


HELENA SONG

Senior Manager, Assurance
BPM LLP

Situated in BPM’s Santa Monica office, Helena Song is a senior manager in the firm’s Assurance practice. With more than 17 years of experience, Song specializes in financial statement audits and financial reporting for both private and publicly held companies. She works closely with clients in a variety of industries, including real estate, manufacturing and distribution, and technology.

As a core member of BPM’s Real Estate Industry Group, Song handles a substantial portfolio of real estate engagements, including real estate funds, residential and commercial developers, owner-operators, and property managers. Song started her career with KPMG. She was previously a principal with Gumbiner Savett Inc., before Gumbiner and BPM combined in 2021. Fluent in Mandarin, Song spearheaded Gumbiner’s efforts for China-focused pre-IPO audit clients prior to the combination. Song has consistently demonstrated leadership skills through engaging her teams to improve the audit processes and increase efficiency.



AL STEM P

Partner
Kirkland & Ellis LLP

For over 20 years Al Stemp has represented some of the most recognized real estate investors in the industry. Currently, Stemp represents a diverse group of LA-based and national clients in connection with a broad range of real estate transactions, including advising private equity investors and REIT clients in structuring and negotiating partnership and joint venture agreements for all types of investments in commercial real estate assets and related financing (including mortgage, mezzanine and preferred equity structures), acquisition and disposition transactions.

Stemp frequently serves as real estate counsel to Ares Management Corporation, one of Los Angeles’ most well-known asset managers with over \$341 billion in assets under management, in connection with corporate transactions and acts as lead transaction counsel for various real estate joint-venture investments made by Ares’ private real estate funds. Stemp led Hudson Pacific Properties’ acquisition of a 75% interest in Los Angeles’ iconic Westside Pavilion Mall.



ZACK STREIT

Founder / Managing Partner
WAY Capital

After Zachary Streit launched real estate capital advisory firm WAY Capital with partner Malcolm Davies early this year, the WAY team has arranged over \$1.05 billion in financings across the U.S., equaling more than \$1.5 billion in capitalizations. WAY Capital provides sophisticated financing solutions by leveraging its expansive capital network, proprietary ‘Deal Champion’ strategy and 100% dedicated team personnel. This approach allows the firm to act as its client’s outsourced CFO organization to aid in the growth of its platforms.

In less than a year, Streit and his partners have already expanded WAY Capital’s operations by establishing a second office in Nashville, Tennessee, supporting the firm’s nationwide focus and existing build-for-rent SFR development tracts, multifamily and hospitality projects in the Southeast. While WAY works on deals all over the country, a significant amount of recent work is concentrated in Los Angeles with owner/developers working to ease the housing crisis.



PETER STRIS

Founding Partner
Stris & Maher LLP

Peter Stris is the founding partner of Stris & Maher LLP, a 17-lawyer litigation boutique that represents clients in difficult high-stakes business disputes. Stris leads the firm’s nationwide trial and appellate practice. Over his 20-year career, he has successfully first-chaired a wide variety of bet-the-farm business cases to verdict or judgment. He has also handled dozens of high-profile business appeals, including 10 he personally argued before the U.S. Supreme Court.

Stris’ work has led both himself and the firm to nationwide prominence. Over the past 12 months, Stris delivered his clients major wins across all levels of the judiciary. Among his recent success has been defending a more than \$100 million Lanham Act case through jury verdict, bench trial, appeal, and remand proceedings. He also persuaded the Ninth Circuit to revive environmental claims against Volkswagen the automaker told the courts will subject it to over \$11 billion in liability.

Willkie congratulates
partners **Eric Bakewell** and
Kathy Wunderli



Los Angeles Business Journal’s
2022 Leaders of Influence:
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Glaser Weil

**Congratulations to the
Los Angeles Business
Journal’s 2022 Leaders of
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Their 40s**

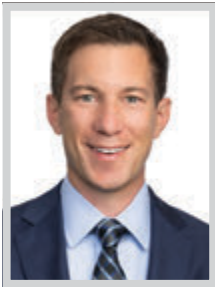
A special congratulations to our partner



**Matthew
Jann**

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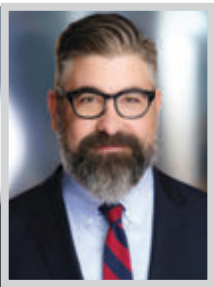
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DAVID A. THOMAS
Partner, Insurance Recovery
Blank Rome LLP

In an era in which individuals, businesses, and institutions rely heavily on their insurance policies to cover losses due to disasters, pandemics, cyber-attacks, business litigation, and more, Dave Thomas is a fierce advocate for policyholders.

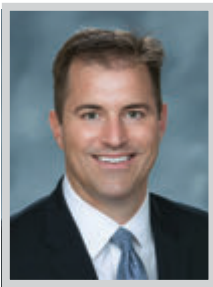
Thomas counsels and litigates on behalf of policyholders alone in a diverse array of commercial insurance lines, including cybersecurity and privacy, commercial general liability, umbrella, D&O, financial institution bonds, bankers professional liability, employment practices liability, and first-party property and business interruption. He also counsels and represents individual property owners in high-value insurance claims such as natural disasters. In addition, Thomas has represented individual claimants harmed by fraudulent and unfair practices in the sale of life and health insurance products and insurance-related transactions. He has an impressive resume of counseling, out-of-court settlement, and litigation.



SHAWN THOMAS
Partner
Sanders Roberts LLP

Shawn Thomas is currently a partner at Sanders Roberts LLP. He started his career in 2008 at Pillsbury Winthrop Shaw Pittman in New York, where he was an associate for seven years. Thomas has built a successful litigation and trial practice in Los Angeles and New York, two of the nation’s most competitive and cutting-edge legal markets.

Over the last several years, Thomas has become go-to litigation counsel on a variety of high-stakes matters for several public entities. In 2019, he successfully defended one large Southern California municipality in an extremely high stakes, high profile employment litigation. After a month-long trial the jury returned a unanimous verdict in favor of the defense on all causes of action. Earlier this year, the Court of Appeal upheld that judgment on appeal. Since then, he has racked up additional wins for a variety of public and private clients.



DAN TIMMONS
Market Executive
Bank of America

Daniel M. Timmons is responsible for leading the Los Angeles Global Commercial Banking Group for Bank of America, which includes the specialized Entertainment Industries Group that focuses on global film, television, music and talent agencies. He leads a team of 14 senior relationship bankers responsible for managing advisory, capital raising, banking, treasury, liquidity and rates and currencies exposure as part of corporate and investment banking for public and privately held clients with revenues starting at \$50 million to several billion. Timmons’ team has a book of business of over \$2 billion, serving clients that represent some of the largest Los Angeles-based businesses and brands.

Timmons’ tenure with Bank of America spans 20 years, getting his start in New York providing relationship banking to large-cap media and entertainment companies. In 2022, his team has grown market revenue and loans in excess of 15% with comparable growth in deposits.



KENNETH TRUJILLO-JAMISON
Partner
Willenken LLP

Kenneth Trujillo-Jamison is a result-driven litigator who leverages his sharply honed analytical and strategic skills to efficiently handle his clients’ most complex and challenging matters. He consistently delivers outstanding results for his clients and was promoted to partner in January 2022.

Trujillo-Jamison’s practice focuses on complex commercial litigation, including intellectual property, copyright, trademark and trade dress, class action defense, and entertainment-related disputes. He is a frequent lecturer on timely legal topics and has received several industry recognitions. He has achieved many successes in the courtroom, including recently playing a key role in achieving a successful outcome in an expedited trial in Delaware Chancery Court for firm client AbbVie. As a member of AbbVie’s 100%-diverse trial team in “one of the five big healthcare lawsuits” of 2020, Trujillo-Jamison helped convince the Delaware Chancery Court to find Takeda Pharmaceutical Co. liable for breach of contract.

Congratulations to
Jessica Babrick
for being selected to the
Los Angeles Business Journal’s
“Leaders of Influence: Thriving in Their 40s.”
It is an honor to work with you, and we are proud of your accomplishments.



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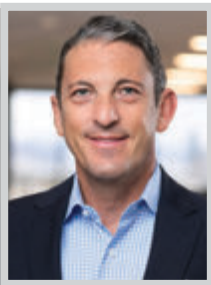
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JAMES VERZINO
Managing Director
Northwestern Mutual

At Northwestern Mutual, James Verzino discovered a place where he could truly lead and inspire people. Nearly a decade later, he has developed and influenced hundreds of financial advisors, while maintaining a successful practice. As a wealth management advisor, Verzino has impacted the lives of clients, striving to build lasting bonds and human connection in a world of uncertainty. As a leader and managing director of Northwestern Mutual’s downtown Los Angeles office, he upholds the highest standards of success within the largest district office in the country.

Verzino often partners with affluent families, small business owners, entertainment professionals, and successful attorneys to help steer them toward financial success. Adhering to the “power of now” philosophy, he helps his clients plan for tomorrow, so they can spend their life living for today. He also frequently collaborates with fellow advisors to educate clients on wealth management strategies and solutions.



MICHAEL WAXBERG
Private Wealth Advisor
Fortify Capital

Michael A. Waxberg is a private wealth advisor and founder of Fortify Capital, a wealth management and financial services firm. Additionally, he is a founding member of the Private Client Group at Northwestern Mutual Wealth Management Company. Waxberg is a certified financial planner and has spent over two and half decades building a nationally recognized Investment Advisory and Financial Planning practice. He is deeply rooted in the legal, entertainment and business communities advising on investment, retirement, and estate planning strategies.

Waxberg’s commitment to clients is deeply rooted in developing enduring relationships by helping them identify the simplicity amongst the complexity and providing expert guidance for a lifetime of financial security. Whether a client is focused on managing current financial success or protecting and preserving assets for future generations, Waxberg, and his team deliver tailored recommendations and comprehensive solutions while mitigating future taxation.



HASSAN WEBB
Market Executive
Bank of America

Hassan Webb is a senior vice president and the market executive for the Business Banking group at Bank of America overseeing the Los Angeles Metro Market. In this capacity his responsibilities include managing and leading the activities of a team consisting of 20 relationship managers, treasury, credit, and other product officers and support associates focused on delivering strategic financial guidance and solutions to companies located throughout the Greater Los Angeles marketplace.

Webb joined Bank of America in 1996 and began his career with the Consumer and Small Business Banking Division. In 2004 he transitioned to Global Commercial Banking and prior to joining the Business Banking Leadership team in Los Angeles, Webb was a senior relationship manager/team lead for Middle Market Banking where his responsibilities included providing financial advice and strategic integrated solutions to commercial businesses with annual revenues generally between \$50 million and \$2 billion located throughout Southern California.



NICHOL WHITEMAN
CEO
Los Angeles Dodgers Foundation

With a relentless dedication to improving the lives of others, Nichol Whiteman is the chief executive officer of the award-winning Los Angeles Dodgers Foundation (LADF). Under Whiteman’s leadership, LADF tackles the most pressing problems facing Los Angeles with a mission to improve education, health care, homelessness and social justice for all Angelenos.

Whiteman’s community involvement is the cornerstone of her success. Under her leadership, the Foundation completed its 50th Dodgers Dreamfield, created a benefit gala, and increased fundraising by 1,000% with Whiteman at the helm. Whiteman also advocates for LADF to be a strong charitable partner for nonprofits within the Los Angeles community through strategic grant making that builds capacity and reach. Collectively, Whiteman has cultivated partnerships that have resulted in more than \$32 million in community investment in the form of direct programs and grant making, impacting over 2.3 million children.

Congratulations!



Peter Stris

“Thriving in their 40s”

– LOS ANGELES BUSINESS JOURNAL





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TREVOR WRIGHT
Real Estate Agent
The Beverly Hills Estates

A Beverly Hills native, Trevor Wright brings his vast local knowledge and extensive understanding of the luxury real estate market to The Beverly Hills Estates. In his first year alone, Wright’s impressive sales totaled over \$100 million in residential high end real estate transactions. Coming from a family with a strong background in real estate development and new construction, Wright gained insight into the inner workings of the industry at a young age, and his natural real estate abilities come as no surprise.

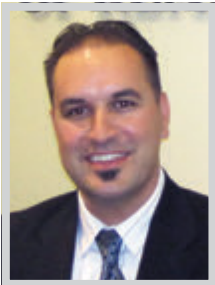
With a sharp eye for detail and strong interest in architecture, Wright provides every client with a customized experience and the loyal clientele he has earned himself is a testament to his honesty, tenacity, and integrity. Specializing in Bel Air, Beverly Hills, Brentwood, Calabasas, Hidden Hills, Encino, Sherman Oaks, Studio City, Hollywood Hills, Pacific Palisades, and Malibu, Wright provides an outstanding experience to buyers and sellers.



KATHY WUNDERLI
Partner, Private Clients Group
Willkie Farr & Gallagher LLP

Kathy Wunderli is an integral member of Willkie’s national private clients team, which provides best-in-class legal services to clients across the United States and abroad. Wunderli is sought out to represent high-net-worth families and individuals, including in the entertainment industry, closely held business owners, business managers, accountants, and nonprofits on a wide range of complex tax matters, including estate planning, probate and trust administration, and pre-marital, post-marital, and transmutation agreements.

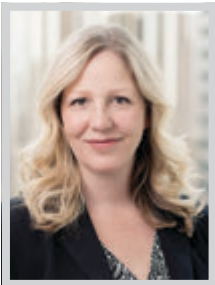
Wunderli’s sophisticated estate planning practice includes advising trustees and personal representatives in the administration of trusts and estates. Her experience with complex cross-border estate planning and marital agreements enables seamless planning for her clients. Wunderli also advises public charities and private foundations regarding the formation and maintenance of tax-exempt status.



JOHN YERESSIAN
Broker Associate
Berkshire Hathaway Home Services

John Yeressian was nominated as one of the top 1% of real estate professionals in the United States. He has owned 30 offices in the past and now is the top 1% production for Berkshire Hathaway Home Services. He has appeared on several television shows, including *Million Dollar Listing* and *Flip-or-Flop* and has won an Emmy for a film called *Inglewood - A City Rising*.

Yeressian is also the president of the LA County Board of Realtors; director of South Bay Association of Realtors; past president of Rotary Club; an active member of the board of directors of Children’s Hospital of Los Angeles; CFO of TDT Group; and active contributor in a number of worthy charitable causes.



ALEXANDREA YOUNG
Counsel
Hunton Andrews Kurth LLP

As counsel in the litigation practice at Hunton Andrews Kurth, Alexandra Young has extensive experience representing clients in a broad range of commercial disputes and has practiced in state and federal trial courts in California, and across the US. Young has litigated complex cases including wage and hour class actions and actions involving claims of breach of contract (including leases and purchase/sale contracts), fraud, negligent misrepresentation, insurance coverage disputes, violation of California’s consumer protection laws, tortious interference, nuisance, trespass, eminent domain and inverse condemnation, and negligence.

Young has resolved many cases successfully for her clients through persistent discovery and impactful motion practice. She currently advises the Tributary Agencies group in a dispute with the cities of San Jose and Santa Clara over implementation of contracts that govern the Regional Wastewater Facility, which treats wastewater prior to release into the San Francisco Bay.

Congratulations to our partners on their inclusion in *Los Angeles Business Journal's* "Thriving in Their 40s"



Rachel Fiset



Jeanine Zalduendo



Zweiback
Fiset &
Zalduendo LLP

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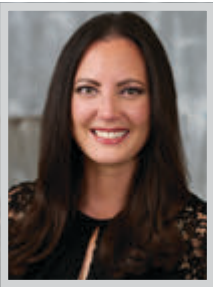
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JASON YU
Partner
Snell & Wilmer

Jason Yu is a labor and employment and commercial litigation partner in the Los Angeles office of Snell & Wilmer. His practice focuses on a broad spectrum of employment liability, commercial litigation, intellectual property, and transactional work. He has significant experience in cases involving debt collection, labor and employment law matters and trade secret misappropriation. Yu's clients are individuals and corporations, including major manufacturers, banking and financial institutions, transportation and shipping companies, import and export logistics companies, clothing manufacturers and retail clothing businesses, professional partnerships and technology companies.

As a labor and employment litigator, Yu offers his clients comprehensive advice relating to labor and employment law matters. He counsels clients regarding state and federal regulations affecting employers, including legislation regarding hiring practices, benefits, and age and race discrimination as well as harassment retaliation discrimination.



JEANINE ZALDEUNDO
Partner
Zweiback, Fiset & Zalduendo LLP

Jeanine Zalduendo is a highly successful, elite attorney with vast experience litigating cases at all stages, throughout state and federal courts across the country. She was of counsel at Quinn Emanuel Urquhart & Sullivan until early 2022, when she became a partner at Zweiback, Fiset & Zalduendo.

Zalduendo has represented such high-profile clients as Elon Musk. She was a key part of the trial team that obtained a complete jury verdict in Musk's favor and avoided plaintiff's claim for \$190 million in alleged damages due to supposed defamatory statements on Twitter. She also defended SoftBank Vision Fund in litigation brought by The We Company and Adam Neumann arising from the termination of a \$3 billion tender offer, obtaining dismissal with prejudice of breach of fiduciary duty claims on motions to dismiss, and settlement on the eve of trial. Other representative clients include Tesla, Qualcomm, and Samsung.



ANNITA ZHONG
Partner
Irell & Manella LLP

A partner at Irell & Manella LLP, Annita Zhong focuses on patent litigation, contested patent office proceedings and licensing in the U.S., the European Union and China. She has deep experience litigating before federal and state courts, the International Trade Commission, arbitral panels and the Patent Trial and Appeal Board.

Dr. Zhong's engineering and research background enables her to digest new technologies quickly and has proven valuable in delivering significant victories for clients in complex litigation. She is well versed in technical areas such as semiconductor fabrication and packaging, computer architecture, telecommunications, artificial intelligence, renewable energy, and chemicals and materials. Among recent victories, Dr. Zhong was a principal member of the team that secured a 2021 \$300 million jury award for PanOptis in a patent suit against Apple involving 4G LTE technology used in iPhones and other devices.

Boosting the Employee Experience is a Key Opportunity for Success

Amidst fast-paced change and economic volatility, chief executives are doubling down on the employee experience by redefining the workplace and investing in employee well-being and retention.

Two-and-a-half years after the onset of the pandemic, inflation, mental health, hybrid work and employee retention are top of mind for chief executives and their outlook for 2023, according to a new survey by YPO, the global leadership community of chief executives.

These findings were released last month at YPO's premier event EDGE, where 2,500 YPO members from more than 80 countries are gathered in New York City for immersive programming and collaborative learning aimed at bridging perspectives on these critical topics.

Conducted in September and October of this year with responses from 1,681 chief executives representing 96 countries and 47 industries, top 2022 YPO Global Pulse Survey findings include:

The majority of chief executives (60%) are optimistic heading into 2023, although down 26% from last year (81%).

Main issues impacting this outlook are:

- 48% of respondents cited inflation as a top concern with the average anticipated increase rate of 11%. Some anticipated increase rates over the next 12 months are Australia – 7.9%, Brazil – 9.6%, Canada – 7.6, India – 9.5%, EU – 10.3% and United States – 7.9%.
- 39% of respondents cited supply chain issues as an ongoing challenge.

Talent shortages and labor wars were a top concern as 66% of respondents reported difficulty finding general workforce employees.

CEOs are offering compensation, flexible working hours, and hybrid or remote work options to employees to stay competitive.

The top three avenues for workplace improvement are:

- Competitive compensation and bonuses (71%),
- Flexible working hours (57%)
- Hybrid or remote work environment (53%).

Only 6% of respondents have already implemented a four-day work week, with another 7% considering it

Despite growing economic concerns, chief executives are focusing on key drivers of growth

Chief executives have used the past two years to bring enhancements to their organizations. Key areas of improvement are:

- Communication (59%)
- Innovation (52%)
- Collaboration (52%)
- Diversity and inclusion (49%)

Chief executives are taking a flexible approach to workplace settings

- Compared to 18% pre-pandemic, 53% of businesses are operating in a full-time hybrid or remote setting.
- Chief executives of work-from-home com-

Two-and-a-half years after the onset of the pandemic, inflation, mental health, hybrid work and employee retention are top of mind for chief executives and their outlook for 2023.

panies had the highest percentage of improvements regarding productivity (55%), diversity and inclusion (60%) and employee retention (40%).

Businesses operating onsite reported these areas had improved from pre-pandemic: communication to and amongst employees (65%), collaboration (59%), employee engagement (57%) employee development (55%) and team building (55%).

- Remote work is most common in the United States (13%) where onsite is most prevalent in South Asia (76%) and Middle East/North Africa (73%). Hybrid is most common in Canada (61%) and Europe (58%).

Each work environment comes with its own unique benefits and challenges.

- Onsite employees have easier times building relationships, are able to build teams more easily, collaborate better and are more engaged.
- Remote employees are more productive

and are more diverse, and hiring is easier due to a much larger pool of candidates.

Chief executives are focusing on mental health.

- 78% of respondents said supporting their employees' mental health is a priority and 49% have or plan to implement a mental health policy.
- Key wellness initiatives being utilized include:
 - Counseling (25%)
 - Mental health service benefits (11%)
 - Employee Assistance Programs (EAP) (9%)
 - Coaching (6%)
- By region, mental health benefits are most prevalent in Canada (60%), the United States (59%) and Australia/NZ (50%).

YPO is the global leadership community of more than 32,000 chief executives in 142 countries who are connected by the shared belief that the world needs better leaders and that business can be a driving force for good. Each of its members has achieved significant leadership success at a young age. They lead businesses and organizations that collectively employ more than 22 million people around the globe and generate over \$9 trillion in combined revenue. YPO members come together to learn and exchange ideas to make a difference in the lives, businesses, and communities they impact.

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