

Lawyer
Monthly

LEGAL

AWARDS 2022

Armstrong
Teasdale

Gerald
Rosen
JAMS

Londi
Gramelis
First Choice
Family Lawyers

Fabien
**Benedicte
Suant**
CHAPLIN,
BÉNÉDICTE & Co.

Ece
Dayioglu

INTERNATIONAL ARBITRATION
LAWYER OF THE YEAR

Lawyer
Monthly

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LEGAL

AWARDS 2022

Welcome to the 2022 edition of the Lawyer Monthly Legal Awards.

The Lawyer Monthly Legal Awards are an annual review of the barristers, in-house counsel and private practitioners whose expertise and diligence have allowed them to stand out among their peers. With a close eye on the latest developments in the legal sphere, the team at Lawyer Monthly are well placed to identify those lawyers who have begun to make waves and give them the recognition they are due. Each award recipient is a leader in their field with an accompanying history of achievements.

The 2022 edition is our biggest set of awards yet, with winners drawn from all regions and all walks of life. Every sector of law is represented in this celebration of the best and brightest innovators working in the profession today.

Among this year's highest-profile winners is Ece Dayioğlu, a lawyer upholding a family legacy of excellence and Armstrong Teasdale partners Zane Shihab and Peter Kohl, who discuss their career trajectory and the shape of sports law heading into the new year. Also featured is Anthony Munday, an acclaimed mediator with a unique dispute resolution methodology. Exclusive interviews with each of these winners (and many, many more besides) can be found in the pages of this new edition.

We at Lawyer Monthly are proud to present this special publication. Congratulations to all of our winners.

Lawyer
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LEGAL

AWARDS 2022

**FEATURED
WINNER**

Ece
Dayiođlu

INTERNATIONAL
ARBITRATION
LAWYER
OF THE YEAR

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About Ece Dayioğlu

Ece Dayioğlu is a partner at Dayioğlu Law Firm®, a full service law firm established more than a century ago with co-partner law firms in more than 50 countries across Europe, Asia, America and Africa. Dayioğlu Law Firm® is at the disposal of its clients to find expeditious and effective solutions in cross-border litigation while rendering haute couture turnkey services.

Dayioğlu Law Firm® is comprised of three partners: Cemal Sedat Dayioğlu (Managing Partner), Oya Dayioğlu (Senior Partner) and Ece Dayioğlu (Partner). Together with their experienced and qualified team members, the firm provides legal services as party counsels, arbitrators, mediators, corporate counsels and lawyers.

As a prominent international law firm with more than 100 years of experience, Dayioğlu Law Firm® has a command over numerous fields of law including but not limited to arbitration, mediation, aviation, construction, natural resources, energy and environment, banking and finance, commercial, corporate, competition, tourism, criminal, family, inheritance, intellectual property, real estate and tax law. Apart from its corporate and individual litigation and legal counselling services, Dayioğlu Law Firm® has been involved in project-based cases, international operations, transactions and contracts.

Dayioğlu Law Firm® abides by the rules of attorney-client confidentiality, legal practice, legal ethics and conflicts of interest while offering efficient and custom-tailored legal solutions to its clients and to those benefiting from its services. The firm provides its clients with direct contact with its team and prompt responses in relation with their legal problems in the course of its practice. The firm's commitment to its clients finds expression in principled practice in compliance with its values, as well as in the legal solutions most appropriate to the situation at hand.

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INTERNATIONAL ARBITRATION | LAWYER OF THE YEAR |

Ece Dayioğlu

Partner - Dayioğlu Law Firm®

Q Can you share a little about your journey into law?

I was born into a family full of lawyers. Speaking literally, I am the seventh generation lawyer of my family. The family history goes back to the times of Ottoman Empire when my great-grandfather was a qadi under sharia. Following the proclamation of the Republic of Türkiye in 1923, the next generations became lawyers under civil law.

I followed the footsteps of my ancestors, and now I am partnered with my father Cemal Sedat Dayioğlu and my mother Oya Dayioğlu at Dayioğlu Law Firm®, for which we continue the tradition of attorneyship of our families. Since my childhood, being the only child of two eminent lawyers, I took an interest in the conversations between them, which were mainly on legal issues. Day by day it became more unbearable not to be part of this fascinating knowledge and experience. I therefore decided to become a lawyer myself, and I have never regretted my decision. From the beginning I felt lucky to take on the family heritage, to represent my family and to honour my family legacy in the best way I can. However, I always felt as if I was responsible for the 'now' and the 'future' of my family legacy. Everything was settled by my father: the experience, the knowledge, the team, the reputation, the office and the clients... in the end I understood that this left me even more room for broadening the horizon of Dayioğlu Law Firm®, a role I have gladly taken on. I am the first in my family to be admitted to a foreign bar and to liaise our law firm with so many co-partner law firms across the world.

Q Can you tell us about the highlights or standout achievements of your career to date?

My greatest achievement is that I made my father – my mentor, my doyen – cry when I was admitted to the Paris Bar. But let me start from the beginning.

I graduated from Galatasaray University Faculty of Law. It is top-tier law faculty in Türkiye which accepts students from among the 200 who were most successful during the National Exam for Admission to University. I did my master's degree in Arbitration and International Commercial Law (Arbitrage et Droit du Commerce International) at Université Paris 1 Panthéon-Sorbonne. I have another master's degree (with merit) in International Dispute Resolution and Economic Law from Queen Mary University of London. I graduated with a thesis on 'The Enforceability of Arbitral Awards in International Arbitration Involving States and State-Owned Entities: How to Be Ensured by the Arbitral Tribunal and to Be Resisted by the Sovereigns?'

Following this, I graduated from Istanbul Bilgi University with a master's degree in Economics Law with the project 'Anti-Dilution Protection Arising as a Result of a Malicious Increase of Capital in Joint-Stock Companies'. I also submitted my application for a scholarship for academic success, which did not exist between Türkiye and France. However, through the Turkish Ministry of Foreign Affairs, the French Ministry of Foreign Affairs created a scholarship (without reimbursement) which did not exist only for me.

TURKEY/ TÜRKİYE

I was selected to intern at the International Court of Arbitration Secretariat of the International Chamber of Commerce (ICC). I also worked as an intern in the Middle East and North Africa-MENA Case Management Team and Special Counsel in the Secretariat of the ICC International Court of Arbitration. This was a position granted to only four interns per year selected among over 8.000 applicants.

I am a lawyer admitted to both the Istanbul (Türkiye) and the Paris (France) Bars. When I was first admitted to the Paris Bar in 2017, I checked myself on the Paris Bar directory and found that I was one of only three lawyers who were simultaneously qualified at the Istanbul and the Paris Bars and also practised in Türkiye. And I realised the other two were educated in France. So I was one of a kind!

I am also an internationally listed arbitrator and mediator. One of them is at the Singapore Institute of Arbitrators (SIArb). I successfully passed the Fellowship Assessment. However, due to the age criteria, my upgrade from Member to Fellow could not be done until SIArb annulled this condition, enabling me to upgrade my rank. In addition, I started a new position as Vice Secretary General at the Energy Disputes Arbitration Center (EDAC), the first and foremost sector-based arbitral institution focusing on energy disputes with its own rules. I was on the team that organised Istanbul Arbitration Week (ISTAW) 2022. It was the second edition of the first arbitration week (TAW 2021) in Türkiye.

Now at the age of 31, what I see in a nutshell is this: I hold three LLM degrees, I am a dual-qualified international lawyer in Türkiye and in France. I work on an international basis and as a partner at Dayioğlu Law Firm®, operating in more than fifty countries through its co-partner law firms across the world. I am a Member of the Chartered Institute of Arbitrators (CIArb) in the UK, a Fellow of the Singapore Institute of Arbitrators (SIArb) in Singapore, a listed arbitrator in the Shanghai Arbitration Commission (SHAC) in China, the Russian Arbitration Centre (RAC) in Russia, the Istanbul Arbitration Association (ISTA) in Türkiye and the Bali International Arbitration and Mediation Center (BIAMC) in Indonesia. I am a listed mediator at the International Mediation Institute in (IMI) the Netherlands, the Singapore International Mediation Institute (SIMI) in Singapore and the Bali International Arbitration and Mediation Center (BIAMC) in Indonesia. I am a former intern of the ICC and current Vice Secretary General of EDAC. And I have just begun.

Q What was it that drew you to work in arbitration and dispute resolution?

What excited me the most in arbitration is that parties to a dispute can choose its judge (arbitrator), its rules (substantive law), its court (seat of arbitration) and its procedure (procedural law). It is a fully customised way of resolving disputes where the procedural control is mainly on the parties. It is destined to be expeditious and cost-effective. The expertise in the field plays an important role on the





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arbitrator's end. Anyone with sufficient experience can act as arbitrator. To be entrusted with such responsibility and to be vested with such authority always intrigued me. Needless to say, the arbitral award duly rendered has the same binding effect and the enforceability with a domestic court decision. I call arbitration 'the new normal', or dare I say, 'contemporary way of adjudication'.

“All these years, my father Cemal Sedat Dayıođlu has been my mentor in every sense.”

Q What are you most excited to be working on at the moment?

There are couple of things. I contributed to an book on arbitration and it is on its way. I just came from Kigali (Rwanda) where I was invited to speak and I gave a speech on energy investment dipsutes during the OHADA Annual Conference hosted by FIPROD-ERSUMA. My next destination will hopefully be in Lome (Togo) where I am also invited to share my experience and knowledge in arbitration. I am currently working on an energy arbitration article to be published in an exquisite arbitration magazine. My posts will soon be published on the Kluwer Arbitration Blog. Also, I will be passing the Chartered Institute of Arbitrators Fellowship Assessment to become an FCI Arb. The arbitration cases where I act as party counsel at the moment thrill me, as I am experiencing new aspects and concepts each and every day.

Q What figures in the legal sector would you count as your greatest inspirations?

All these years, my father Cemal Sedat Dayıođlu has been my mentor in every sense. Once I became a lawyer I started to look up to him even more, as he is a pure doyen in our profession. I would also like to mention my grandfathers. Both of them were lawyers. My grandfather from my father's



side passed away last year due to cancer. Until two days before he passed away, he worked from the hospital bed. My grandfather told me that I was the future of Dayioğlu Family and of Dayioğlu Legacy, that no matter what I should carry on with my professional life. A wish that I'll honour and carry out for the rest of my life.

Again, this showed me where I was coming from. This is in my genes. This is in my family. And I am proud of all of them. I am a proud daughter of her parents and of her grandfathers but mostly a proud and a very lucky mentee of her father.

Q Is there a particular philosophy or set of values that informs your legal work?

The values depend on the person. Be it for my legal practice or my private life, my unshakeable values are as follows:

1. Do not let anything unfinished go until the end, even if it seems to be unknown, fight for your 'cause' until the very end. Remember that you are responsible for the journey (legal fight), not necessarily for the destination (outcome).
2. Remember that if you step in the boxing ring you get punched. And that is where we are fighting. Do not let anything stop you.
3. Do not make promises you cannot deliver. Be clear about the expectations. Manage them.
4. Make humanity your main concern. Walk in the shoes of others. Do not judge; understand. This is a more compassionate way of lawyering.
5. Follow your ambitions and combine them with your effort, because those are the things that get you somewhere.
6. Take charge. Do not blame the circumstances.

7. Do not forget or underestimate the power of networking, as you should not go all the way without support. Admit the role of a student and be open to new experiences and knowledge.

8. Make room for your loved ones. Set your priorities wisely and juggle. Family life matters.

9. You cannot win all battles in all fields. Accept defeat with integrity. Take the hit and move on. As long as you learn from the experience, there is nothing louder than that.

10. Do not trade your integrity with anything. Nothing can be as silent as a clean consciousness.

Q Is there one thing that you feel you could not live without?

Honour and integrity. But honestly, I want to ask: what is the point of feeling that we cannot live if something is denied to us or we are deprived of something? We are all survivors. We were born alone and we will eventually die alone.

I personally do not believe in this concept. Even though I may strongly suffer, I can live without anything if I have no choice. Desperation is a powerful state of being. But this does not mean that I do not have any fear of losing people or things. I have strong attachments. However, I am lucky to have so much to lose in this life – and I will keep it this way.

Q How do you measure your success?

For me, a successful person is someone who manages their environment, be it with work, family or friends, especially when faced with challenges and chaos. It is a combination of wisdom, determination, constant effort and a certain level of capability. It is how this person relates with obstacles and surmounts them. And this should be ascertained differently for every person, taking into account their background and the circumstances.

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Zane Shihab Partner

I am a partner and head of UK Sport at Armstrong Teasdale. We act for a large number of major events including Wimbledon tennis, London Marathon, RideLondon and UEFA. Our experienced team is at the forefront of the development of sports law and has led ground-breaking work involving complex litigation on issues such as competition and ticketing, in addition to all aspects of sport, intellectual property and commercial law.

Peter Kohl Partner

I head our corporate practice in London and am dual-qualified (UK/US), having worked for US law firms in London for most of my career.

Our core practice is middle-market mergers and acquisitions, acting for buyers, sellers and management teams. We have a robust team of lawyers in London who practice primarily on M&A matters, and we regularly work closely across business practices such as with Zane and the sports team, and our capital markets and restructuring teams.

Our London corporate group also works closely with our US colleagues. We closed a major UK acquisition this year for one of our firm's oldest US clients, and we are acting for several US clients in their investments into the UK and Europe, and vice versa. We are well positioned for cross-border transactions.



**SPORTS LAW &
CORPORATE LAW**
LAW FIRM OF
THE YEAR



**Armstrong
Teasdale**

Zane Shihab - Partner & Head of UK Sport
Peter Kohl - Partner & Head of UK Corporate

Q How have you each seen Armstrong Teasdale develop since arriving at the firm?

PETER: The Armstrong Teasdale/Kerman & Co combination in 2021 was a major move by both legacy firms. In the US, the combination was the firm's first move to Europe (London and Dublin). For us in London, this has been a huge boost, as we now are part of a major US firm. We can now help our European clients with all their US legal issues, which has greatly enhanced what we can offer.

ZANE: In addition to the UK/US combination to which Peter refers, the London office has steadily grown since I joined in 2012 and it is a huge advantage to be able to offer clients the full array of legal services to assist them in all key areas of law, from commercial to corporate, employment to litigation.

Q By the same token, how have your own practices and skills developed during this period?

PETER: As I originally trained and practiced as a US lawyer, our integration into Armstrong Teasdale has been a perfect fit for me. More broadly, our London team is spending a lot of time helping our US clients in navigating transactions in the UK – there are both technical and market differences where we can help to smooth negotiations toward completion.

ZANE: We are best known for assisting our clients on all aspects of their event management and delivery programme including sponsorship, ticketing, supplier and security contracts, procurement, venue agreements, data protection, corporate governance and brand protection. However, in recent years we have significantly grown our technology practice, advising on contracts for tech services, including managed or outsourced services and SaaS and, most recently, non-fungible token (NFT) deals for events, governing bodies and football clubs. The fact that we have an exceptional team of intellectual property lawyers dealing with patent, design rights and trade mark issues hugely assists in the tech area.

Q What was it that initially led you to specialise in your respective fields of sports and corporate law?

PETER: When I left law school in the US, I had intended to be a litigator. On my first day of work as a qualified lawyer, the senior partner of the firm called me in to 'ask' me to join the firm's corporate group due to a significant need for help there. From the start, I loved working with businesspeople and I have not regretted it since.

ZANE: I have always been passionate about sport. It quickly dawned on me when studying a dual honours law and biology degree at Keele University that this may afford me an



Armstrong Teasdale UK Sport Team, led by Zane Shihab

“Most of our sports clients are long-standing clients with whom we have enjoyed a working relationship for many, many years.”

opportunity to enter the then-emerging field of ‘sports law’. After sending a huge number of applications to sports, media and entertainment firms, I eventually obtained a training contract with a niche sports law firm under the tutelage of one of the top sports lawyers in the country, Nick Bitel (with whom I still work today at Armstrong Teasdale).

Q What significant challenges have you overcome to get where you are today?

PETER: The biggest challenges have probably come from macro-events outside anyone’s control. My career has spanned a number of recessions and financial crises. Each one has created ruptures in our clients’ businesses and, consequently, a need to shift gears as a lawyer to develop new skills – from helping growth investors one year to advising failing companies the next. Luckily, corporate lawyers generally are trained to handle a broad range of matters, so it is easier for us to be quick on our feet.

ZANE: Whilst any challenges I have faced pale in significance when compared to the difficulties faced by others, it was quite demoralising when I was unable to get my foot in the door of sports law firms when looking for a training contract.

Perseverance, commitment and some (not inconsiderable) luck eventually allowed me the opportunity to begin my career in this area.

Q What drives you to achieve the best possible results for your clients?

PETER: I think that you need a certain amount of drive to get up for work each day, in whatever you do. For corporate deals, adrenaline also usually kicks in at certain times – such as at the beginning of negotiations and at the end of a transaction, when you are most aligned with your client and your client’s success starts to feel as your own.

ZANE: Professional pride and that feeling of satisfaction when you get a deal across the line, usually in very tight timeframes.

Q Of your many professional achievements to date, which are you proudest of having accomplished?

PETER: Maintaining close-knit and longstanding client relationships. We have several clients we have worked with for decades. I am also glad to have maintained friendships with many former colleagues and clients, despite changes in our businesses and professional lives.

ZANE: To echo Peter’s words, most of our sports clients are long-standing clients with whom we have enjoyed a working relationship for many, many years. This is something to be proud of and we certainly do not take this for granted. The long-term nature of the associations has provided us with a unique ability to fully understand every aspect of their organisation and to not only advise from a legal perspective, but also support strategically.

Q Is there a particular creed or philosophy that motivates your work?

PETER: Not really, but respect and humility help along the way.

ZANE: As a failed footballer, to be involved in sport in any capacity is hugely motivating!

Q What does this award mean to you?

PETER: The corporate team consistently provides strong support and strategic advice to our clients and the award recognises this. As the old football coach said, it’s all about the team.

ZANE: It has been a strange few years, what with assisting our clients to navigate unprecedented challenges posed by COVID-19 and Russia’s invasion of Ukraine – this award is fantastic recognition for the hard work undertaken by the team.



Q What do you see on the horizon for corporate and sports law in 2023 and beyond?

PETER: The world economy is entering choppy waters, but there should be a lot of opportunities for those with available funds, both companies and investors. Due to the current political landscape in the UK and the US, I do not anticipate much significant development on the regulatory front affecting our clients. Instead, the focus will be on business fundamentals (supply, demand and pricing).

ZANE: From a competition law perspective, it will be fascinating to discover the outcome of the legal arguments concerning the controversial European Super League, which will have wider implications in relation to the European Sports Model and sports governance more generally. In December 2022, the non-binding opinion of the Advocate General of the CJEU found in favour of UEFA and FIFA and we wait to see whether the CJEU's final judgment aligns with the opinion. The court case is due in early 2023.

Q Can you tell us more about Armstrong Teasdale's plans for development in the coming year?

PETER: The firm has grown significantly in the past few years, which will continue – both in expanding our geographic reach and sector expertise. While increasing the bottom line during a time of growth is tricky, we are fortunate that our firm has done this very well so far.

ZANE: It will be a balance between consolidation and strategic growth, building on the firm's existing strengths.

Q Do you have any personal advice for less experienced legal professionals looking to emulate your success in your respective sectors of law?

PETER: Make time for personal interests, friends and family. Although law firm practice may seem all-consuming at times, it does not have to be. You do need to make an effort, though, to maintain a life outside the office, and you will not regret it.

ZANE: I would advise that aspiring lawyers looking for an inroad into sports law should focus on work experience that will be beneficial to the sports sector (such as commercial, regulatory, litigation, etc.). Media firms have a lot of crossover with sports firms so that is also an option. I would also suggest that they contribute to online blogs and draft articles which are sports law-centric whilst using social media to discuss the latest issues. Consider becoming a student member of the various sports law organisations and attend some of their meetings (most of the top sports lawyers attend these events). Lastly, you may like to consider a Masters, Diploma or PGC in Sports Law. All the above is time consuming (and may come with some expense), but they all illustrate to prospective employers a certain level of commitment.

Areas of Expertise

CORPORATE

- Antitrust and Trade Practices
- Commercial Contracts
- Debt Finance
- Emerging Companies
- Employee Benefits and Executive Compensation
- Environmental
- Financial Services and Banking
- Governance and Compliance
- Health Care and Life Sciences
- International
- Mergers and Acquisitions
- Mining and Minerals
- Oil and Gas
- Private Equity and Venture Capital
- Securities and Corporate Finance
- Tax
- Technology
- Technology Transactions
- Trusts and Estates

SPORT

- Agent-Related Issues
- Ambush Marketing
- Anti-counterfeiting
- Anti-doping
- Artificial Intelligence, Virtual Reality and E-sports
- Business Entity Formation
- Commercial Advice
- Competition Compliance
- Endorsement Deals and Cause Marketing
- Event Establishment, Structuring and Funding
- Franchising and Distribution
- Media
- Naming Rights for Stadiums and Sports Entertainment Facilities
- Ownership Rights
- Product Claims and Packaging/Labeling
- Regulatory Compliance and Interpretation
- Sponsorship Agreements
- Sports Governance
- Talent Representation and Management
- Ticketing
- Websites and E-Commerce



About Armstrong Teasdale

The firm employs over 750 people, of whom more than 380 are lawyers. We represent more than one-third of the Fortune 1000 and serve clients around the globe. During its 122-year history, AT has built a reputation based on the breadth of our lawyers' skills and knowledge, team approach to representation, responsiveness to clients' needs and understanding of their businesses.

In practice, we strive to operate as a team with boldness, creativity, transparency and passion to provide the highest level of service, efficiency and value to our clients. We embrace the following values: integrity, teamwork, entrepreneurship, investment, celebration, perspective, accomplishment and inclusiveness.

We know our firm's accomplishments would not be possible without our talented team of lawyers and professionals, a fact illustrated by the many individuals included in annual lists such as The Legal 500 U.K., Chambers USA, The Best Lawyers in the U.K. and America, Super Lawyers and Rising Stars, and our rank in U.S. News & World Report's list of Best Law Firms.

We focus on our clients' success and we are deeply appreciative of our clients' trust in us to handle their most complex legal matters. We look forward to continuing to serve our clients in pursuit of their business objectives by delivering on our mission.

While our London office has a diverse client base, our lawyers and professionals have particular experience working with listed public companies, owner-managed businesses and entrepreneurs.

Over the years, our professionals in London have developed a strong understanding of the challenges facing these types of businesses, and we draw on this valuable experience when advising our clients.

Our clients enjoy the following advantages when engaging with Armstrong Teasdale in London:

- Major law firm with transactional and contentious experience – our Am Law 200 firm is recognised around the globe, having recently attracted many partners from major international law firms.
- Our lawyers are highly responsive, client-focused and approachable – our clients appreciate our partner led, flexible, hands-on and responsive approach. When the unexpected arises or a challenging transaction deadline is set, our lawyers work diligently alongside clients to help them achieve their objectives.
- We take a pragmatic, commercial and tactically astute approach to our work – after all, we recognise that client time spent with lawyers is time away from their business. Clients find that we actively seek out, an invariably find, practical and workable solutions to their challenges.
- Sector strength – our lawyers have significant sectorial experience in a number of key industries and understand the issues that are material to clients operating in these sectors.
- International reach – we work with businesses and lawyers all around the world. Many of our clients are multinational, being based overseas or having international business interests.

We have strong affiliations with both Lex Mundi and Alluris - global networks of independent law firms whom we draw on for in-depth experience in cross border transactions and disputes.

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About Gerald E. Rosen

I started in the US Senate as a legislative assistant to a senator. I then practiced law for a little more than a decade with a large firm in Michigan. I went on the federal court in 1990 and served there for 27 years; I was the Chief Judge of that court for more than seven years. I have been with JAMS since 1 February 2017.

"JAMS" stands for Judicial Arbitration and Mediation Services and is the largest provider of alternative dispute resolution services in the world. We have more than 30 offices and about 450 neutrals – mediators, arbitrators, neutral evaluators, etc. I am an owner and a member of the JAMS board of directors.

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ALTERNATIVE DISPUTE RESOLUTION LAWYER OF THE YEAR

Hon.
**Gerald E.
Rosen** (Ret.)

Mediator & Arbitrator - JAMS

Q How would you summarise your role in JAMS?

I do large, complex mediations and arbitrations, primarily with commercial cases, class actions, intellectual property, employment discrimination and other types of employment law, as well as insurance cases, disputes involving governmental entities and municipalities and environmental disputes. I also do neutral evaluations for parties in all of these areas. A neutral evaluation is basically helping the parties to understand the strengths and weaknesses of their cases so that they can better strategise and position their cases to achieve best results.

I am also currently doing claims allocations with large settlements. For example, I am doing a \$460 million settlement of the University of Michigan sex abuse case, allocating and deciding claims in that case.

Q How has your work since arriving at JAMS differed from your practice prior to joining?

As my practice has grown, I have started doing larger, more complex and higher-profile cases. I am also doing more neutral evaluations, trying to help parties understand and better position their cases for a successful result. I am also doing some claims allocations, which I was not earlier.

Q What was it that initially led you to focus on alternative dispute resolution above other areas of law?

I have always enjoyed the process of helping to bring people together to find common ground. This goes back to the time when I served in the US Senate as a legislative assistant to a senator, when we would work on legislation

“I measure my success by adding value to the parties I am working with, whether that is by helping the parties to find a consensual resolution in a difficult case by way of mediation, or by helping parties to focus and strategise their cases more effectively by doing a neutral evaluation for them, or coming to a just result in an arbitration.”

and negotiated with other senators over legislative language in a bill. I always enjoyed that process. Then, once I was on the federal court, I would often help parties resolve cases that were pending before my colleagues, or my own cases.

What led me to ultimately leave the federal court and focus on a full-time practice of alternative dispute resolution was the Detroit bankruptcy in 2013 and 2014. I was appointed the judicial mediator in the case. This was the largest municipal bankruptcy in history with almost \$20 billion in debt and dozens upon dozens of creditors, as well as an enormous impact on the residents of Detroit and the greater state of Michigan. We were able to mediate a fully consensual settlement of the case within just 16 months – which might sound like a long time, but in the municipal bankruptcy world that is warp speed. There is much more I could say about the Detroit bankruptcy, but it was a very complex case and a very intense experience, working with the city and the state, dozens of creditors and of course the court.





Judge Rosen during a Mediation...

Q Would you say that your work on the Detroit bankruptcy case ranked among your career highlights to date?

Yes, it was very, very satisfying to help resolve such an important dispute for my city, my region and my state. But I would also count serving as Chief Judge of my court for more than seven years; I am very proud of what my colleagues and I accomplished during my tenure as Chief Judge.

During my tenure on the court, I also had a number of very challenging cases. I tried the first post-9/11 terrorism case, I had one of the earliest cases involving physician-assisted suicide, I had one of the earliest cases involving partial-birth abortion, and many other high-profile cases. I am proud to have come to what I think was a fair resolution of those cases while on the court.

Finally, I am very proud of having opened the Detroit office for JAMS. We have been up and thriving for six years now.

Q Can you tell us about some of the cases that you are working on right now?

I am currently doing a neutral evaluation for a plaintiff's class in a class action which involves one of the largest Ponzi schemes in history, and I am helping the plaintiffs strategise and present their case. I am mediating a very large race and age discrimination class action. I am mediating a longstanding dispute over water and sewer charges between the state of Michigan, the largest regional water and sewer authority in the state, and one of our poorest municipalities.

I am also working on several very large and complex patent and trade secret cases and, as I say, I am doing the claims allocation for the settlement in the University of Michigan sex abuse case.

Q On a more personal level, how would you measure your success in the work that you undertake?

I measure my success by adding value to the parties I am working with, whether that is helping the parties to find a consensual resolution in a difficult case by way of mediation or helping the parties to focus and strategise their cases more effectively by doing a neutral evaluation for them or coming to a just result in an arbitration. I am currently working on a very large arbitration dispute, though it is confidential. I enjoy being an arbitrator because it is sort of like being a judge; you are making decisions and rendering a judgement.

Q Can you share anything about what this award means to you and what the future holds for JAMS?

First, let me just say that I am very proud and humbled to be recognised by this very prestigious award, and I am hoping to continue to help JAMS roll out our practice throughout the US and internationally by both the work that I do and through my role on the board of directors with some of my colleagues from around the country.

FAMILY LAW
LAWYER OF THE YEAR

Londi Grammelis

Principal Solicitor
First Choice Family Lawyers



About Londi

My name is Londi Grammelis and I am the Principal Solicitor of First Choice Family Lawyers, located in Beverly Hills, New South Wales. I was admitted as a Lawyer of the Supreme Court of NSW in 2004 and the High Court of Australia in 2012.

Prior to opening my firm, I was an employed solicitor for ten years, gaining invaluable experience and knowledge until I opened my firm in 2014, practicing primarily in family law as well as wills and estates and criminal law – both of which go hand in hand with family law. As a practitioner, I have developed a reputation as a fierce advocate and strong litigator and, I have worked incredibly hard over the years to ensure that my firm as a whole, and the solicitors who I employ, embody that same approach.

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FIRST CHOICE
FAMILY LAWYERS



“On a professional level, I measure my success by the positive impact that I have had on people’s lives, both as an advocate and as an individual.”

Q Having practised in family law for 18 years, how have you developed your skills over this period?

As with any legal practitioner, there is a focus on continuing professional development and education. I am primarily a litigation lawyer and I have refined my skills as a practitioner and litigator through regular and ongoing appearances in the Federal Circuit and Family Court of Australia, as well as the New South Wales Local Court, District Court and Supreme Court. Over the years, and most recently in light of the merge of the Federal Circuit Court and Family Court of Australia in September 2021, I have seen the movement towards alternative dispute resolution within the industry as a client-driven way to achieve desirable and beneficial results. To ensure that I stayed at the forefront of change and innovation within the legal industry, I became an accredited mediator through AIFLAM in 2015 in order to offer a wider and more holistic service to my family law clients, either as their advisor or as a mediator.

Q What motivated you to become qualified as an Independent Children’s Lawyer?

Throughout my practice as a family law practitioner, it has been impossible to avoid dealing with matters that raise complex, often disturbing and multifaceted issues in relation to children. As an experienced family lawyer, I felt compelled to become an accredited Independent Children’s Lawyer, given my extensive understanding of the impacts which family law proceedings inevitably have on children. I felt that this was an appropriate time in my career to expand on my practice and utilise my advocacy skills in a new way, to assist the Federal Circuit and Family Court and advocate the best interests of children in ways which we as practitioners are unfortunately unable to do when acting for parents.

Q To zoom out slightly, what drove you to specialise in family law?

Throughout my early years of practice, I developed an acute awareness that the breakdown in a relationship,

which often leads to family law proceedings, represents the most difficult time in a person’s life, whether it is in relation to their financial affairs or their children. In practising over the last 18 years, I wanted to ensure that my skills, experience and knowledge were applied in a way that had a real impact on a person and their family’s life, particularly as I am aware that people generally do not find engaging with a family lawyer to be a pleasant experience. I wanted to provide a service to my clients that was focused on easing the stress and burden they experience during these difficult times and simplifying what can often appear to be complex and overwhelming legal proceedings.

Q What changes have you observed in the sector since you began your practice in 2004, and what changes do you see on the horizon?

Throughout the last 18 years I have seen a significant push within the family law sphere to simplify and expedite what was often a drawn out, highly litigious and expensive process. There has been a particular shift towards engaging in alternative dispute resolution to mitigate these issues in recognition of the fact that encouraging parties to keep control of their own futures, whether in relation to care arrangements for their children or their financial affairs, leads to more positive outcomes for all involved.

The recent merger and creation of the Federal Circuit and Family Court of Australia in September 2021 emphasised the renewed focus on reducing the extent and cost of family law proceedings and presented us as practitioners with a new streamlined approach through the Court. This has highlighted mediation and arbitration as practical solution-based and efficient ways to achieve positive outcomes for clients and, importantly, remove the delays and expense associated with family law proceedings.

It is clear to me that there will continue to be a movement away from litigation as the primary way to resolve family law disputes, and as a practitioner, it is encouraging to see that the Court and legislators have taken on board the criticisms of family law proceedings

and are taking active steps to address them. I will continue to be a passionate advocate for my clients, as I have been for almost two decades, and develop my own skills to meet my clients' needs in this changing landscape.

Q How do you measure your success?

On a professional level, I measure my success by the positive impact that I have had on people's lives, both as an advocate and as an individual. There is no denying that family law matters are complex and take an emotional toll on all involved, and I pride myself on my ability to ease that burden and be empathetic and supportive to my clients whilst still fighting for the best outcome for them and their families. I have had the great privilege of being involved in a number of complex family law and estate matters which have resulted in published judgments of legal significance, including the following:

1. Notaras & Notaras [2014] FamCA 350 (30 May 2014);
2. Katramados v Hasapis [2018] NSWSC 948;

“It is clear to me that there will continue to be a movement away from litigation as the primary way to resolve family law disputes”

3. Katramados v Hasapis (No2) [2018] NSWSC 1604;
4. Katramados v Hasapis (No3) [2019] NSWSC 435;
5. Katramados v Hasapis (No4) [2019] NSWSC 846;
6. Katramados v Hasapis (No5) [2021] NSWSC 1656;
7. Katramados v Hasapis (No6) [2022] NSWSC 642;
8. Koyroyshs & Koyroyshs [2018] FamCA 840;
9. Koyroyshs & Koyroyshs [2020] FamCA 626;
10. Koyroyshs & Koyroyshs (No. 2) [2020] FamCA 1060.

Q What does this award mean to you?

I have dedicated almost two decades to my professional practice and it is a great privilege and honour to have that work recognised in such a prestigious publication.



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About Fabien Bénédicte Suant

“My name is Fabien Bénédicte Suant, and I am one of the co-founders of CHAPLIN, BÉNÉDICTE & Co, a niche boutique firm dedicated to assisting entrepreneurs who want to expand internationally. Since our inception in 1999, we have been committed to helping our clients overcome the challenges of conducting business in foreign markets, including issues related to operations, red tape and compliance.

“While tax concerns are often top-of-mind for entrepreneurs looking to expand abroad, we have found that there are many other factors that can be equally challenging. These can include regulatory barriers, cultural differences and legal and contractual complexities that vary widely from country to country.

“As a partner at our firm, my role is to manage and coordinate our team of experts on a day-to-day basis, as well as to personally assist clients with their specific needs. This often involves working closely with them to understand their business objectives, assess the risks and opportunities in their target markets and develop effective strategies for achieving their goals.

“Over the years, we have worked with a wide range of entrepreneurs, from start-ups and emerging businesses to established multinational corporations. No matter the size or complexity of the project, we are committed to providing our clients with the highest level of service and expertise. Our philosophy has always been to act as trusted advisors to our clients, helping them to navigate the complex and often challenging world of international business.”

CHAPLIN,
BÉNÉDICTE
& Co.

www.cbc-legal.com



TAXATION
LAWYER OF THE YEAR

Fabien Bénédicte Suant

Co-Founder of CHAPLIN, BÉNÉDICTE & Co

Q How has your practice developed in the 25 years since its founding?

CHAPLIN, BÉNÉDICTE & Co has always taken a boutique approach to legal services, and our practice has evolved considerably since we first started 25 years ago. Back then, the European Union was introducing new rules around free movement of capital and trade, and we saw a real need to establish a firm that was solely focused on helping entrepreneurs take advantage of these new opportunities.

At first, we specialised in offshore legal services, working mostly with international entrepreneurs who were facing the challenges of globalisation. Our goal was to help smaller businesses access international structuring in the same way that large multinational companies do, but at a cost that was affordable and transparent.

Since then, our practice has evolved in many ways. We have stayed true to our boutique approach, but we have expanded our services to meet the needs of our clients. Today, we work with a diverse range of businesses, from start-ups to established multinational corporations, and we help them navigate the complexities of international business operations.

We have developed organically over the years by focusing on consistency in our work quality and our approach to our clients' problems. We understand that the law can be very complex, and the reality of international business operations is even more so, with external factors like technology and compliance algorithms adding new layers of complexity.

To be effective in this environment, we believe that it is essential to stay up to date with the latest developments in the legal and business worlds and to be creative in finding alternative solutions for our clients. Whether it is opening a business account in a foreign country, dealing with compliance issues or managing cross-border transactions, we are here to help our clients navigate the challenges of international business.

Q What is your biggest concern for the next 25 years?

My biggest concern for the next 25 years is the growing abuse of power by governments and institutions around the world. In my work, I have witnessed a disturbing trend of governments using their authority to violate the rights of individuals and businesses, often with little or no accountability.

One example of this is the increasing use of stolen data to conduct fishing expeditions for international tax assistance. These actions are conducted with impunity, as current laws do not provide sufficient protections for taxpayers in these situations.

In addition, I am deeply troubled by the manipulation of public opinion that we have seen in recent years, as well as the corruption that has been exposed at the EU level. These developments are particularly concerning given the potential for the EU to be an innovative, standards-setting institution that works for the benefit of all its citizens.

“It is important to be super specialised in your area of expertise. Do not try to be a jack-of-all-trades and master of none.”

My biggest fear is that people will become increasingly disengaged from the political process and will not exercise control over the actions of their elected representatives. This lack of trust in the system creates the possibility for governments and institutions to be used to control people's minds, rather than empowering them to develop and thrive as individuals within a group.

I believe that it is essential to hold those in power accountable and to work towards a system that is transparent, fair, and just. We must all do our part to ensure that our institutions are serving the needs of the people, not the other way around.

Q What is it that motivates you to achieve the best possible results for clients as you aid them through business set-up?

When we assist entrepreneurs with business set-up, I am motivated by the vision and passion of my clients. I have great admiration for those who take risks and work hard to achieve their goals and I feel privileged to be part of that process.

To me, it feels like being an architect who lays down the blueprint for my clients' roadmap to success. Our firm is a vital part of the solution, helping our clients navigate the complex legal and operational challenges that come with launching and expanding a business. It is an intellectually stimulating process to design a solution that meets the unique needs of each client and oversee all aspects of its realisation, from legal to operational, without missing any details.



What I find most rewarding is being on their side every step of the way. I learn a great deal from each of my clients and get to meet many bright and unique individuals. Participating in their success allows us to also grow our human, business and general knowledge. It is not just about learning from training and conferences; it is also about interacting with clients and learning from their unique experiences and perspectives.

Ultimately, my motivation comes from seeing my clients succeed and knowing that we played a part in their success. At CHAPLIN, BÉNÉDICTE & Co, we believe that we have a responsibility to help entrepreneurs achieve their goals and contribute to the growth of our economy. That is what drives me and our firm to achieve the best possible results for our clients.

Q What is your approach to problem solving, and how do you analyse complex issues to find creative solutions?

My approach to problem-solving involves embracing every problem, no matter how big, as an opportunity to use the

full potential of the human mind. I believe that the world has advanced so much precisely because we, as humans, face so many challenges. For me, every problem represents a chance to think outside the box, to challenge existing thought patterns, and to find creative solutions that can make the world a better place.

I find that problem-solving is a cognitive exercise that requires a deep analysis of complex issues. By breaking down a problem into its constituent parts and examining each one carefully, it becomes possible to identify new approaches that can lead to innovative solutions. I believe that creation is a vital part of the problem-solving process, as it helps to unlock new ways of thinking and new possibilities for action.

At the heart of my approach to problem-solving is a sense of curiosity and a willingness to challenge assumptions. I am always looking for ways to approach problems from different angles and to draw on a diverse range of perspectives and expertise. By doing so, I believe that it is possible to find solutions that are not only effective but also sustainable over the long term.

Overall, my approach to problem-solving is based on the belief that problems are opportunities to use our brains to their full potential and to make a positive difference in the world. I am always excited to take on new challenges and to help my clients find the creative solutions they need to succeed.

Q Do you have any advice for less experienced legal practitioners looking to emulate your success?

For less experienced legal practitioners looking to achieve success, my advice is to focus on three key areas: specialisation, boldness, and dedication.

Firstly, it is important to be super specialised in your area of expertise. Do not try to be a jack-of-all-trades and master of none. Instead, focus on a specific niche that you are passionate about and become an expert in that field. This will help you stand out from the competition and position yourself as a valuable asset to your clients.

Secondly, be bold but humble. Do not be afraid to take risks and try new things, but also be willing to admit when

you do not know something and seek help or advice when necessary. This will help you build trust with your clients and colleagues and create a positive reputation in your industry.

Finally, be meticulous and dedicated. Success in the legal profession requires attention to detail and a willingness to go the extra mile for your clients. Make sure you are always giving your best effort and taking the time to fully understand your clients' needs and goals. This will help you build strong relationships with clients and earn their trust and loyalty.

Overall, my advice to less experienced legal practitioners is to stay focused, be bold and humble, and always be dedicated to delivering the best possible outcomes for your clients. By following these principles, you can emulate the success of others in your field and make a positive impact on your clients and your industry.

Q Can you tell us anything about what 2023 might have in store for CHAPLIN, BÉNÉDICTE & Co?

We are extremely excited about the upcoming year at CHAPLIN, BÉNÉDICTE & Co. One of our most significant events will be the opening of a new office in Kyiv, Ukraine.

Although the ongoing war in Ukraine is a tragic situation, we see this as a unique opportunity for the country to evolve, re-invent itself, and become a reliable partner to Europe and the rest of the world. At CHAPLIN, BÉNÉDICTE & Co, we are committed to playing a role in this change, and our decision to open an office in Kyiv is a clear demonstration of our support for our Ukrainian friends, despite the ongoing conflict.

We see the new office as a way to expand our services to clients in the region and to help businesses navigate the challenges of operating in Ukraine and beyond. We are excited to work with new clients, partners and colleagues, and to make a positive contribution to the development of the Ukrainian economy and legal system.

In addition to the new office, we are also exploring new opportunities to expand our services and expertise in other areas. We are always looking for new ways to better serve our clients and stay at the forefront of the legal industry, and we believe that 2023 will be another year of growth, development and innovation for our firm.

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Andreas Baumann

Partner & Managing Director
PHH - Tax

About Andreas Baumann

Andreas Bauman is one of Austria's leading experts in tax planning and transaction taxes. His professional focus is on advising medium-sized companies and private equity companies on M&A tax matters – particularly in the areas of national and international transactions, corporate finance and restructuring. He is a full member of the Tax Adviser Examination Board of the Chamber of Austrian Public Accountants and a longstanding university lecturer on the topics of M&A and Due Diligence at the Universities of Graz and Linz. Baumann is also co-editor of the manuals "Group Tax Planning" and "Tax Due Diligence" published by LexisNexis, editor of the "Restructuring" desk of Austrian Tax Express magazine (Österreichischer Steuerexpress) (publisher: Manz) and a regular lecturer on M&A, corporate tax law and international tax law.

Firm Profile

PHH Tax advises on the entire spectrum of national and international tax advice. In close cooperation with our colleagues from other areas of law, we advise our clients on transactions, reorganizations, corporate financing and demanding individual tax planning issues or tax concepts. We find innovative solutions for every tax issue. Medium-sized companies and international groups of companies, entrepreneurs and family offices as well as financial investors and private equity companies value our individual advice and our personal commitment.

For us, the focus is on the clients. We value personal advice and direct availability. We offer the flexibility of a local and internationally recognized tax boutique firm and the security of a large network. With our global network of Rödl & Partner, which consists of 256 companies in over 60 countries worldwide, PHH Tax supports national and international entrepreneurs in all questions of tax and legal advice.

**“PHH Tax
supports
national and
international
entrepreneurs
in all
questions of
tax and legal
advice.”**

**PHH
TAX**

www.phh-tax.at

SPORTS LAW
LAWYER OF THE YEAR

Dr. Elke Romauch

ROMAUCH & ROMAUCH

Areas of Expertise

- Right to Compensation
- Insurance Law
- Sports Law / Expert alpine skiing, snowboarding, cross-country skiing
- Transport Law
- Contract Law
- Criminal / Administrative Criminal Law
- Mediation

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About Christophe Baekeland

Christophe is an entrepreneurial solution-orientated lawyer who combines a strong academic background with a profound experience in a wide range of business related areas. His inquisitive character, eye for detail and out-of-the-box way of thinking are key to his successful approach on complex and challenging cases.

One of his main areas of expertise is property law. In regard to real estate, Christophe has many experience in reviewing and writing construction, leasing and purchase agreements, in assisting private and public undertakings in large real estate projects (including Law Breyne), integrating investment and financing strategies (including securities and property agreements), providing both preventive as procedural assistance in public procurement (including PPS and state aid) and in co-ownership. In regard to IP and in IT, Christophe is well known for his excellent service in various software agreements (e.g. cloud, escrow, outsourcing, NDA and SLA) and his out-of-the-box way of thinking in GDPR-issues. Christophe is professor at the AP University College Antwerp and Syntra, where he teaches IT-Law, Public Law and Construction & Property Law. Finally he is also a researcher who publishes regularly in highly ranked scientific magazines and gives (inter)national lectures.

Christophe obtained an LL.M., and later LL.M.'s Company Law, Intellectual Property, Corporate Law, Competition Law & Economics and a Post Graduate Corporate Finance. He is a certified Data Protection Officer and GDPR Lead Auditor, as well a recognized mediator in property cases (including co-ownership).

Christophe works fluently in Dutch, English and French.

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PROPERTY LAW |
LAWYER OF THE YEAR |

Christophe Baekeland

Tecola PLLC

Firm Profile

Tecola is a specialised boutique law firm for and by entrepreneurs where innovation, forward thinking and sustainability are key. Tecola does not limit itself to legal analysis, but always aspire to take the client's financial background to heart and helps with the development and implementation of pragmatic and strategic policies.

Tecola supports both private as public undertakings in conducting sustainable and efficient business in respect with their corporate social responsibility. Tecola assists its clients in accordance to the highest standards of quality in three main areas of practice, more specifically Technology & Privacy, Communication and Legal Services.

Areas of Expertise

Technology & Privacy: Tecola has a strong background in IT related matters, especially in ASP, Cloud & SaaS, escrow, hosting, maintenance, development, NDA, outsourcing, service level and timesharing, and generally in concessions, commercial agency agreements, franchising, leasing and licensing. Furthermore, Tecola provides preventive and curative legal advice and assistance on privacy-related topics (including cookie and GDPR charters), and is able to assist your business both as a certified Data Protection Officer as well as a GDPR Lead Auditor.

Communication: Tecola works out business restructuring and investments guidelines, policies and strategies according to the challenges and goals set out by his clients, and assists them with the efficient and pragmatic implementation in their business. Tecola also supports (boards of) directors, share- and stakeholders in their public and business related communication to enforce their rights and avoid both their accountability and liability. Within this area of expertise, Tecola also provides (inhouse) guest lectures, seminars and workshops, as well mediation services.

Legal Services: The main focus of this department is twice. First of all numerous corporate law related matters, such as the selection of an appropriate legal structure, support measures and grants, shareholder and directors' agreements, mergers, acquisitions, reorganisations, trade agreements and NPO-regulation. Secondly Tecola assists both private as public undertakings in a wide range of property transactions. This includes construction, leasing and purchase agreements, public procurement, PPS, securities and rights in rem with in particular construction structures and apartment co-ownership.

PUBLIC LAW

LAWYER OF THE YEAR



Jukka Pakkanen

CEO - Pakkanen Legal

About Jukka Pakkanen

Jukka has represented public sector organizations, local companies as well as international and global corporations. Clients Jukka has advised include ECM S.p.A, an international railway infrastructure provider, a part of Caterpillar, and Danske Bank, one of the largest Nordic banks, operating in Europe and the U.S.

Jukka advises clients on litigation and dispute resolution matters, property law, employment law, transactions and finance law. Clients choose Jukka for his legal expertise and wide experience, but also for his ability to support clients in highly demanding situations.

"Jukka and his team handled our appeal concerning a contract with total value of 300–400 million euro, which was a significant project also for us. The whole process was handled with expertise and the negotiations led to the result we had aimed for. Also, it was pleasure working with Jukka, and I can strongly recommend Pakkanen Legal for public procurement processes, contract negotiations and dispute resolution."

Minna T. Talikka Contigiani, ECM S.p.A.

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PAKKANEN
L E G A L

Firm Profile

Our clients trust us in their most difficult and complex situations. Companies and public sector organizations turn to us when insight and solutions are needed. Litigation and dispute resolution, public law and public procurement, construction law, employment law and company law are our main areas of expertise.

Our litigation practice covers general courts, administrative courts and market court. Our aim is to find ways to resolve the conflict in client's best interest and, whenever possible, to avoid conflict or litigation altogether.

We draft, negotiate, and review commercial and corporate agreements on various sectors, including building and construction, healthcare, public sector, energy sector and technology.

We advise clients on all matters concerning employment issues. We assist employers in both strategic and day-to-day matters and advice on terminations and reorganizations. We also frequent in employment disputes.

We help our clients in all stages of transactions, from first steps and planning to final stages, ensuring our client's benefit. We advise on mergers and acquisitions, as well as real estate transactions.

We have advised our clients on all main areas of public procurement on goods and services. Large scale building and construction contracts, sale and lease contracts, property and building transactions, transportation, financial services, temporary work, medical services, just to name a few.

We are widely recognized as a results oriented partner in complex public law cases, whether it be a dispute resolution, litigation or contracts.

Areas of Expertise

- Litigation & Dispute Resolution
- Public Law
- Finance Law
- Employment Law
- Property Law
- Construction Law
- Competition Law & Public Procurement
- Mergers & Acquisitions
- Corporate Law
- Tort Law
- Company Law

FINANCIAL SERVICES | CONSULTANT OF THE YEAR



Ada Di Marzo

Managing Partner
Bain & Company

About Ada Di Marzo

Ada Di Marzo is the managing partner of Bain & Company's Paris office.

She joined Bain in 1999 and previously led the firm's Financial Services practice in France.

She has specific expertise in business and operating model transformation within corporate, investment and retail banking sectors, focusing on customer experience, human capital and digital transformation.

Ada has worked primarily in the financial services sphere, leading cases throughout Europe. She has focused her work in retail bank restructuring and distribution optimization, front-office and back-office process reengineering, and post-merger integration. She has also addressed growth strategy, M&A, capital, liquidity and asset liability management.

Firm Profile

Bain & Company is a global consultancy that helps the world's most ambitious change makers define the future.

Across 64 cities in 39 countries, we work alongside our clients as one team with a shared ambition to achieve extraordinary results, outperform the competition, and redefine industries. We complement our tailored, integrated expertise with a vibrant ecosystem of digital innovators to deliver better, faster, and more enduring outcomes. Our 10-year commitment to invest more than \$1 billion in pro bono services brings our talent, expertise, and insight to organizations tackling today's urgent challenges in education, racial equity, social justice, economic development, and the environment. Since our founding in 1973, we have measured our success by the success of our clients, and we proudly maintain the highest level of client advocacy in the industry.

Areas of Expertise

- Consulting
- Financial Services
- Banking

“Across 64 cities in 39 countries, we work alongside our clients as one team with a shared ambition to achieve extraordinary results.”

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www.bain.com

About Alexandra Barberis

Alexandra holds a Master's Degree in ICT Intellectual Property Law and a Master's Degree in Corporate Engineering, Business Law, Finance and Securities from Aix University's Institute of Business Law - Marseille. Alexandra has been a lawyer at Marseille - France since 2009.

Before becoming a lawyer, Alexandra was a corporate lawyer for four years. In September 2011, she founded @LEX AVOCATS and specializes in Internet law and new technologies.

Alexandra is primarily involved in data protection and RGPD compliance.

She is passionate about the impact of new technologies, and she founded a firm that looks like her, committed and digital.

**“@LEX AVOCATS
is committed to
changing the world,
starting with tech, and
using law as a means
to achieve it”**

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DATA PROTECTION
LAWYER OF THE YEAR

Alexandra Barberis

Founder of @LEX AVOCATS

Firm Profile

Through innovative practice and the assertion of its beliefs, @LEX AVOCATS helps digital companies to be an actor in change. Being a real legal center symbolizing a sentinel, identifying risks and anticipating challenges is the proposal of @LEX AVOCATS' values.

We help change the world.

@LEX AVOCATS is committed to changing the world, starting with tech, and using law as a means to achieve it. @LEX AVOCATS, it's the story of two women who have been tired of being silent witnesses to inequality and imbalances in the business world.

Balance and equity in action

@LEX AVOCATS is working to promote balance and fairness, starting with solving a major imbalance, namely being understood by its clients. @LEX AVOCATS uses clear language and tools from Legal Design.

Today @LEX AVOCATS is working to combat situations that produce abuse and to ensure that the contractual relationship is balanced for the parties.

A Female Cabinet

Finally, @LEX AVOCATS made the bold choice of building a female cabinet. That's how to reduce the inequality that still exists between women and men.

Our offerings

- **Legal Ops**
Offer of Outsourced Legal Management, in the form of a subscription including adapted tools and a dedicated contact person
- **Data Secure Management**
GDPR compliance offering, in subscription form, including a business tool, DPO service and compliance document management
- **Data Value Management**
Offer to set up a strategy for data recovery, in the form of a subscription, including a data visualization tool and awareness actions

Areas of Expertise

Computer and Cyber Law

- Computer Contracts Law and Business Law
- Internet and Platform Law

Personal Data Law

- Audit and Implementation of GDPR Compliance Strategy
- Develop New Compliance Tools
- Support for Rights Management
- Intercompany and Intra-Enterprise Awareness Activities

Outsourced Legal Directorate

- Audit and Enforce Trade Law Contracts
- Adoption and Optimization of Procedures
- Governance in Place
- Management of Litigation



Armand Terrien

Independent International Arbitration Specialist
Armand Terrien Avocat

About Armand Terrien

After nearly 10 years at 2 leading global firms, Armand (a member of the Paris and New York bars) set up TERRIEN AVOCAT, a dispute resolution boutique focused on high-stakes arbitrations and arbitration-related proceedings in Paris in 2020.

Armand regularly acts as arbitrator and counsel in arbitrations under the aegis of all major arbitral institutions (ICC, OHADA, ICSID, LCIA, AFA, SCAL...). He also regularly acts in set-aside proceedings before the Paris Court of Appeal.

Armand is recognized for his dispute resolution expertise in post-M&A disputes and in the renewable energy sector across Europe, the Mediterranean, and Africa. He also has particular expertise in art-related disputes, and has acted in disputes governed by French, English and New York law, as well as various other laws, in tax, energy, real estate and construction disputes.

In 2021, he secured a landmark victory, convincing the Paris Court of Appeal to dismiss the first challenge to an ICC award rendered during the COVID pandemic.

Current representations include a variety of disputes (both commercial and investment), out of Paris, Geneva, and London.

He is a current co-chair of the French under 40 arbitration group (CFA-40), and is listed on the European Commission panel of arbitrators as well as appearing on the pool of arbitrators of major arbitration institutions. He regularly lectures on international arbitration at leading French law schools, and is widely published on the topic. He also maintains an active pro-bono practice assisting victims of human trafficking.

Firm Profile

TERRIEN AVOCAT offers tailored arbitration and complex litigation services out of France (including conduct of arbitral proceedings, set-aside and enforcement proceedings, and assistance or coordination in multi-jurisdiction complex disputes) to both individual and corporate clients as well as foreign law firms seeking boots-on-the-ground jurisdiction-specific expertise. The firm regularly teams up with outside in-house counsel seeking punctual arbitration expertise on behalf of their regular clients, and foreign firms in search of made-to-order assistance before French jurisdictions and Paris-seated arbitral tribunals.

Areas of Expertise

- Arbitration
- International Arbitration
- Set-Aside and Enforcement Proceedings
- Banking
- Post-M&A Disputes
- Renewable Energies
- Construction
- Contracts

**ARMAND
TERRIEN
AVOCAT**

en.terrien-avocat.com

ENTERTAINMENT LAW LAWYER OF THE YEAR



Camille Domange

Partner - CDO LAW FIRM

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www.cdoavocat.com

About Camille Domange

Camille DOMANGE is a French qualified lawyer at the Paris Bar and CEO of the law firm CDO. He is registered as a Data Protection Officer and agent for artists and authors.

As an experienced professional in the media, culture and digital fields, he assists his clients in legal and commercial matters as well as in public and regulatory affairs. He has developed a recognized expertise in these fields, particularly in contractual negotiations and the legal securing of complex multi-actor operations. Thanks to his transversal expertise and his perfect knowledge of the corporate sector as well as the French and European public sector, he provides high value-added operational and strategic legal advice.

Camille DOMANGE was until 2019 Group General Counsel & Public Affairs Director of the media group EndemolShine France, which he had joined in 2014 as Legal Director of the Endemol France Group. He was previously Head of the Digital Policies Department at the French Ministry of Culture and Communication, which he joined in 2009 after working in international law firms. In the context of his ministerial positions, he has held various European mandates (Council of Europe and European Commission) on issues related to the development of the digital economy and copyright.

In parallel to his activities as a lawyer, he lectures in his fields of specialization at the University of Paris I Panthéon Sorbonne and the School of Management of Cultural Industries. He also runs training courses in French and English for entertainment professionals (The Media Faculty, Serie Mania Institute, etc.).

He is a member of the Board of Directors of the French Computer Law Association called "AFDIT" (Association Française du Droit de l'Informatique et des Télécommunications).

SECTORS / AREAS OF EXPERTISE

- Media – Music - Entertainment
- Data Protection – Open Innovation
- Intellectual Property
- Digital - Tech

Firm Profile

CDO AVOCAT is a French law firm specializing in the creative, digital and innovation sectors. The firm supports those who contribute to transforming our world: institutions, innovators, entrepreneurs and creators of ideas or values.

We provide our French and European clients with solid expertise by acting as a facilitator and offering them tailor-made, intelligible, concrete and applicable solutions to get them where they want to go in a perfectly secure environment.

We are not in the habit of giving credit to ready-made answers. We immerse ourselves in our clients' environment and in the cases submitted, with seriousness and by cultivating an intellectual requirement for in-depth analyses and strategies.

CDO AVOCAT advises on legal, commercial and strategic issues as well as on public and regulatory affairs. We provide advisory and dispute resolution services.

Since its creation, CDO AVOCAT has developed a specific expertise in advising and assisting economic players in the entertainment sector, a practice that is regularly distinguished by numerous awards.



About Cécile Martin

Lawyer at the Paris bar since more than 20 years and Managing Partner of Ogletree Deakins in France, Cécile's practice focuses on labor and employment law.

Listed in Chambers, Legal 500 and Best Lawyers, Cécile Martin has developed a strong experience in the social management of operations in companies, including mass redundancies, both in consulting and litigation, as well as in discrimination and harassment. She also advises clients on compensation policies (including material risk takers for banks).

Having started her career at the French Data Protection Agency (CNIL), Cécile has developed leading edge skills particularly on topics related to HR Data Privacy issue (management of HR personal data, employee monitoring at the workplace, whistleblowing alerts, social media use and HR international data transfer). She lectures on data protection law at Paris La Sorbonne University and regularly provides training to companies and lawyers regarding the compliance with the GDPR.

Cécile is a member of the CDPO France Advisory Board of the International Association of Privacy Professionals (IAPP) and is a member of the Ogletree Deakins International and Data Privacy practice groups.

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Ogletree Deakins

Avocats dédiés au droit social



LABOUR & EMPLOYMENT LAWYER OF THE YEAR

Cécile Martin

Partner at **Ogletree Deakins**

Firm Profile

Firm of excellence in French employment law, Ogletree Deakins is a recognized player in the marketplace in France, and has become the trusted counsel on strategic matters and complex mandates to large French national companies including the French State's own companies and to large French private law companies.

Ogletree Deakins was founded in Paris in March 2017 by French lawyers from leading French and Anglo-Saxon law firms who wanted to combine their recognized labor law practice and to provide excellent counsel in a firm dedicated exclusively to the practice of French employment law.

The objective, driven by a common ambition, was and still is, more than ever, to become one of the leading French players in employment law, with a thorough knowledge of decision making within the governmental apparatus and French institutional clients.

The French lawyers at Ogletree Deakins Paris share the same high standards of quality as their American counterparts of the well-recognized firm, founded in 1977 and still being the leading firm in labor and employment law representing management in the United States and throughout the world with more than 900 lawyers from the USA, Canada, Mexico to Europe (France, UK and Germany).

From only 5 lawyers back in 2017, the firm has now 22 lawyers including 6 Partners, 1 Of Counsel, 2 Counsels and 13 associates and for 2023 the firm plans to continue to grow.

The French head office is located in Paris at 58 bis rue la Boétie, where its main activity takes place. The firm has secondary offices in Nantes and Lyon in order to assist its major French clients in their regional territories. Ogletree Deakins' lawyers advise, represent their clients and conduct cases in court throughout the French national territory including the overseas territories such as Reunion Island, Saint Martin, Tahiti, New Caledonia or Mayotte.

Areas of Expertise

OGLETREE DEAKINS assists its clients in the full range of labor and employment matters. The firm's reputation is particularly strong in the following areas of practice:

- Restructuring plans
- Collective negotiations and management of complex labor relations (strikes, collective agreements, labor management agreements)
- Compliance programs and internal investigations
- Complex litigation before administrative and judicial jurisdictions
- Management of personal data in the field of HR (GDPR)
- Sensitive issues of health, safety, working conditions
- Employment law applied to public service and state-owned companies
- Criminal labor law
- Social Security
- Compensation and benefits

About Florian Silnicki

Florian Silnicki does not tell customers what they want to hear. He tells them what they need to know.

An expert in crisis communication, Florian Silnicki founded the LaFrenchCom agency, though he began his professional career as a parliamentary assistant to Franck Riester, who became Minister. He then became an adviser to the UMP (now Les Républicains), the political party of the presidential majority of the five-year term of Nicolas Sarkozy, sixth president of the Fifth Republic. Florian was then appointed head of the crisis department of a communication agency based in Paris, in which he advised many companies on the protection of their interests in the face of major image and reputational risks.

Florian now devotes his activity to media and digital advice for public decision-makers and entrepreneurs when they have to go through crises. He operates both in France and abroad, particularly in Europe, Switzerland, Monaco, Luxembourg, the United Kingdom and on the African continent.

In recent years, Florian has taken part in the most publicised trials as well as in the biggest competitive confrontations. He advises many public figures, entrepreneurs, artists and athletes in the defence of their image in the media and on the internet.

Florian is considered one of the best crisis communication professionals in France, his dual knowledge of the world of media and economic circles giving him unique expertise. He regularly appears in the media as an expert. He transmits his experience and know-how in the context of training courses intended for professionals and to university students (specialised masters 2), Grandes Ecoles and communication schools.

Florian regularly speaks before Executive Boards, Boards of Directors, Executive Committees and General Meetings in order to raise their awareness of new media and digital risks. He also oversees all files entrusted to LaFrenchCom.



**RISK MANAGEMENT &
CRISIS MANAGEMENT**
ADVISORY FIRM
OF THE YEAR

Florian Silnicki

Founder of **LaFrenchCom Agency**

Firm Profile

Founded in 2010 by Florian Silnicki, LaFrenchCom is a French independent crisis communications consultancy. The firm's client portfolio includes leading global, public and private organisations. LaFrenchCom supports its clients in getting through crises of image and reputation in France.

LaFrenchCom offers a full range of services for head offices of large groups in managing sensitive communications and is placed among the leading crisis management consultancies in France. The services of LaFrenchCom are structured around three main activities: crisis communications, crisis management litigation PR and communications under judicial restrictions.

With 28 consultants and a global network of clients and partners, LaFrenchCom offers its clients specific and recognised expertise in Paris. The crisis communications agency has been designated for several years, including in 2022, as being among the best in France in the ranking of the Leaders League.

LaFrenchCom is a global crisis PR leader and public relations firm that specialises in crisis communications

services and traditional public relations, with an emphasis on reputation repair. Their experienced team of PR professionals will work with you to create a crisis strategy so you are prepared to handle any scenario that may arise. They are one of the top French crisis PR firms and can assess your needs quickly and tailor a plan that is specifically designed for your organisation's unique needs.

LaFrenchCom's crisis PR firm is different from others because they have decades of experience specifically in crisis communications. Their crisis management public relations firm works hard to provide the right kind of assistance at the right time so they can make sure you are prepared when a disaster strikes. This top ranked crisis management agency offers a wide range of PR services that include media relations, crisis management consulting, crisis PR training, reputation repair and on-camera interview training.

LaFrenchCom is recognised as a leader in crisis communications and strategies and can help make sure you are prepared so that nothing ever mars your organisation's reputation or online credibility.

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Barceló

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PATENTS LAWYER OF THE YEAR

Georges Cornuéjols

Partner at **Cassiopi**

Firm Profile

Cassiopi defines itself as an agile and modern firm, where digital technology reduces costs and increases skills.

We are convinced that tomorrow's consulting will be based on the triple alliance of business expertise, digital efficiency and customer relationship.

Since 2017, we have been moving forward in this direction by developing the tools of tomorrow. We have developed fine-tuned budgeting and financial forecasting tools.

Thanks to these tools, a few clicks are enough to define a strategy, evaluate it, challenge it and adapt it. Even ...during... meetings! Cassiopi is a member of the French Financial Evaluation Society ("Société Française d'Evaluation"), constituted of experts in financial evaluation of companies and their assets. For more than thirty years, we have been representing companies, communities and academics before more than 50 patent offices.

Our team of attorneys and paralegals masters all legal phenomena related to patents, including, of course, the annuity payment process.

Our grant rate in Europe is 81%, against an average of 50% (source: EPO). We were successful in 93% of our EPO opposition attacks or defenses, each against large European firms.

Cassiopi is:

- 3 European patent representatives
- 2 French patent attorneys
- 2 French and European trademark patent attorneys
- 4 Paralegals

Cassiopi is a boutique law firm based in Paris and Montpellier with clients in France and Europe.



Areas of Expertise

- Patent Prosecution
- Patent Drafting
- Patent Oppositions
- Patent Litigation in Europe and France for Artificial Intelligence, Blockchain, Electronics, Optics, Mechanics, ... Industrial processes (including chemicals) as well as patent evaluation
- Patent evaluation

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CASSIOPi
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About Marie Potel-Saville

Marie Potel-Saville is the founder of Amurabi, an award-winning legal innovation studio, bridging the gap between the law and its users. Through a unique combination of user-centricity, plain language, neurosciences and design, Amurabi transforms unheeded legal documents into action tools that empower users.

Before founding Amurabi, she worked in private practice for 10 years before moving in-house to become GC EMEA of a US listed group. She holds a Master's Degree in Innovation by Design at ENSCI, is a member of the Advisory Board of the Serpentine Galleries' Legal Lab and teaches legal innovation by design at Singapore Management University, Sciences Po Paris and Assas.

DIGITAL TRANSFORMATION & LEGAL DESIGN FIRM OF THE YEAR

Marie Potel-Saville

Founder of **Amurabi**

Q Who are you?

I'm a human-centric lawyer, a problem solver and a firm believer in the fact that all users should be empowered to make their own, informed and free choices when faced with legal issues.

In practice, I'm the founder of Amurabi, an award-winning legal innovation studio. One of the reasons why I created Amurabi was to fight against dark patterns: interfaces that deceive or manipulate users. That's also why we created our R&D Lab in 2021: a virtuous cycle where our research feeds our projects, our projects test our research hypothesis live, and retro-feed our research. This combination gives us a lot of freedom, and I love it!

Q You mentioned founding Amurabi. Could you talk a little more about Amurabi and the work which you do?

In practice, at Amurabi we design contracts, processes, compliance programmes, litigation, platforms and decision-making tools that solve users' pain points. Ever dreamed of a contract you would feel like reading? A privacy policy that would empower you to make your own informed choices? We designed them! Our user testing lab enables us to precisely measure the value we create, and our R&D Lab focuses on fighting dark patterns. Our new platform fairpatterns.com provides a comprehensive solution to identify dark patterns, remedy them with fair patterns, and train designers, developers, marketers and lawyers to avoid dark patterns.

Q What does this problem look like?

Law is broken. Decades of legalese, tick-the-box compliance and inaccessible legal content generated blind consent, inefficiencies and

business adverse constraints. Higher legal risks and frustration. For example 98% of users simply give up and do not read privacy policies, worsening the privacy paradox. And the European Commission found that 97% of Europeans' favorite e-commerce websites contain at least one dark or deceptive pattern: an interface that deceives or manipulates users.

Q What is your methodology for solving this problem?

Human-centricity (i.e. solid user research) design, combined with neurosciences, plain language expertise and all of the facets of design. Obviously, this is a multi-disciplinary approach where designers collaborate with neuroscientists, lawyers and users to co-create solutions. Co-creation is very powerful to facilitate change in a way that empowers everyone. We also strongly believe in fast prototyping, and above all thorough user testing, iteration then delivery.

“98% of users simply give up and do not read privacy policies, worsening the privacy paradox.”

Q How has this approach been applied?

For example, we apply this methodology to litigation design where we work with leading law firms in 19 jurisdictions across the EU to:

- integrate neurosciences and in particular cognitive biases analysis in their litigation strategy, - design written submissions to ease the cognitive load of judges and facilitate facts and arguments checking,

- create impactful visuals on complex legal concepts, so that all judges, regardless of their level of expertise in the given area of law, can easily grasp them.

This approach is particularly helpful in class actions and follow-on litigation cases, e.g. civil litigation after a regulatory fine.

We're seeing the first results where our deliverables are sometimes discussed during hearings.

Firm Profile

We are an award-winning legal innovation studio, bridging the gap between the law and its users. We transform legal documents, processes and services into action tools that empower all users. We specialize in creating "fair patterns": interfaces that empower users to make enlightened, thus free choices.

Our multidisciplinary approach combines user-centricity, neurosciences, plain language and all the facets of design.

Areas of Expertise

- Innovation by Design
- Legal Design
- Design Thinking
- Fighting Dark & Deceptive Patterns - creating Fair Patterns
- Litigation Design
- Privacy Design
- Public Sector & Regulation
- Accessibility of the law

Contact

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“ amurabi

**legal innovation
by design**



Stéphanie Zaks

Founder of **Cabinet Zaks**

About Stéphanie Zaks

Stéphanie Zaks founded the law firm Cabinet Zaks in 2011 after seven years of collaboration in renowned Parisian Law Firms.

Stéphanie Zaks was admitted to the Paris Bar in 2005. She has a degree from the Institute of Political Studies of Paris « Sciences-Po Paris » as well as the Law Faculty of the University of Paris-Nanterre.

Composed of four lawyers and a legal assistant, Cabinet Zaks is located in the heart of Paris in the Madeleine district.

The clients of Cabinet Zaks are mainly companies, associations, public entities and individuals.

In the field of Media and Press law, Cabinet Zaks assists media companies, publishers and individuals in press litigation (right of reply, defamation and insult actions, violation of image rights and privacy, counterfeiting, unfair competition, parasitism, requests for deletion and dereferencing of content on the Internet).

Seen as the firm's attorneys are fluent in English and German, with most of them having studied in foreign universities, they are able to work in both languages.

The firm guarantees its clients proximity, expertise, rigor, availability and responsiveness.

With a passion for their profession, the firm's lawyers have extensive judicial experience. They intervene in sensitive disputes and high-stakes litigation.

Cabinet Zaks has been distinguished in several rankings, particularly in Media and Press law.

Finally, the attorneys of the firm regularly participate in conferences and conduct training sessions.

Areas of Expertise

The firm's attorneys practice in four main fields :

- Media and Press law;
- Intellectual property law;
- Criminal business law;
- Labour law.

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PRODUCT LIABILITY DEFENCE | LAWYER OF THE YEAR



Sylvie Gallage-Alwis

Founding Partner
Signature Litigation

About Sylvie Gallage-Alwis

Sylvie Gallage-Alwis is both an Avocat à la Cour in France and a Solicitor in England & Wales.

After 10 years practicing in a major international law firm, Sylvie became one of the founding partners of the Paris office of Signature Litigation and heads its product liability practice. She specialises in all cutting-edge complex disputes linked to products, namely product liability, product safety, toxic tort, mass litigation/class action, regulatory compliance, and environment.

Sylvie has 15 years' experience in all ranges of product-related litigation. She represents a variety of globally recognised manufacturers from industries such as automotive, electronic products, cosmetics, new technologies, steel, energy, food, toys, etc.

She is further known in the French market as a leading toxic tort / mass litigation lawyer. As such, she has been involved in most pro-company case law rendered in recent years, notably in asbestos-related and various chemical-exposure related cases, with some cases mentioned in the French Civil and Social Security Codes because of the significant reversal in case law they represent.

Sylvie is involved in some of the most innovative litigation of the French market: dieselgate, planned obsolescence, climate change litigation, anxiety to develop a disease in the future, online marketplaces' status, reparability/durability of products, sustainability claims, etc. Her team is assisting a number of clients in the scope of the launch of products for which there are no specific regulations yet, helping them navigate and use to their advantage the existing regulatory landscape.

Sylvie is an active member of the International Association of Defense Counsel (IADC) and Association of Defense Trial Attorneys (ADTA). These memberships allow her to be at the forefront of the legal risks faced by companies in the United States, helping her assisting her clients to foresee and anticipate such risks when they are introduced by plaintiffs' Counsel in the European Union and France (e.g. class actions, PFAS, water & air pollution, fertilizer-related claims).

Areas of Expertise

- Commercial Litigation
- Product Liability
- Product Safety
- Toxic Tort
- Environment

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SIGNATURE 

START-UP & VENTURE CAPITAL LAW FIRM OF THE YEAR



Alan Solansky

Founder
SOLANSKY Rechtsanwälte

About Alan Solansky

Alan (founder) is a German qualified lawyer and entrepreneur with a strong technology background (Master of Law & IT, LL.M.) and 20 years' work experience gained in international law firms and as entrepreneur in the online and media industry. He consulted and represented numerous successful technology start-ups, investors and international corporations in financial transactions as well as IP and IT Law. Furthermore, he serves as mentor and coach for spin-offs at Technical University Munich and mentor at START Incubator of University of St. Gallen (HSG). Alan also invests as Legal Angel in technology start-up companies.

Firm Profile

SOLANSKY Rechtsanwälte (Lucerne/Munich) is a boutique law firm advising entrepreneurs, start-ups, growth companies and investors in corporate transactions (venture capital, private equity, finance), business operations and intellectual property in Switzerland and Germany. A team of excellent lawyers, each with individual entrepreneurial background, applies laser focus for high specialization and industry know-how in their practice areas.

With extensive knowledge and a forward thinking business approach, the team combines experience from counsel's, entrepreneurs' and investors' perspective.

Their clients appreciate a legal team with a deep understanding of the nuances of entrepreneurial businesses, their target-oriented approach and excellence at deal making. The team consults clients in all stages of their businesses - from founding to the exit. Their passion for technical innovation and most talented entrepreneurs is the x-factor to go the extra mile and help clients to separate from their competitors. A truly "digital native" law firm disrupting the industry.

“With extensive knowledge and a forward thinking business approach, the team combines experience from counsel's, entrepreneurs' and investors' perspective.”

SOLANSKYRECHTSANWÄLTE
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www.aslp.de

BANKING & CAPITAL MARKETS LAWYER OF THE YEAR



Dr. Martin Andreas Duncker

Equity Partner
SCHLATTER.LAW

About Dr. Martin Duncker

Dr. Martin Andreas Duncker was admitted to the bar in 2007 and joined SCHLATTER.LAW as an attorney in 2007. Since 2013 he is a partner at SCHLATTER.LAW. Dr. Duncker is a dedicated and solution-oriented attorney, speaker and mentor to entrepreneurs. He supports them, is their sparring partner and understands both their business and their products.

As a Specialist Lawyer ("Fachanwalt") for Banking and Capital Markets Law and certified compliance as well as data protection officer, Dr. Duncker mainly supports banks, asset managers, financial service and payment providers in court as well as with regard to their regulatory, compliance and contractual matters.

Dr. Duncker's main strengths are his analytical, solution-oriented thinking, his clear expression and his pragmatism that, taken together, allow him to develop optimal solutions for his clients. In addition to his exceptional professional knowledge and thanks to his many years of experience, Dr. Duncker also possesses excellent negotiation skills that have often proven to be crucial in his successful endeavors to safeguard his client's interests, both in court and in extrajudicial conflicts.

Firm Profile

Pragmatic, strategic, solution-oriented – these are the guiding professional principles at SCHLATTER.LAW since its founding in Heidelberg in 1946.

With great success: SCHLATTER.LAW has since grown to be one of the most recognized law firms in the Metropolitan Region Rhine-Neckar, with two offices in the Region's most important business locations, in Heidelberg and Mannheim.

With a total of 21 lawyers, SCHLATTER.LAW combines top-tier services of a major law firm with the personal attention and flexibility of a boutique law firm. We listen carefully and provide the advice our clients both in Germany and abroad need to achieve their objectives.

Areas of Expertise

- Banking & Capital Markets Law
- Compliance
- Data Protection

Contact

Dr. Martin Andreas Duncker

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About Michael Plassmann

Michael Plassmann is a certified mediator, business mediator and banker and runs his law firm, Mediationskanzlei Plassmann. He is also a member of the RAK Berlin board of directors since March 2005, and Plassmann has been its treasurer since April 2014.

Michael has been chairman of the "Out-of-court dispute resolution" committee of the Federal Bar Association (BRAK) for many years and was consulted as an expert by the legal committee of the German Bundestag in the legislative process. He lives with his wife and two daughters in Wilmersdorf.

Professional experience in business

Banking/finance department

- Board of Management (Head)
- Communications/Press (Head)
- Investor Relations (Head)
- Group

Management

- Credit

Office

- Market Research
- Investment Banking
- Human Resources Development
- Human Resources



Mediationskanzlei
Plassmann

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MEDIATOR OF THE YEAR |

Michael Plassmann

Mediationskanzlei Plassmann

Firm Profile

Conflict and law have something in common: they are unpredictable.

Years of lawsuits in public, destroyed business relationships, high costs and unsatisfactory process results are often the result.

It is precisely for this reason that the mediation law firm Plassmann settles conflicts out of court - quickly, effectively and discreetly. Not ways out, but perspectives are our benchmark.

One reason why Michael Plassmann enjoys a special reputation nationwide as a banking law and conflict resolution expert.

in the event of a conflict, one is faced with the question of how to continue in the deadlock. Going to court often seems to be the only solution.

At the same time, more and more entrepreneurs and citizens are experiencing that a lawsuit all too often does not promise the desired success. This may be due to the fact that legal proceedings not only often last for years due to the judiciary being overburdened, but also always involve an enormous cost risk in addition to the uncertain outcome.

Against this background, the alternative to litigation - mediation - is becoming more and more important in Germany as a faster, more cost-effective and more

effective solution to conflicts. "What is behind mediation and what are the advantages?" we answer in this section under the adjacent navigation points.

The market for legal services is changing. But that also applies to the demands of our customers. It is precisely for this reason that we do not offer you off-the-shelf legal services.

Competent mediators know that conflicts are complex, difficult and individual. This is precisely why we combine entrepreneurial experience with specific legal and strategic expertise in our approach. Our solutions always pursue one goal: to take into account the central interests of our clients when resolving conflicts.

We see ourselves as your experts for dispute resolution - your problem is just as individual as our solution. One thing is always the same: our claim to develop a solution that will convince you in terms of costs, quality and sustainability.

Perhaps that is the reason why nationwide entrepreneurs, citizens, the judiciary, clubs, associations, parliaments, bankers and investors place their trust in Michael Plassmann and his law firm. As a law firm specializing in mediation and out-of-court conflict management, we follow the philosophy of working closely with you to examine very carefully which type of conflict solution will help you most quickly, cost-effectively and at the same time most effectively, far from any possible legal claim.



Peter Gellner

Founder & Director Principal
Rechtsanwälte Gellner & Collegen

Firm Profile

The patient advocates Gellner & Collegen: Your lawyers for medical law!

Professionalism and diligence in solving your legal problems and difficulties have characterized our legal services for more than a quarter of a century. The high reputation that we enjoy as patient advocates and the success of our law firm are based on this. This is not only reflected in our extrajudicial and litigation track record, but also in our presence in the media (TV, radio, print). We are often asked by them for our expert knowledge for a wide variety of formats.

The award "Medical Law Firm of the Year - Germany" 2017 is further proof of our excellent work as patient advocates. The Lawyer Monthly Legal Awards 2017 honors law firms worldwide for their excellent work in many different categories.

As lawyers for medical law, our focus is on medical liability law, which is a special area within medical law. According to this, doctors are obliged, among other things, to inform you in detail about upcoming treatments and to guarantee you, the patient, professional medical treatment. This must always correspond to the current state of medical knowledge in the respective medical specialty - the so-called medical specialist standard.

Consequences of damage of any kind from unprofessional treatment, the doctor is liable to pay damages to the patient according to the applicable law. In order to be able to successfully enforce your claims for damages in court, it is essential to have access to highly specialized medical lawyers. In particular, since medical liability law is characterized by individual judgments and contains special rules such as the reversal of the burden of proof or special periods of limitation. Rely on the expertise of our lawyers for medical law and medical liability law.

In medical law, the lawyers Gellner & Collegen work exclusively on the patient side. This way, we avoid conflicts of interest in our law firm from the outset and can guarantee that we are fully committed to your concerns and the enforcement of your claims.

We are also supported by highly qualified medical experts from all disciplines. This enables us to support you with the greatest competence in all areas of medicine. This puts us in a position to uncover medical treatment errors and thus help you to obtain your rights.

Areas of Expertise

- Medical Law / Doctor's Liability Law
- Family Law
- Insurance Law
- Employment Law
- Traffic Law / Administrative Offences
- Social Law
- Mediation

Contact

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Gellner & Collegen
DIE PATIENTENANWÄLTE.

www.rae-gellner.de

COMPLIANCE
LAWYER OF THE YEAR |



Peter Petrat

Rechtsanwaltskanzlei Petrat

About Peter Petrat

Mr. Peter Petrat holds two state law exams, a master's degree (Master of Laws, focus: International Management) and is currently finishing his PhD in Economics on a topic related to the compliance sector. He has worked as a lawyer for 7 years and since the beginning has focused on advising on data protection and compliance, both in the regulated banking sector and in the private sector.

Firm Profile

Before you can win the trust of your business partners, you must earn the trust of your clients.

In the area of compliance, this applies both to advice from an external lawyer and to the work of an in-house lawyer.

In order to be the right contact person in these sensitive topics, you as a lawyer must be able to score points in the following three aspects:

1. deep understanding of your client's business model. You need to know the products and services, the environment and the business environment. This is the only way to understand your client's needs and requirements.

2. compliance is often seen as a burden and unnecessary bureaucracy. You must prove that you can recommend viable legal solutions that are consistent with your client's business efforts. There will never be legally perfect 100% solutions.

3. simple question - simple answer? This is rarely the case with legal issues. However, the client would prefer such an answer. Therefore, you must be able to summarize the highly complex matter of evaluating the facts and legal assessment to the really relevant minimum. The focus and a simple and understandable language without many technical terms is the key to convince your client.

Areas of Expertise

- Company Law
- Data Privacy
- Compliance

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PETER PETRAT
Lawyer



Dr. Volker Arndt

Partner
RPM – Rechtsanwälte und Notare

About Dr. Volker Arndt

Dr Arndt completed his academic training and further education at the universities of Kiel, Erlangen, Münster, and Mannheim. He has been a partner in the law firm RPM – Rechtsanwälte und Notare – for more than 30 years, which has offices in Kiel, Preetz and Gettorf.

He works as a lawyer and notary. He additionally qualified as a specialist lawyer for tax law, commercial and corporate law, as well as administrative law. In terms of tax law and company law, he is also a specialist advisor for corporate succession and a member of the Centre for Corporate Succession at the University of Mannheim. Within this context, he also acts as a certified executor of wills, especially for complex inheritance law and inheritance tax law-related cases with regard to company shareholdings.

Dr Arndt is the contact person and cooperation partner of a large number of tax consulting firms, all of whom appreciate his expertise in business law and tax law, in particular in disputes before the fiscal courts or in succession issues. They provide their clients with this advice or, in cooperation with Dr Arndt, look for sensible solutions in the mandates, which are often related to business succession or inheritance cases within the context of tax and company law.

In this respect, Dr Arndt's expertise is also in demand when it comes to notarial matters, as well as criminal tax law matters that are to be handled by lawyers.

Within a professional context, Dr Arndt is an honorary judge at the Schleswig-Holstein Bar Court and a member of the admissions committee of the Schleswig-Holstein Bar Association for the tax law bar, where he has been the chairman for more than 15 years.

Firm Profile

A renowned law firm that has been successful for decades and has offices in Kiel, Preetz and Gettorf.

Also dedicated to tradition, we seek and find sustainable solutions for and with you!

Contact

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RPM Law Firm

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www.rpm-recht.de

TURNAROUND & RESTRUCTURING LAWYER OF THE YEAR



Antonis Gkiokas

Leader of Insolvency & Business Recovery
M. Psylla - V. Vizas - G. Katrinakis
Law Firm (PwC Legal Network)

About Antonis Gkiokas

Antonis Gkiokas is the Leader of Insolvency and Business Recovery practice in Greece. He is a seasoned legal practitioner with a track record on distressed M&A transactions, insolvency law, corporate law and restructurings. Furthermore, he advises financing institutions in formulating their portfolio recovery strategies. His exposure further extends to NPL and ordinary M&A transactions.

Antonis' clientele and mandates are diverse including distressed assets investors, financing institutions, NPL servicers but also serving clients from industries such as Manufacturing, Defense, Energy & Construction, Retail, Food and Beverage. He was one of the select few insolvency experts mandated by the Greek Government to be part of the ad-hoc drafting committee which prepared the new insolvency framework for Greece.

From its inception, the Insolvency practice has been steadily growing, and expanding its transactional work, with significant exposure to corporate and financial sector industries, assuming diverse roles and mandates. It has achieved a track record in seminal transactions in the distressed assets and NPL sectors, navigating international investors to implement their strategic growth plans.

Firm Profile

M. Psylla - V. Vizas - G. Katrinakis Law Firm is a licensed Greek law firm established in 2009 and is part of the PwC Global Legal Network.

Our team has experience from large scale projects and transactions in all industries and we guarantee an integrated approach through our innovative solutions and legal expertise.

The transactional practice of PwC Greece's Legal practice currently consists of fifteen (15) legal professionals covering the broader universe of corporate and financial law advice, developing around three key pillars: (i) acquisition transactions of listed and non-listed companies in Greece and abroad, (ii) transactional banking & finance projects and (iii) Distressed M&A, insolvency and restructurings (involving contentious and non-contentious work). Our transactional teams are further complemented by our Labor Law, Real Estate Transactions and Regulatory practices which provide support in transactional and regulatory/compliance issues (including capital markets, regulatory compliance, takeover bids, AML and GDPR). We combine our offering with structuring services together with the PwC tax practice, as well as our PwC International network of legal partners, leveraging our presence in more than 95 jurisdictions and also complemented by the offerings of our PwC Advisory practice.

Areas of Expertise

- Corporate Law
- Distressed M&A
- Insolvency Law
- Corporate Restructurings

Contact

Antonios Gkiokas

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Dr. Dimitris Kouzelis

Founder & Managing Partner
Intellex

About Dr. Dimitris Kouzelis

As founder and Managing Partner of Intellex, Dimitris advises SMEs and Start-ups on their IP strategy. He drafts patent applications for filing a national, EPO or PCT patent application, makes prior-art searches, gives advice on Freedom to Operate (whether a technology is freely available to be used by third parties), cooperates with Patent Attorneys and Lawyers for patent prosecution, litigation and licensing issues. He also gives a second opinion on a specific filing or on the strategic directions of the company.

In December 2018 he created and chairs the IP Commission of ICC-Greece (the International Chamber of Commerce, the biggest business organisation in the world), in which participate distinguished representatives of the IP authorities of Greece, the Industry Association (SEV), the Athens Bar Association and experienced IP-professionals. The Commission formulates a Road-map, a set of proposals aiming at developing the whole IP landscape in Greece. Since April 2017 he is also member of the Intellectual Property Commission of the ICC (International Chamber of Commerce), where he participates actively in the formulation of proposals to governments, the WIPO, the EPO, the EUIPO etc.

In June-July 2018 he bid in a tender of the Prosperity Fund of the United Kingdom to advise the National Institute of Intellectual Property (INPI) of Brazil on necessary reforms aiming at improving the efficiency of the Institute. Based on his experience and skills he won the tender and delivered a high quality and high value work, the proposals of which have already started being implemented and bearing positive results.

He also gave advice to several law firms internationally on both IP and Organisational matters. As first chairman of the 20 members Quality Committee of the European Qualifying Examination for patent attorneys (EQE) he streamlined the procedure for drafting the papers, organised quality control, advised the Examination Board on all quality related issues.

As Director at the EPO he was leading international teams composed of highly skilled professionals (patent examiners) in the field of Intellectual Property (IP). He examined, supervised and/or gave advice to more than 10.000 patent applications.

Firm Profile

Our experience of more than 30 years at the intersection of technology and law makes us unique in Greece, Cyprus and the rest of the Eastern Mediterranean.

We have 15 dedicated professionals, in house and external, with years of experience in Data Protection, IP, LAW, Patent Drafting engineering and Science.

Services

- Patents
- Information Security & Data Protection
- Copyrights
- Trademarks
- Trade Secrets
- Industrial Design



www.intel-lex.eu

CRIMINAL LAW |
LAWYER OF THE YEAR |



Federica Rinaldini

Founder
Rinaldini Law Firm

About Federica Rinaldini

Federica Rinaldini is the founder of the Rinaldini Law Firm, based in Milan and specialized in White Collar and Corporate Crimes.

The Rinaldini Law Firm is focused on legal advice and assistance in tax crimes, money laundering, bankruptcy, banking and financial crimes, corruption, cybercrimes, crimes relating to health and safety at workplace, environmental crimes and administrative liability of corporations according to Law 231/2001.

Federica graduated with honors in Law at the University of Milan in 1993, and for several years has collaborated with the University of Milan as a member of the examination committees and as a supervisor of seminars and degree thesis. Both during university and after, she carried out periods of study and experience abroad, mainly at the University of Berkeley, at the Davis University of California and at the Faculté Internationale de Droit Comparé in Strasbourg.

During her career, Federica has developed a long and significant experience in White Collar Crimes, providing both out-of-court and judicial legal assistance, representing individuals and primary corporations, including multinationals and listed companies, their management and banking institutions in several cases of national importance.

Rinaldini Law Firm has been included in the "Italian Law Firms of the Year 2022" for Criminal Law in the independent annual survey released by "Statista for Il Sole 24 Ore".

Federica is also Chairman and Member of Supervisory Boards as per Law 231/2001 of multinational companies, also listed companies, leaders in their respective sectors.

She is author of several articles and books in Criminal Law (such as conspiracy, aiding and abetting in a crime, money laundering, voluntary disclosure, data retention and criminal proceedings)

She is a member of:

- European Criminal Bar Association
- Milan Criminal Chamber
- Criminal Commission of the Milan Bar Association
- AODV, association of Members of the Supervisory Boards Association.

Areas of Expertise

- White Collar Crimes
- Tax Crimes – Excise Duty Crimes
- Banking and Financial Crimes
- Money Laundering
- Bankruptcy
- Corruption
- Cybercrimes
- Crimes Relating to Health and Safety at Workplace
- Environmental Crimes
- Administrative Liability of Corporations According to Law 231/2001

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Lydie Lorang

Partner - **LR Avocats**

About Lydie Lorang

Lydie Lorang is the founding partner involved with the litigation department within the lawfirm LR AVOCATS.

She has been admitted as a Member of the Luxembourg Bar Association in 1980, and she is Avocat à la Cour since 1983.

She has a Master in Law degree obtained with the University of Liège, in 1979.

In 1983, Lydie Lorang became a partner of the law Firm René FALTZ. In 1996 she partnered with Charles DURO in DURO & LORANG legal Firm. In September 2009 she founded LR AVOCATS with Marisa ROBERTO. In 2010, Andreas Komninos joined their firm

Since February 2010, she is also a member of "Conseil d'Etat", the Luxembourg Council of State who advises the government and the parliament on the draft of laws and regulations.

The main practice area of Lydie Lorang is litigation, in civil and criminal Law, as well as administrative law.

In her career she has left her mark in some of the most resounding civil and criminal cases in the Grand-Duchy of Luxembourg such as the Banco Ambrosiano case, the BCCI bankruptcy case and the so called "Bommelëer" case. Currently she acts as counsel for the plaintiff in a litigation case regarding a major real estate fund.

She also acquired experience in international arbitration proceedings both as a litigator as well as an arbitrator.

She is a member of the International Bar Association and the Union Internationale des Avocats.

Lydie Lorang speaks French, English, German, Luxembourgish and Italian.

Firm Profile

LR Avocats was founded in September 2009 by Me Lydie LORANG and Me Marisa ROBERTO.

Me Andreas KOMNINOS joined the Firm in October 2010.

Currently the firm counts four partners and twelve associates.

LR AVOCATS advises its clients, whether in a national or international context, on various legal matters such as family law, construction law, criminal law, civil and commercial litigation, bankruptcy law and administrative law, always seeking to provide its clients with the highest quality services possible.

LR AVOCATS has gained an excellent reputation not only in Luxembourg, but also internationally.

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LORANG ROBERTO KOMNINOS

www.lravocats.com

PHARMA/BIOTECH LAW LAWYER OF THE YEAR



Dr. Anna Banaszewska

Attorney-at-Law

About Anna Banaszewska

Anna has many years' experience in the area of business and legal, specifically concerning pharmaceutical business. Over ten years, Anna used to work with pharmaceutical companies at different positions; regional sales manager, marketing manager, and sales and manager director. Furthermore, she has lifetime experience in comprehensive legal advising for pharmaceutical companies.

Anna is the creator and the Head of Postgraduate Studies in Pharmaceutical Law for Business at Kozminski University - the leading business university in Central and Eastern Europe according to the "Financial Times" 2020 classification.

Anna provides legal assistance in the following areas:

1. Manufacturing: The assessment of documents necessary for the manufacturing and marketing of medicinal products and the design of the optimal structure of transactions between MAH, the manufacturer and the Importer depend on the manufacturing and import licenses. Preparation of all necessary contracts: licensee's and deliveries' contracts and quality contract dependant on possessing permits and type of product (serialisation or non-serialisation).
2. Obtaining Marketing Authorisation on all procedures (centralised, MRS, DCP, national).
3. Registration of trademarks in national and EU procedures; and representation of customers in trials related to protection trademarks.
4. Obtaining of the reimbursement decision in Poland: providing business consulting throughout the entire process, advising on pricing and selecting the optimal RSS instrument, preparation of the necessary documents for the application for reimbursement, representing the client in negotiations.
5. Acquisition of shares in medical and pharmaceutical companies: due diligence process.

Anna also Represents clients in arbitration proceedings at the Swiss Chambers' Arbitration Institution (SCAI) and the International Chamber of Commers in trials concerning the pharmaceutical market. She cooperates with the most famous pharmaceutical companies in both the local and international market.

**This award was granted for the achievements of dr Anna Banaszewska when she was a Partner at Kancelaria Praw Gospodarka Zdrowie Banaszewska Modro sp.k.*

Firm Profile

Kancelaria Radcy Prawnego Dr Anna Banaszewska has experienced many years of practice in the sectors of healthcare, pharmaceuticals, public procurement, personal data protection and economic law; also including international arbitration. They provide dedicated legal assistance, with knowledge of the specificity of the industry and markets, considering all business aspects.

Contact

**Kancelaria Radcy Prawnego
Dr Anna Banaszewska**

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Andreea Simulescu

Andreea N Simulescu Law Office

About Andreea Simulescu

Ms. Andreea Simulescu is founding partner of Andreea N. Simulescu – Law Office. She has extensive knowledge and experience in complex dispute resolution, including commercial and investment arbitrations as well as construction disputes, particularly under FIDIC Contracts. She represented clients in many arbitration cases including cases under the laws of several jurisdictions including France, the United Kingdom, Switzerland and Romania before ICC, ICSID, PCA, CICA as well as in ad hoc arbitrations.

She also sits as arbitrator in commercial and infrastructure disputes under ICC Paris and CICA Rules of Arbitration, being listed as arbitrator with several courts of arbitration such as the Court of International Commercial Arbitration attached to the Chamber of Commerce and Industry of Romania, the Commercial Arbitration Court attached to the Chamber of Commerce and Industry of Brasov, the Georgian Dispute Resolution Center.

She is the President of the ICC Commission on Arbitration and ADR within the ICC National Committee and Fellow of Chartered Institute of Arbitrators (FCI Arb).

Andreea graduated the ICC Advanced Arbitration Academy for Central and Eastern Europe (2015) and also completed “*Resolving international business disputes*” course organized by Hamline University School of Law – La Sapienza Università degli Studi di Roma (2005).

Andreea has been widely recognized, most recently being ranked as a Future Leader in Arbitration - Partner Chapter by Who's Who Legal 2022 and 2023. She is fluent in English.

Areas of Expertise

- Complex Dispute Resolution
- Commercial & Investment Arbitrations
- Construction Disputes

Contact

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“Christina’s extensive experience in the field of Competition Law allows her to handle complex matters and provide pragmatic and practical advice.”

COMPETITION LAW
LAWYER OF THE YEAR

Christina Mailund

Partner at **Kastell advokatbyrå**



About Christina Mailund

Christina's extensive experience in the field of Competition Law allows her to handle complex matters and provide pragmatic and practical advice. She has over the years advised on a broad range of complex merger control matters as well as antitrust and state aid cases. Notable experience also includes successfully representing clients before the Swedish courts and in investigations by the SCA and the Commission. Working with clients across a wide range of industries, Christina has developed a deep commercial understanding and specific sector expertise relating to new technologies (in particular digital markets) as well as more traditional industries.

Firm Profile

Kastell advokatbyrå is a boutique law firm specialized in competition law, public procurement and litigation. The firm's competitive edge is the senior and highly specialized staff that always aims to find the best solution for every client's specific business.

KASTELL

www.kastelladvokatbyra.se

EMPLOYEE BENEFIT LAW

LAWYER OF THE YEAR

Kurt C. Schweizer

Dr. Kurt C. Schweizer, Rechtsanwalt LL.M.

About Kurt C. Schweizer

Kurt C. Schweizer has dedicated his professional career to employment benefit law ever since it has become mandatory that employers provide for a pension fund that grants benefits to retired and to disabled persons as well as to someone closely related to a deceased person. He stays aware of the continuously governing fundamental values and principles that the dynamics of legislation tend to overlay.

Kurt C. Schweizer advises and represents the pension funds of local companies as well as of Swiss subsidiaries of international corporations. He has dealt with some of the biggest company or community related pension funds as well as with leading collective funds including collective funds connected to insurance companies. He also represents corporations and executives in disputes against pension funds.

Kurt C. Schweizer supports his clients in fulfilling their duties to report to the state agencies in charge of the supervision of the pension funds. For decisions or transactions that require the approval of the agencies, he prepares and files the applications. He also contests orders issued by the agencies. Kurt C. Schweizer advises pension funds as well as affiliated and otherwise involved companies on splits or partial liquidations of the fund triggered by corporate reorganizations and represents them in court cases on approvals or rejections of plans regarding the distribution of pension and other accruals. Furthermore, he supports transfers of groups of insured persons or beneficiaries and of the respective accruals

from one pension fund to another and assists his clients in negotiating the terms of such transfer. Routinely – imperatively if the pension fund be restructured financially – Kurt C. Schweizer collaborates with financial advisors, actuaries and auditors.

Additionally, Kurt C. Schweizer assists charitable foundations in amending the articles and submitting them to the agencies in charge of the supervision of foundations for approval, in reporting duties and many other issues. His persistence paid off in a case of great public and political attention when the High Court of Zurich revoked a suspension of the board of foundation after the respective order of the supervisory agency had been upheld for years.

Kurt C. Schweizer publishes regularly in the leading Swiss magazine on pension benefits and speaks at conferences. His profound academic background, almost intuitive perception of the relevant facts, thorough analyses and precise language are the foundation for his strong commitment to best serve his clients' needs and interests. He lives up to his full potential concentrating on independently counseling his clients and only exceptionally serves as a board member.

Kurt C. Schweizer graduated from the University of Zurich with a doctoral thesis on employment benefits (J.D., 1985) and the University of Miami (LL.M., 1995). In 1987 he passed the bar exam and is allowed to represent clients before all courts in Switzerland.

“Solving a problem starts with breaking down complexity into priorities.”

Areas of Expertise

Kurt C. Schweizer's expertise is advising and representing pension funds in almost any pension law issue, in reporting issues, in matters relating to orders of the agencies in charge of supervising the pension funds or in partial liquidations (splits) triggered by corporate reorganizations. He files applications related to transactions or decisions that are subject to approval. Kurt C. Schweizer also represents corporations and executives in disputes against pension funds.

Additionally, Kurt C. Schweizer assists charitable foundations in amending the articles and submitting respective applications to the agencies in charge of supervising them, in reporting duties and many other issues.

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EMPLOYMENT LAW FIRM OF THE YEAR

REBER

Firm Profile

REBER is a law firm founded in Zurich in 1988. REBER is managed by four partners who lead a team of lawyers, counsels, paralegals and other employees.

REBER advises and represents national and international clients consisting of companies, private individuals and public authorities. REBER offers its services in selected practice areas, one of them being employment law.

REBER has a Spanish/LatAm Desk with four Spanish-speaking lawyers, who advice and represent Swiss and Spanish speaking clients in cross-border and domestic matters such as relocating to Switzerland, investments and acquisitions in Switzerland and court and arbitration proceedings with a Swiss connection or with forum in Switzerland. Thanks to its network of law firms and consultants, REBER can provide its clients with specialists depending on their specific requirements in each matter.

REBER has been nominated as Top Law Firm for 2021 and previous years in a survey among clients and peers organized by the leading Swiss business magazine Bilanz and the newspaper Le Temps .

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Julia Gschwend

Julia Gschwend is Partner and a Certified Specialist SBA Employment Law. She has many years of experience not only in employment law but also in tenancy law and specializes mostly in litigation. She has been practicing law for more than 10 years and is proficient in enforcing her clients' concerns, finding pragmatic and creative solutions through her negotiating skills that prevent escalating conflicts. She provides legal service for several listed companies in Switzerland and abroad as well as for several SMEs and also acts as arbitrator. Besides actively practicing law, she co-writes preeminent commentaries in employment and civil procedure law and is a lecturer for law at the KV Business School Zurich.

Julia completed the law studies at the University of Lucerne and Geneva, Switzerland, was admitted to the Swiss bar in 2009 and holds a LL.M. of the University of Chicago. She advises clients in German, English and French.



Olivier Vuillaume

Olivier Vuillaume is a Certified Specialist SBA Employment Law as well as a Certified Specialist SBA in Construction and Real estate law. He has been practicing law for more than 15 years, with a particular focus on litigation and the enforcement and defence of disputed claims in court. This extensive experience in contentious matters also serves him well in drafting contracts and providing legal advice to avoid and prevent conflicts. In the area of employment law, his main focus is on drafting and negotiating terms and conditions of employment, particularly for senior management, providing advice in connection with the termination of employment relationships and enforcing and defending against disputed claims in court.

Olivier completed his law studies at the University of St. Gallen, Switzerland and was admitted to the Swiss bar in 2006. He advises clients in German, English, Spanish and French.

Beatrice Benz

Beatrice Benz is an experienced lawyer in criminal law with specialization in white-collar crime. She worked for several years as a prosecutor in the Canton of Zurich before she started her own practice as an attorney. Labour law disputes often also lead to criminal law issues and proceedings. With more than 10 years of practical experience in the field of criminal law, Beatrice successfully represents accused persons and victims (individuals as well as companies) in small to large and complex criminal proceedings.

Beatrice completed her law studies at the University of Zurich in 2011 and was admitted to the Swiss bar in 2018. She advises clients in German, English and Spanish.

Roberto Hayer

Roberto Hayer is an experienced lawyer in corporate and labour law matters. He advises regularly in the area of bonus compensation and stock option programs in relation to start-ups and established businesses, management buy-out and buy-in transactions, shareholder agreements, M&A transactions, private equity transactions, senior management employment agreements, relocation matters, expense regulations, rules of organization and corporate governance, and negotiation and termination of employment agreements. He also represents clients before courts.

Roberto completed his law studies at the University of Basle in 1989 and was admitted to the bar in 1993. He completed a Master in European law program at Universidad Complutense in Madrid in 2004 and subsequently worked in international law firms in Madrid and Zurich, inter alia holding partner and management positions at Andersen Legal and EY. Roberto advises clients in German, Spanish, English, French, Italian and Catalan.



PRIVATE CLIENT
ADVISER OF THE YEAR



Alison Parry

Global Head for Private Clients
Intertrust

About Alison Parry

Alison is the Global Head for Private Clients at Intertrust (a CSC company), overseeing the service line across numerous jurisdictions. She brings over 30 years of International experience to the private client and corporate clients she works with, having sat on an array of Boards providing technical skills for managing complex structures and transactions involving governance, legal, & finance issues.

Working with families and taking the time to understand their needs and goals makes Alison's work extremely varied and interesting. Reviewing existing structures, or putting in place a bespoke structure are the cornerstone of Private client solutions and provides a foundation from which entrepreneurs, families and high net worth individuals can build upon.

Particular areas of Interest and expertise:

- International family structures
- Business succession planning
- Corporate investment structuring vehicles
- Technically complex restructuring and project work

With an international track record of experience across the UK, the US, Europe and Asia, Alison is well regarded by both clients and peers within the Private Wealth industry. She has proven leadership skills and strong corporate governance ethic.

Firm Profile

Intertrust Group has been acquired by CSC, the world's leading provider of business, legal, tax and digital brand services, worldwide. At Intertrust Group our 4,000 employees are dedicated to providing world-leading, specialised administration services in over 30 jurisdictions. Our focus on bespoke private wealth, corporate, fund and capital market services enables you to grow and thrive anywhere in the world. Sitting at the heart of international business, our local, expert knowledge delivers a compelling proposition which keeps you one step ahead.

70% of the top 10 corporations of the Fortune 500 have chosen us as their partner; 60% of the top 50 corporations of the Fortune 500 are our clients; 80% of the top Private Equity International firms are our clients, PEI 300.

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intertrust
GROUP
A CSC COMPANY

INHOUSE |
SOLICITOR OF THE YEAR |



Anita Adam

Regional Legal & Corporate Affairs Director
Molson Coors Brewing Company

About Anita Adam

Anita Adam is the Regional Legal & Corporate Affairs Director for the Export and License Business Unit for Molson Coors Beverage Company with responsibility for the whole world outside the Americas where there are not large breweries and, as such, is responsible for more than 150 jurisdictions. Molson Coors is one of the world's largest beverage companies and operates across the world with particular centres in USA, Canada and Europe. In the UK Molson Coors is famous for Carling (the number one lager in UK), Madri, Coors, Cobra, Caffreys, Worthingtons, Aspalls, Rekorderling, Hooch and the craft brands Sharps (for example Doom Bar and Offshore). Around the world Molson Coors has a diverse portfolio of owned and partner brands, including global beer brands Staropramen, Coors, Miller Genuine Draft and Blue Moon. Molson Coors is listed on the Dow Jones World Sustainability Index, the most recognised global benchmark of sustainability among global corporations.

Firm Profile

The Export and License Business Unit (E&L) was created in 2016 (to start with just with Europe, some of Asia and the Middle East) and has grown between 17% and 70% EBIT organically since then and as such is proud of being the growth engine of the EMEA/APAC Division. Since 2016 starting with just herself Anita now sits on the E&L leadership team and heads up a Legal and Corporate Affairs (LCA) team of 8. The LCA team includes specialised international lawyers who get beer and beverages and understand how to use contracts to build long lasting and sustainable, winning relationships always seeking to improve commercial outcomes. As such the LCA team is seen as integral to the overall success of E&L. LCA say that their 'superpower' is that they are part of a team where they work with internal stakeholders from the inception of projects and later with the customer/partner businesses to improve everyone's outcomes and assist with building everyone's successes. As such the LCA team business partners the rest of E&L and everyone works together for great outcomes. When the going gets a little tougher the whole business unit (legal, commercial, supply chain, finance, compliance, HR, marketing etc) work together to find solutions and take the tough decisions.

Areas of Expertise

- International Contracting in Particular Outsourcing
- Procurement
- General Commercial
- M&A
- IP
- Team and Business Management.

Contact

Anita Adam

Regional Legal & Corporate Affairs Director –
Export and License EMEA & APAC
Molson Coors Beverage Company

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INTERNATIONAL ARBITRATION
LAWYER OF THE YEAR



Sir Bernard
Eder

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E: be@bernardeder.com | Clerk: Rachel Newman – rn@bernardeder.com
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About Sir Bernard Eder

Bernard Eder (dob 1952) is an independent arbitrator. He has acted as arbitrator in over 400 international arbitrations under the aegis of various institutions including the ICC, LCIA, SIAC, LMAA, DIFC/LCIA, DIAC, ARIAS (UK) and on an ad hoc basis involving a wide range of commercial disputes including joint ventures, share purchase agreements, oil and gas, power supply, telecoms, shipping, international trade, insurance/reinsurance, banking, construction (including shipbuilding), commodities and energy law.

Previously, he practised as a barrister for almost 35 years between 1976-2010 specialising in commercial litigation and international arbitration. He was appointed QC (Queen's Counsel) in 1990, Recorder in 1996 and a Justice of the High Court of England and Wales (QBD) in 2011. During his practice at the English Bar, he acted as Counsel in over 100 reported cases (including in the Commercial Court, the Court of Appeal, the House of Lords and the Privy Council) and over 200 international arbitrations. He also acted as Counsel in numerous foreign jurisdictions (including Singapore, Gibraltar and various Courts in the Caribbean).

As a High Court Judge, he sat mainly in the Commercial Court in London presiding over a number of high-profile

trials. He also sat from time to time in the general Queen's Bench Division, the Administrative Court and Court of Appeal (Criminal Division) as well as on circuit at various Crown Courts across England presiding over criminal trials. He retired from the Bench in April 2015 since when he has practised primarily as a full-time international arbitrator. In May 2015, he was appointed an International Judge of the Singapore International Commercial Court where he also sits from time to time. He regularly delivers lectures/speeches in the UK and in other parts of the world.

Examples of his appointments as arbitrator together with a list his most notable reported cases as Counsel, Judgments, recent speeches and other appointments/activities may be found at www.bernardeder.com He now accepts appointments as arbitrator - and as an expert on English Law.

Professional Associations:

ICC, LCIA, LMAA (supporting member), ARIAS (UK) (Panel Member), FCI Arb, SIAC (Panel Member), SCMA, Member of the Baltic Exchange, CIETAC, HIAC, HKI Arb (Fellow), FCI Arb, JCA, JCAA, SIAC, IDRA, XMAC (Panel Member), AIADR (Honorary Fellow).

PROFESSIONAL NEGLIGENCE LAW FIRM OF THE YEAR



Carruthers Law

Ian Carruthers
Owner - Carruthers Law

Firm Profile

Carruthers Law is a law firm based in Liverpool but with clients nationwide who specialise in litigation but in particular in complex high value professional negligence claims.

Our approach to litigation means that we assess quickly and accurately our clients' prospects of success and then work very closely with the client on a strategy that fits with its commercial or other objectives.

We are available at times convenient to you. You can contact us seven days a week so you don't have to worry.

We offer competitive solutions as to costs. We offer a range of funding options.

WHAT WE DO

At Carruthers Law we understand that clients want success with the minimum of delay, anxiety and expense. We provide excellent legal, commercial and tactical advice. We cut through the legal jargon, concentrating on relevant issues and use our expertise to achieve the best possible outcome for you.

Choosing who to represent you can be very difficult unless you know the solicitor or someone is recommended to you. When deciding which solicitor to instruct, you need to know that your solicitor has the expertise to take on your case and you also need to be confident that you will be able to work with them, during the progress of the claim. We are experts in advising clients on Professional Negligence claims against solicitors and other professionals.

At Carruthers Law, we have over 30 years of experience pursuing Professional Negligence claims on behalf of clients throughout England and Wales. We can provide clear advice on whether you are owed compensation, then guide you through the whole claims process.

Whatever the issue, if a solicitor or other professionals' advice has ended up costing you money, we can help and claim damages on your behalf.

With extensive experience handling high value, complex Professional Negligence claims for clients all over England and Wales, our team can give you the best chance of getting fair restitution for the harm you have suffered.

Areas of Expertise

- Commercial litigation
- Professional negligence
- Defamation and Privacy
- Commercial Property Litigation

Contact

Ian Carruthers

Owner - Carruthers Law
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Email: info@carruthers-law.co.uk



www.carruthers-law.co.uk

“With the help of GMT Economics, clients will use language, narratives and arguments that resonate with economists and decision-makers”

Dr. Claudio Calcagno

Director of **GMT Economics**



About Claudio Calcagno

Dr Claudio Calcagno specialises in applying microeconomics to competition cases. Since starting to work as a professional economist in 2004, he has held senior roles at leading economic consultancies, before founding GMT Economics in 2021.

He advises clients on matters including agreements, abuse of dominance, market inquiries, mergers and private litigation. He has worked across most sectors (with a recent emphasis on platforms and financial services) and has supported clients before authorities and courts in Europe, Africa, North America and Australasia.

Claudio has published in international peer-reviewed journals, and is a co-author of the textbook *Exclusionary Practices: The Economics of Monopolisation and Abuse of Dominance*.

He regularly presents at conferences and lectures on competition economics and policy topics on several academic and executive education programmes.

He is also fluent in Italian, French, Spanish and Portuguese.

COMPETITION ECONOMIST OF THE YEAR

Firm Profile

GMT Economics helps companies and their legal advisers by providing economic analysis, strategic advice and practical support. It can seamlessly and constructively plug into the business and its advisers, collaborating closely on strategic matters as well as on operational ones.

With the help of GMT Economics, clients will use language, narratives and arguments that resonate with economists and decision-makers, whether at competition and regulatory authorities or in court.

Whether as part of early risk assessments or during investigations and litigation, GMT Economics can produce economic analysis or provide a critical review of economic analysis prepared by authorities or by other parties such as economic experts. GMT Economics can also provide devil's advocate reviews of preliminary analyses and emerging thinking of companies, their advisers or their experts.

GMT Economics has also developed considerable experience in antitrust litigation, particularly in UK collective actions and more generally in damages actions (both follow-on and stand-alone), and can support litigants and their advisers in a very flexible fashion, depending on their needs.

GMT Economics offers expertise accumulated across many industry sectors, including digital platforms and technology, financial services, business-to-business, professional services, consumer, retail and leisure, healthcare and pharmaceuticals, media, telecommunications and post, manufacturing, commodities, infrastructure, aerospace and transportation and water.

Leveraging a vast international network of contacts across academia, current and former regulators, industry and individuals with specialist skills, GMT Economics can also help clients identify subject matter experts across disciplines, sectors and regions to meet specific needs, and then work together as a single collaborative team.

Building on Dr Claudio Calcagno's experience, GMT Economics brings:

- Tailored advice
- Flexibility
- Deep knowledge of competition economics and policy
- Awareness of regulatory and policy developments
- Academic rigour and thought leadership
- Advice grounded in commercial reality
- Clarity and accessibility
- Friendly professionalism
- Collaboration

GMT Economics can support clients across multiple jurisdictions, and in different languages, depending on their requirements.

Areas of Expertise

- Economic Analysis
- Horizontal & Vertical Agreements
- Abuse of Dominance
- Market Studies & Investigations
- Merger Control
- Antitrust Litigation
- Commercial Litigation
- Arbitrations

Contact

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GMT
Economics



Craig Johnson

Managing Partner
Totally ADR Ltd

About Craig Johnson

Craig is the Managing Partner of Totally ADR Ltd. He has a diverse background as a Professional McKenzie Friend in assisting Litigants in Person who are representing themselves within the Family Court with Child Arrangement Orders, Child Abduction Orders, Domestic Abuse Orders, and Divorce Financial Remedies. He specialises in complex proceedings involving serious allegations of abuse including sexual, physical, emotional, financial, and coercive control.

Craig began his career in Family Law in 2019 as a Professional McKenzie Friend and a Freelance Paralegal. Since then, he has assisted more than 500 clients with their Family Court proceedings. He has since been granted Rights of Audience in numerous Finding of Fact Hearings as well as in the Royal Court of Justice on matters pertaining to International Child Abduction. Craig is instructed frequently to assist Litigants within High Court proceedings and he will frequently appear before High Court Judges in the Royal Courts of Justice on matters relating to international relocation and contact.

Craig's ethos on Family Law is to always aim for the best resolution possible for his clients whilst keeping his client's expectations realistic. Unlike most Family Law McKenzie Friends, Craig holds various qualifications in Family Law and is renowned for his robust style in preparation and advice, in trying to resolve Family disputes.

Firm Profile

At Totally ADR, our mission is to resolve legal disputes in a timely, affordable, and effective manner. Our objective is to ensure that our clients are treated with the utmost respect and dignity that they deserve.

Totally ADR offers affordable mediation and expert legal solutions. Having successfully handled more than 500 disputes within the County and Family Courts, we are proud to be your substantive, alternative solution to instructing a traditional lawyer.

Practice Areas

Professional McKenzie Friend

- Child Arrangement Order
- Specific Issue Orders
- Prohibited Step Orders
- Non-Molestation Orders
- Occupation Orders
- Divorce & Financial Remedy
- Child Abduction (Non-Hague)
- Small Claims Court Advocacy
- Mediation Advocacy
- Tribunal Advocacy

Mediation

- Business & Finance
- Civil & Commercial
- Court of Protection
- Debt & Money
- Employment Dispute
- Professional Negligence
- Regulatory & Compliance
- Small Claims
- Wills and Probate
- Workplace



www.totallyadr.com

**ALTERNATIVE
DISPUTE RESOLUTION**
LAWYER OF THE YEAR

Davide Dolce

Managing Director & Founder of **DD Legal & Partners**



About Davide Dolce

Davide Dolce is an International Mediator & Arbitrator with more 10 years experience.

His experience as counsel includes international and domestic commercial litigation, international and domestic arbitration, construction adjudication, expert determination and mediation.

Firm Profile

DD Legal & Partners is an important and dynamic firm founded in 2015 by a team of ambitious and young lawyers based in London, in Chelsea.

Detail-oriented and hardworking, passionate about law and focused on success, our experts are skilled in supporting and representing corporate and private clients in different legal areas such as Business and Financial Law, Commercial Law ADR.

DD Legal & Partners can manage legal issues in english, italian and french, due to the presence in the law firm of native speakers lawyers.

Areas of Expertise

- Corporate Cases (Private equity, M&A)
- Business Counseling (National and International Contracts, Business Plans, Investment Projects)
- Legal Mediation (Civil and Commercial)
- Arbitration

Contact

Davide Dolce

Managing Director & Founder
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Forum Chambers

David McIlroy
Head of Chambers

Firm Profile

Forum Chambers is a Commercial Set of Chambers, with particular focus on complex matters involving Financial Services, Insolvency, Professional Negligence, Civil Fraud and Commercial Litigation.

At Forum we believe that teamwork is essential to giving high quality legal advice and excellent client service. Each of our barristers has unique skills and an inimitable style but we work co-operatively to deliver results. We pride ourselves on offering practical commercial advice which is tailored to the particular needs and goals of our clients. We seek to be ahead of the game, able to analyse future trends and to devise strategies to respond. We understand how to handle disputes, whether it's a single, high value claim or a large volume of similar claims.

Forum has recently achieved some ground breaking judgments in Civil Fraud and have been involved in complex Litigation involving Financial Services, Insolvency and Professional Negligence.

Forum Chambers acts for small and medium enterprises, large entities, and individuals both in and outside of the UK.

Forum understands the need for flexibility in its working practices, we are able to offer remote conferences and hearing spaces within Chambers, as well as being able to provide in person service facilities, compliant with any government guidelines.

About David McIlroy

David McIlroy is Head of Chambers at Forum Chambers. Together with Paul O'Doherty and others, he established Forum Chambers in 2015 as a boutique set of Chambers focussed on commercial litigation with particular expertise in financial services, insolvency, civil fraud and professional negligence.

David's own practice specialises in banking and financial services law, commercial law, and professional negligence. David's recent and current caseload includes appearing on behalf of Which? in the Supreme Court in a ground-breaking case on APP fraud, appearing in the Court of Appeal in a class action against conveyancing solicitors, and acting on behalf of victims of the HBOS Reading fraud.

David's practice is complemented by his teaching as a Visiting Professor in Banking Law at Queen Mary University of London and the University of Notre Dame. These roles give him a panoramic view of the areas of law in which he specialises as well as a grasp of the complexities of banking and financial services regulation. He is particularly interested in developments in electronic money, crypto-currencies, and civil fraud.

David's clients are predominantly claimants, usually small and medium sized businesses or investors. He often pursues claims against large institutions,

whether banks, big businesses, or insurance companies. His experience enables his clients to compete with those institutions and their lawyers on a level playing field. David works effectively with solicitors to provide a seamless service to his clients.

David enjoys being involved in cases from the pre-action stage, setting the strategy through to a successful outcome. David sees mediation as not only an integral part, but also a key part of the litigation process. For many of David's clients, the optimum moment for settlement will be at a mediation. From the outset of a case, David will be thinking about when is the most opportune time for a mediation to take place.

David has appeared as an advocate in numerous mediations. He frequently mediates claims against banks, in a range of claims including mis-selling of financial products, negligent investments, breach of fiduciary duties, consumer credit disputes, breach of loan agreements, APP fraud, and guarantee claims. David has also used mediation effectively in commercial disputes over the quality of goods and services and in professional negligence claims against solicitors, accountants, and independent financial advisers.

David has a deep understanding of the differences between mediation advocacy and trial advocacy. He is thorough in his approach to each stage of mediation: using the written position statement and oral opening statement to maximum effect, and careful to work towards achieving his client's objectives during the flow of the mediation as a whole.

David's strategic approach is particularly effective in delivering successful outcomes in group actions on behalf of a class of claimants as well as in cases against multiple defendants.

Because of his experience and skills, David is particularly sought after in cases at the cutting edge of the law. David has a keen interest in claims relating to crypto-currencies, particularly in cases in which the developing regulatory rules have an impact on the liability of crypto-currency exchanges and wallet providers. David also frequently acts in cases relating to civil fraud, especially investment scams and APP fraud.

Recent commendations of David in the legal directories say that he "is a formidable trial advocate and a master of the facts", that he is "thorough and tactical, ... great to work with", "Technically superb and extremely bright, yet very user friendly", and that "His command of detail is outstanding and his knowledge of the law exemplary. He is a robust warrior who inspires confidence in clients."

“We pride ourselves on offering practical commercial advice which is tailored to the particular needs and goals of our clients.”

Practice Areas

- Arbitration
- Banking & Financial Services
- Civil Fraud
- Commercial Litigation
- Fintech & Cryptocurrency
- Injunctions
- Insolvency
- Professional Negligence
- Property

Contact

David McIlroy

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HUMAN RIGHTS LAWYER OF THE YEAR

Jasvir Jutla

Jasvir Jutla & Co Solicitors

Jasvir Jutla & Co was established just under 30 years ago as a niche progressive practice in the field of human rights, immigration and nationality law.

Over the course of those years, a reputation has been built for delivering a quality service with emphasis on client care.

The firm's groundbreaking work has been recognised at national level by the Law Society in their Excellence Awards:

In 2013 the firm received a Highly Commended award for Pro Bono work.

In 2014 the principal, Jasvir Jutla was finalist for the National UK Solicitor of the Year – Private Practice award.

In an inherently progressive outlook, the firm have sought to achieve change by pursuing cases of significant public interest to shape nationality, immigration and human rights law. They pride themselves on their record of pioneering and cutting edge work.

Over the years several dozen cases handled by this practice have been deemed significant and are now leading High Court and Court of Appeal authorities featured in the Law Reports of England and Wales.

The firm's significant work has, on occasion, led the government to amend primary legislation to correct objectionable laws. Not least is the ground breaking work in reversing the controversial Commonwealth Immigrants Act 1968 and Special Quota Voucher scheme removing the rights of those British passport holders with no ancestral connection to the UK. The government corrected what was deemed a 'historical wrong' by revoking the earlier legislation and amending the Immigration and Asylum Act 2002 effectively, allowing 50,000 plus British Overseas Citizens and British Protected Persons UK entry through a registration scheme.

Further pioneering challenges were also successful in seeking entry for 'over age' children of potential voucher applicants with a legitimate expectation of entry.

This firm has always shown a tenacity representing the vulnerable and under privileged. Many court challenges have been undertaken pro bono for those without means in issues of wider public importance.

The most celebrated is the landmark case of GS (Article 3: Health Cases: India) handled, in part, on a pro bono basis. The Secretary of State had refused to grant leave where to remove, would result in the Appellant's death owing to critical health reasons. The issue became of particular public significance as all health cases awaited the view of the judiciary. The President Mr Justice Blake indicated the matter must go all the way and may involve a possible revision of the Article 3 ECHR position. The matter was considered by the Court of Appeal as well as the Supreme Court where the appeals were rejected. In a mark of true tenacity as all health cases rested on the decision, the matter was referred to the European Court. The hope was that if ultimately successful, it would redefine the law as it relates to Article 3 ECHR health cases given the prohibitive threshold for invoking the article.

In establishing fundamental principles, the firm also championed the cause of homeless and destitute foreign nationals seeking local authority assistance, but penalised by their immigration status. In Regina v Leicester City Council Ex Parte Bhikha the firm's client was refused assistance from his local authority on the basis he was deemed an over stayer. In a landmark judgement Lord Justice Simon Brown of the Court of Appeal, agreed where circumstances of need arose over and above needs arising from lack of accommodation and funds, illegality was no bar to assistance. That status was a matter to be assessed by the Secretary of State, and not by local authorities. The judgement has been of widespread implication and assisted countless cases of destitution.

Jasvir Jutla & Co Solicitors

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INTELLECTUAL PROPERTY | SPECIALIST OF THE YEAR



Joel Barry

Partner and Head of London office
Brandsmiths

My name is Joel Barry, I am a Partner and Head of London office for specialist IP firm Brandsmiths. I am most recognised for my trade mark work, notably in the entertainment and technology sectors. During the course of my 30-year career, I contributed to the formation of one of Europe's largest IP teams.

I joined Brandsmiths not only because it is an intellectual property litigation powerhouse, but also because of its ethos, philosophy and culture. It is supportive and collaborative on a level I have never encountered before.

Contact

Joel Barry

Partner at Brandsmiths

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Q Which of your many career achievements do you consider to be your greatest to date?

To narrow it down to a single highlight from my career is extremely difficult. I have been privileged to travel (and litigate) all over the world. I successfully acted as advocate before the General Court of the European Union, got to act as second chair in the High Court of Ghana and won in the Supreme Court in Paris and then had to negotiate a settlement on damages in French!

“The UK has several major players in the trade mark sector and I feel truly honoured and privileged to be recognised as one of them.”

Whilst all of these are significant contenders, it would be wrong not to acknowledge the 15+ years I spent working hand-in-hand with an international media company. During this period, I was dealing with some of the most interesting intellectual property litigation and strategic matters, which greatly contributed to my UK and international reputation.

Q What does this award mean to you?

The UK has several major players in the trade mark sector and I feel truly honoured and privileged to be recognised as one of them.

ADMINISTRATIVE LAW
ADVISER OF THE YEAR



Julie Hutchison

Charity Governance Specialist
abrdn plc

About Julie Hutchison

Now a non-practising member of the Law Society of Scotland, Julie uses the depth of her cross-sector expertise to support charities and public bodies resolve complex governance issues. Her problem-solving skills are informed by a unique blend of experience which spans private, public, charity and academic fields.

Her expertise in understanding, changing and creating decision-making processes and structures has seen her involved in notable pieces of regulatory and legal review work for the Scottish Government and public bodies in Scotland. She has co-authored a piece of trustee regulatory guidance for OSCR, the Scottish Charity Regulator. Julie also has regular involvement with institutions operating in NHS Scotland, and was appointed by the Scottish Government to Chair the Review of Governance of NHS Endowment Funds. This Review made recommendations in 2021 on strengthening the historic governance arrangements of NHS-linked charities in Scotland, the implementation of which will require legislation.

Her part-time client work for abrdn plc typically involves her acting as a sounding board for the CEOs, chairs or trustees of abrdn's charity and institutional investment clients, including several public bodies. Julie originally joined the firm as an in-house lawyer in 2004 and has been the Charity Governance Specialist since 2015.

Julie's public body work is further reflected in her board role with SEPA, Scotland's Environment Protection Agency. Her private, public and charity sector activities are complemented by her academic experience, including her role as Visiting Professor in Governance and Innovation at Edinburgh Napier University. A firm believer in the benefits of lifelong learning, Julie has continued her own studies in public administration and crisis management at the Hertie School of Governance in Berlin.

Firm Profile

The Charity, Endowment and Foundations Team of abrdn plc manages over £2bn of investments for institutions and public bodies in the UK.

Areas of Expertise

- Charity, Public Body and Institutional Governance

Contact

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PROPERTY LAW LAW FIRM OF THE YEAR



About Medway Law

Medway Law is part of the iamproperty Group, also home to award-winning residential auction service, iamsold. Medway Law is leading the way in the industry to create transparency, pioneer new processes to modernise the sector and create a better experience for buyers and sellers, with more information up front including Auction Packs and Buyer Information packs.

iamproperty offers both the sales and legal services associated with auction property transactions all under one roof. Medway Law provides an efficient service to Partner Estate Agents and their customers, including the preparation of the Auction Pack, which is not only a legal requirement but is the key to ensuring a successful completion.

The Medway Law team pride themselves on guiding clients through the sale process professionally and quickly, helping them to understand the whole process from start to finish and providing complete transparency. Medway Law offers exceptionally fast timeframes, completing sales within 56 days to provide a swift, efficient, quality service.

For customers, buying and selling a property can be a daunting process, so the Medway Law team are on hand to assist customers, manage the process effectively and most importantly, with as little stress as possible. The Medway Law team has many years of specialised experience in auction sales and conveyancing, and is regulated by the Council for Licenced Conveyancers.

iamsold and Medway Law have been providing this seamless experience for many years. This experienced knowledge and expertise has resulted in a 95% of conveyancing customers rating the service they received from Medway as good-excellent and rate the overall service as "Excellent" based on Trustpilot.

“The Medway Law team pride themselves on guiding clients through the sale process professionally and quickly, helping them to understand the whole process from start to finish and providing complete transparency.”



**Kellie
Quigley**

Head of Legal Practice
Medway Law

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ASSET PROTECTION
LAWYER OF THE YEAR



Lauren Smith

Partner & Head of Wills, Probate & Trusts
Taylor Bracewell Solicitors

About Lauren Smith

Lauren Smith is a highly regarded Solicitor specialising in Private Client. Lauren deals with a variety of cases including Wills, Inheritance Tax Planning, Asset Protection, Probate and Administration of Estates, Powers of Attorney, Court of Protection and Trust matters.

Lauren acts for all individuals but in particular elderly and vulnerable clients.

Lauren qualified as a Solicitor in 2006 and has over 15 years Post Qualification Experience specialising in Wills and Probate.

Lauren has worked at several firms throughout the South Yorkshire region. Lauren is well known throughout the region for her advanced expertise, meticulous attention to detail and empathic approach to clients' needs and circumstances.

Lauren joined Taylor Bracewell in December 2014 as Head of Wills, Trusts and Probate at their Sheffield office before becoming a Partner in April 2018 and then jointly heading up the whole Wills, Trusts and Probate teams along with Stephen Coates.

Lauren is a member of STEP (Society of Trusts and Estates Practitioners) and is a fully qualified TEP (Trusts and Estates Practitioner). STEP is the leading worldwide professional body for practitioners in the field of trusts and estates. This means that Lauren is an expert when it comes to advising clients on how best to manage their affairs.

Lauren's clients frequently comment on how she has an ability to explain the legal issues which they face in simple understandable language and makes them feel at ease.

Lauren was recently awarded the prestigious Women in Law 2022 award. Traditionally the legal sector is a male-dominated profession. Therefore, the Women in Law Awards aims to recognise the work and achievements of Women in Law. The Awards are an annual celebration of these professionals and their endless effort to develop themselves and the legal industry at large. Lauren takes great pride in the work she does and is humbled that her work does not go unnoticed by others in the industry, her colleagues and clients.

Another of Lauren's biggest achievements is taking part in Will Aid. Will Aid is a scheme which has been running since 1998 to raise money for charity whilst encouraging clients to write Wills. During November each year Lauren gives her time to write Wills for free in return for a donation to the Will Aid charities. Lauren's huge commitment to this scheme has seen her raise over £180,000 for the charities over the past 10 years. She has been number one in the country for donations raised on more than one occasion – a huge achievement when sometimes over 600 law firms have taken part

In 2022 alone Lauren and her team have raised over £45,000 for Will Aid. This is the most that any firm have ever raised in the entire history of Will Aid.

Firm Profile

Taylor Bracewell Solicitors is a dynamic and forward thinking legal firm with offices in Doncaster and Sheffield. Established for over 100 years, and very well regarded within the legal sector, Taylor Bracewell is one of the most vibrant and well-respected law firms in the region.

Taylor Bracewell are passionate about providing individual service and connecting with clients on a one to one basis. This enables Taylor Bracewell to understand their clients' legal needs fully and to deliver exceptional value in all our services. Taylor Bracewell are relentless in their efforts to meet and exceed their clients' expectations.

Taylor Bracewell has 4 Partners:

Peter Caswell (Managing Director), Mark Walton (Head of Residential Conveyancing), Stephen Coates (Joint Head of Wills and Probate) and Lauren Smith (Joint Head of Wills and Probate).

Taylor Bracewell specialises in the following areas of law:

- Wills, Probate and Trusts
- Powers of Attorney and Court of Protection
- Inheritance Tax Planning and Asset Protection
- Residential Property
- Family Law
- Disputes
- Employment law
- Medical Negligence
- Personal Injury Claims
- Commercial Property
- Business Disputes

Taylor Bracewell have 3 offices:

Doncaster - Main Office

Our Head Office is located at 17-23 Thorne Road, Doncaster, DN1 2RP and offers a full range of all services for individuals and businesses.

Doncaster - Business Hub

Located at Number One Railway Court, Doncaster, DN4 5FB is our business hub. At this office we can deal with all your business needs including commercial property, business law, - employment law, litigation and charity law.

Sheffield Office

The Stamp House, 52 Bank Street, Sheffield, S1 2DS and offers a full range of all services for individuals and businesses.

“Lauren’s clients frequently comment on how she has an ability to explain the legal issues which they face in simple understandable language and makes them feel at ease.”

Areas of Expertise

Private Client

- Wills
- Asset Protection advice
- Inheritance Tax advice
- Probate and administration of estates
- Powers of Attorney
- Court of Protection applications
- Trust creation and administration

Contact

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www.taylorbracewell.co.uk

PROPERTY LITIGATION
LAWYER OF THE YEAR



Mari Knowles

Commonhold and Leasehold Experts Limited

About Mari Knowles

For many years, Mari has worked as a landlord and tenant lawyer, with experience in residential and commercial conveyancing, complex enfranchisement transactions, commonhold and in landlord and tenant litigation. In addition, she also works as an editor with the publishers, Butterworths Law Books. Her editing work includes updating their recent LexisNexis Commonhold, Enfranchisement, Contentious Enfranchisement editions and their Butterworths Property Law Service commercial quarterlies.

Separately, in 2018, Mari worked for the Law Commission as a leasehold reform lawyer for a year, before transferring to the Department of Levelling Up, Housing, Communities and Local Government, where she continues to advise on all aspects of the ongoing commonhold and leasehold reform.

Mari frequently speaks at conferences, and works with firms of lawyers, managing agents and valuers to provide inhouse training on a range of topics, including commonhold. Recently, the firm has enjoyed penning the "commonhold versus leasehold" series, to help explain what commonhold is by reference to leasehold.

For many years Mari has provided a pro bono service for leaseholders in need of advice, working closely with various leasehold charities over the years and continues to provide this service where she can.

Firm Profile

Commonhold and Leasehold Experts Limited consists of a team of award-winning landlord and tenant lawyers with a wealth of knowledge from varying backgrounds - we pride ourselves on being the "Experts". We work as a close team to offer a range of services pertaining to what is considered to be one of the most technical areas of law in England and Wales. Our services include inhouse training to other professionals, including lawyers, particularly on the subject of commonhold..

In addition to advising on substantive matters, our lawyers continue to work relentlessly on the reforms to create a better system for all with our team working directly and indirectly on the reforms with Government. We are also landlord and tenant editors of one of the largest legal journals, LexisNexis Butterworths, including both their commonhold and enfranchisement volumes.

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www.commonholdandleaseholdexperts.co.uk

CIVIL MEDIATOR
OF THE YEAR



Nicola Scannell

Founder
White Poppy Mediation

Firm Profile

Nicola Scannell (nee Rogers) founded White Poppy Mediation having observed first hand that litigation through the courts at any level all too often can be an expensive, time consuming and emotionally exhausting way of attempting to resolve disputes, which seldom leads to wholly satisfactory results for everyone involved.

Through White Poppy Mediation Nicola provides a voice of reason. She challenges her clients in a good way to resolve their disputes. She strongly believes that by approaching disputes in a professional and calm manner, the best possible outcome will be achieved at the earliest opportunity.

Nicola's approach is based on supporting people in understanding both that their opinions matter and that there are effective ways to present these in a way which avoids escalation to serious disagreements.

Without using complicated or technical language Nicola focuses on facilitating a conversation that everyone is always able to follow while striving to achieve positive resolutions with her common-sense approach.

Nicola's exceptional attention to detail allows her quickly to cut through the disputes people are facing and support them in finding a resolution. Renowned as an expert who 'takes her time to understand an issue', Nicola employs her knowledge and strong skillsets to achieve the best possible outcome for those she helps.

White Poppy Mediation offers mediation in a wide variety of scenarios, online and in person, including:

- Disagreements around any area of public law
- Disputes relating to civil and commercial law
- Conflict within businesses and non-government organisations
- Individuals and groups within the education sector
- Intergenerational and inter-family disputes including wills and probate
- Community disputes including neighbourhood disputes.

About Nicola Scannell

Nicola has practised extremely successfully as a barrister at all levels including international courts, authored several leading legal textbooks, appeared as an expert before Parliamentary Select Committees, chaired the boards of, and managed various Non-Governmental Organisations and school Governing Bodies, and ran a successful construction and interior design business. Nicola's wide experience and her straightforward, to-the-point approach has enabled her to promptly resolve issues concerning many different people in various walks of life. Nicola is a registered mediator with the Civil Mediation Council.

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| COPYRIGHT SPECIALIST FIRM OF THE YEAR

Open Plan Law

Anna Skurczynska & Sarah Hadland - Directors



Anna Skurczynska

About Anna Skurczynska

Anna Skurczynska is a director of Open Plan Law. She is a recognised expert in photographic copyright, and legal protection of digital creativity, with her career shaped by a top-flight City of London practice, and a management role in an in-house legal team of a leading media company. Open Plan Law builds on that experience advising on IP rights in the broad range of sectors, including the Arts and Heritage sector, publishing, technology, media, fabric and clothing designers, food manufacturers and restaurants, scientific enterprises, authors and financial services providers.

Ms Skurczynska's practice focuses on copyright, image rights, data protection and e-commerce. In 2018, she was nominated for the Law Society's Excellence Award in the private practice category.

Her particular interest lies in transactional IP and building consensus between parties around exploitation of IP rights and fair remuneration. She advised on the creation of a collecting society for the photographic rights in the UK and negotiated with the monopoly-holding society on the split of represented rights and royalties. In other sectors, she has advised on a wide range of licensing agreements for copyright, trade marks and data for traditional media and new technologies. Ms Skurczynska has an extensive experience in licensing image and publicity rights of well-known people, and managing personality brands.

Clients commented on her "ability to analyse the position quickly and suggest the appropriate response." (British Association of Picture Libraries and Agencies). She was praised for being "detailed, clear and most helpful. It was good to have her on our side and we achieved a successful outcome." (Young Actors Theatre Islington).

Ms Skurczynska is a photographic copyright expert on the British Copyright Council, a member of the Copyright Editorial Board at Lexis, and an active public speaker. She is an Associate Lecturer in Media Law and Ethics at the University of the Arts.



Sarah Hadland

About Sarah Hadland

Sarah Hadland is a Director of Open Plan Law. Over 25 years, she has established a leading IP practice acting for a number of high-profile clients including Gü Desserts, Ty Inc (the makers of Beanie Babies) and Next Retail Ltd, as well as smaller businesses and individual designers. The firm's clients cover a broad range of sectors, including the Arts and Heritage sector, publishing, technology, media, fabric and clothing designers, food manufacturers and restaurants, scientific enterprises, authors and financial services providers.

Ms Hadland has acquired a significant reputation in IP law focusing on design rights, trademarks, copyright and confidentiality. She is listed in both The Legal 500 and Chambers and Partners as a leading individual who "continues to command the respect of peers and clients". One client enthused: "It's great to have someone like Sarah - you can have complete faith in everything you need to have faith in: her judgement, her acumen and her ability to get a good result" (Chambers and Partners).

She advises on the protection of IP rights including dispute resolution, civil litigation in the High Court and Intellectual Property Enterprise Court, criminal matters such as counterfeiting and Her Majesty's Revenue and Customs seizures, and trademark and design right portfolio management. She also assists clients in the negotiation and drafting of agreements including development, maintenance and licensing of software, global licensing of IP rights and publishing and merchandising contracts. Her notable cases include Teleworks Limited v Telework Group, Gucci v Next Retail and Unilever Plc v General Housewares Corp, and clients have said that "she seems to know instinctively when to fight and when to settle" (ILO Client Choice Awards 2013).

Ms Hadland has been awarded the 2021 Lawyer Monthly Women in Law Award for copyright.

She is a member of the Chartered Institute of Trademark Attorneys.

Firm Profile

Our sole focus is to support innovation and creativity through clear and incisive legal advice.

With expertise in intellectual property (IP), data, trade secrets and commercial law, we work with individuals and businesses forging new ground in content creation, design, branding and technology. We invest time to understand our clients' needs, internal structures and decision making and are able to tailor our advice and add value to commercial decisions of our clients.

We advise on laws relating to protection and exploitation of copyright, trade marks, databases, trade secrets and other IP rights. We assist with IP registration (where available) and draft and advise on enforcement of agreements with an IP element, such as licences, consents, assignments, franchise agreements, and non-disclosure agreements. We also collaborate with law firms without IP capabilities, advising on M&A and restructuring transactions involving IP assets.

Our two directors have a wealth of knowledge and experience not only in advisory work but also in policy making and legislative drafting in collaboration with the UK Intellectual Property Office, and are active speakers on new technologies and IP rights.



www.openplanlaw.com

ESTATE & TRUST LAW
LAWYER OF THE YEAR

Paul Stibbard

Executive Vice Chairman
Sequent Group



About Paul Stibbard

Paul Stibbard is Executive Vice Chair of the Sequent Group (formerly Rothschild Trust) and former Co-Chair of the Global Wealth Management Practice, Baker McKenzie, Solicitors.

Paul graduated from Cambridge University (Natural Science and Law) and INSEAD International Business School, Fontainebleau (MBA, Dean's List). He achieved an Islamic Law Diploma at the Islamic College.

Paul specialises in advising families on cross-border tax, trust and succession issues, notably in connection with the transition of family-owned businesses. He lectures extensively on many of these topics, both in the UK and overseas.

Paul's assignments often involve assisting international families with cross-border commercial interests. This would typically concern the creation and maintenance of complex fiduciary structures set up for wealth preservation and require consideration of the requisite legal and tax issues in relevant jurisdictions.

Paul is an Academician of the International Academy of Estate and Trust Law. He has received a number of awards from various bodies, including Lifetime Achievement Awards from both the Society of Trusts and Estates Practitioners (STEP) and Citywealth.

Firm Profile

Sequent works with international entrepreneurs and families, and their advisors, to plan, structure and administer their wealth for the long term. Our role is to help our clients organise their wealth, protect it in real terms, and to meet their planning objectives. This typically means passing it on to the next generation.

Until 2019 the business that makes up Sequent was part of Rothschild & Co, one of the most respected names in world finance. The trusted values and integrity that have enabled Rothschild to succeed for over 250 years are still at the heart of everything we do.

Sequent

www.sequent.limited

ORTHOPAEDIC THERAPY SERVICES OF THE YEAR



Richard Scott-Watson

Founder
RSW Medicolegal Ltd

About Richard Scott-Watson

BSc(Hons) MB BS LLB (Hons)(Open)Cert. Av. Med. Cert.MR(2)CUEW DDAM

FRCS(Ed) Orthopaedic Surgeon, Expert Witness & Disability Analyst APIL Expert
Medico-Legal Reporting since 1990. Over 24,000 reports.
<https://rswmedicolegal.forensicandexpertwitness.co.uk/>

Founder of RSW Medicolegal Ltd Mr. Richard Scott-Watson is a Lifetime Achievement Award winning expert.

Throughout the years, the Management Team at Forensic & Expert Witness E-Magazine select individuals who have made an outstanding contribution to their particular field. Forensic & Expert Witness E-Magazine is always keen to bring attention to those who are providing a product or service that stands out from the crowd and deserves to be appreciated not only by its' readers, but also by a wider audience.

Therefore, in line with this philosophy it gives us pleasure to announce that founder of RSW Medicolegal Mr. Richard Scott-Watson has been chosen to receive a Lifetime Achievement Award, an independent Award Programme that recognises the dedication and commitment Mr. Scott-Watson has given throughout his illustrious career to Trauma and Orthopaedics, as well as to the services he provides as an Expert Witness.

Mr. Scott-Watson first received an industry award for his work in 2014 and has continued to receive numerous awards since including for 2021. These Awards reflect the experience and professional expertise that the firm offers in the writing of medico-legal reports and in the provision of Expert Witness testimony.

Mr. Scott-Watson is a single Expert Witness who is able to draw on over 25 years' experience with a particular interest and expertise in general orthopaedics, fractures and trauma; musculoskeletal injuries and all aspects of bone and soft tissue injury, including limb and spinal injuries. He is particularly interested in the disability aspect of cases as this is what matters most to the claimant.

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RSW
Medicolegal Ltd

WORKPLACE MEDIATION |
ADVISER OF THE YEAR



Anthony Munday

Director
Achieve Success UK

About Anthony Munday

I am the author of 'The Essential Heart of a Leader'. The book describes my perspective on Leadership and is based on my 34-year police career.

In my view, leadership is knowing ourselves and those we are responsible for as people and behaving accordingly. Whenever interviewing witnesses, suspects, victims or colleagues, my purpose was to create an environment where they felt safe to provide their perspective of events rather than me following a pre-set agenda.

The skill set I developed as a senior leader included active listening and neuro-linguistic programming (NLP). This has helped me to develop authentic rapport and trust and confidence in my neutrality, objectivity, impartiality and fairness with participants in the mediation process. This is reinforced by my being independent of the client organisation.

I am the director of my company, TM Development Associates Limited, and I was trained by ACAS as an internal mediator in the police. You can well imagine the challenges that I faced. In 2021, I was re-accredited by ACAS as a workplace mediator. The same year, I was similarly registered by the Civil Mediation Council.

Q What is your 'icebreaker' stage in mediation?

The 'icebreaker' is an essential and distinct first stage I developed in the mediation process.

Traditionally, the first time that the participants meet, their mediator is at the start of the individual meeting. This is especially challenging in several ways:

- There is no foundation of trust and confidence in the capabilities of the mediator at the outset.
- The participants and the mediator are strangers to each other.
- The participants, who are often traumatised by events, are not in a psychological state to effectively engage with the mediator.
- If the participants choose to engage, it is invariably at a superficial level.
- The experience of previous processes called 'mediation' is real for the participant. These may not have been positive and are not conducive to the current mediation.
- The ability of the mediator to transition the participant to a state of authentic engagement with the individual meeting in a conjoined meeting is questionable.

In this context, I have observed that the 'icebreaker' stage brings several benefits:

- Because the mediator meets the individual participant without the pastoral support of a friend or staff association representative, it is an uncluttered environment.
- Since there is no discussion of the matters pertaining to the mediation, the communication is focused upon recognising the psychological state of the participant, which is often fearful, suspicious and traumatised.
- The participant can establish for themselves – in their own way and in their own time – trust and confidence in the bona fides and role of the mediator.

- The mediator can describe their capability and expertise in sufficient detail to engender the necessary trust and confidence in the participant.
- The mediator can signpost the mediation process to a receptive participant.
- The participant has an interval of two days before the individual meeting. This enables them to process their feelings and perspective of the matters that will be subject to the mediation.
- This 'distillation period' is essential to enabling the participants to be able to access and speak of the deep seated core issues, rather than on a superficial level.
- The feedback from participants at the end of the individual meeting is that we have truly established their interests, rather than positions. They confirm that this would not have happened without the 'icebreaker' and the 'distillation period'.

“Mediation offers participants the opportunity to mend fractured relationships and redesign them for themselves, working cooperatively towards a sustainable, positive future.”

Q In what ways has the way you work developed since you began to practice dispute resolution?

I have made a conscious choice to avoid offering online mediation for several reasons.

- Confidentiality of the process cannot be guaranteed.
- Authentic engagement of the participants with the process is difficult to ascertain.
- Online mediation has an element of convenience outweighing significance of the process.
- The key ingredients of active listening and awareness of non verbal communication are heavily compromised.

- The pandemic, with the associated lockdowns and working from home, has created antipathy to online meetings.
- The essential positive outcome of formerly conflicted participants working together in the same room to develop a sustainable future relationship is not achievable by online mediation.

Perhaps the biggest change in the way I mediate is that I no longer prepare an interview strategy – that is, creating lists of questions that I feel will assist in my developing understanding of the perspective of individual participants.

This led to a confusion of concentration akin to how many of us converse with others. That is, we listen to what another person has to say, wait for a gap, and then introduce our comments. These may be irrelevant to what the other has said. It breaks the potential of rapport and does not promote authentic understanding between us.

Instead, I practise actively listening to every word that is said by a participant. Every inflection and every syllable – how it is said as much as what is said – provides me with the ability to ask relevant questions. I can confidently (in my mind) clarify what has been said and appropriately seek further clarification in a non-intrusive manner, without taking cues from behaviours. This enables me to ascertain the core issues of their interests at a deep level, rather than a superficiality of position. Interestingly, I can also be more aware of what has not been said.

I have also developed a draft of ground rules for the joint meeting. The purpose is to ensure an environment of respectful listening at the joint meeting, the most stressful stage of the process for participants. I share these with each participant at the conclusion of the individual meeting and invite the individual participants to question the validity or necessity of each rule, and to suggest additions that will create the necessary safe space for them at the joint meeting.

I now have a contingency in place in case of a derailer post-mediation. I conduct a review of the process after three months to confirm the reality for participants. I also confirm root causes of conflict within the organisation. The intelligence is then shared with the client for action.

Q What motivates you to achieve success for your clients?

When I was a leader in the police, I saw it as a key responsibility to know colleagues, including members of my teams or departments, as people. At work we perform a role. It does not define the person. No one comes to work to have a bad day.

The impact on our personal lives is considerable. The participants that I see are often traumatised by the

breakdown in business relationships over several years. The impact is magnified when the conflict has developed with former friends.

Mediation offers participants the opportunity to mend fractured relationships and redesign them for themselves, working cooperatively towards a sustainable, positive future. It is genuinely win-win for the participants and their colleagues, organisations, friends and families. This contrasts with other options for resolving workplace conflict, such as discipline, grievance, sickness, resignations and tribunals. These are win-lose or lose-lose.

Q Do you have any advice for less experienced mediators who aspire to similar success?

Humbly, I would say: prepare, prepare, prepare. You only get one chance to create a first impression.

Remember that your participants may be traumatised and have had negative experiences of other forms of 'mediation'. Create a safe space for them to develop trust and confidence in you and the process.

Above all, listen with all your senses to what is being said and react to that, not thinking of carefully crafted 'killer' questions to ask.

“At work we perform a role. It does not define the person. No one comes to work to have a bad day.”

Q What does this award mean to you?

It is humbling and invigorating at the same time. To be recognised by fellow professionals is the pinnacle of regard for me. It is an absolute honour that I will always cherish. Thank you.

Q What does the future hold for yourself and your practice?

Firstly I have written 'The Maverick Mediator' (New Generation Publishing). It will be published in March 2023.. My aim is to de -mystify workplace mediation from my perspective. The strongest reason for writing the book is for those people who mistakenly consider mediation to be a 'soft option'. I trust they will realise this is a misconception.

Secondly, I am collaborating on a project to deliver effective conflict resolution development training for managers. Our intention is to help equip managers with the confidence to manage those they are responsible for as people. Managers need to be able to manage people, not human resources.

“Managers need to be able to manage people, not human resources.”

Areas of Expertise

- Private & Public Sector Organisations
- SMEs
- Leadership
- Conflict Resolution
- Workplace Mediation, Specialising in Conflicted Senior Teams

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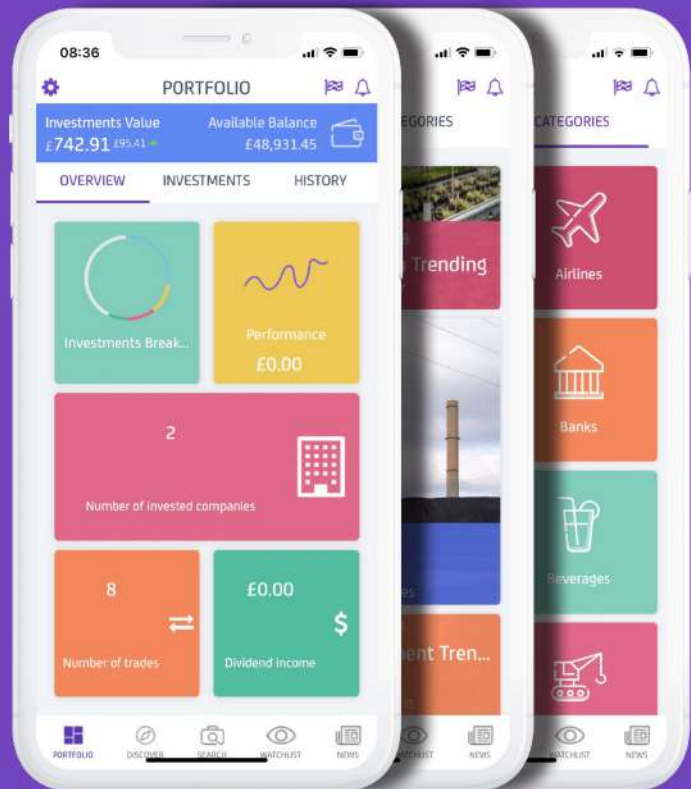
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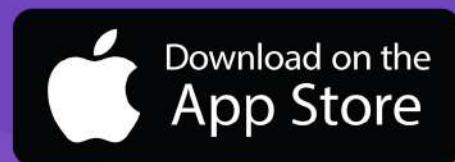
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Antonio Ricardo Corrêa

Founding Partner
**Eduardo Biondi & Antonio Ricardo
Corrêa Advogados Associados**

About Antonio Ricardo Corrêa

Antonio is a founding partner of the law firm that bears his name, advisor to ADEMI 2015/2017 and 2017/2019, president of the State Bar Examination Commission, member of the National Bar Examination Commission, Inspector of the Ethics and Discipline Court of OAB/RJ, member of the Real Estate Law Commission, vice president of FDJUR - National Forum of Legal Departments and member of the Full Body of the Court of Sports Justice of the Football Federation of the State of Rio de Janeiro.

He has been a Lawyer since 1990, Legal Director at Carvalho Hosken S/A Engenharia e Construções between 1997 and 2011, CEO of Sylvio Capanema de Souza Advogados Associados between 2011 and 2013.

Antonio graduated in Law, with an MBA in business management from IBMEC/RJ. He is a guest Professor at FGV in MBA, postgraduate and in-company courses, in the subjects Litigation in Real Estate Development, Contract Management and Real Estate Law. He is an invited Professor at IBMEC in MBA and postgraduate courses in Decision Strategy. Antonio is also a Professor at the Magistratura School of the State of Rio de Janeiro, in the field of Real Estate Development. He acts in strategic litigation and in the structuring of real estate deals.

Antonio is a member of the multi-institutional legal security group for the real estate market, created by the Court of Justice of the State of Rio de Janeiro, Association of Directors of Companies in the real estate market ADEMI RIO and the Brazilian Bar Association.

He is a counselor of the OAB RJ and President of the order examination commission.

Firm Profile

Eduardo Biondi & Antonio Ricardo Corrêa Advogados Associados is a modern law firm dedicated to corporate, advisory and litigation services, with a focus on strategic litigation and the structuring of real estate deals. Designed to serve in a personalized way, its partners are dedicated to ensuring full availability, with high quality, in serving their customers.

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EDUARDO BIONDI &
ANTONIO RICARDO CORRÊA

A D V O G A D O S

TRADEMARKS LAWYER OF THE YEAR



Eduardo Otero

Founding Partner
ABO IP

About Eduardo Otero

Unlike most specialized Intellectual Property lawyers in Brazil, Eduardo began his professional career in multinational companies, world leaders in their respective market segments. In 2006, he transitioned his career to work in law firms in the area, having been a member of two of the largest IP law firms of the country. Currently, with 20 years of experience, Eduardo is one of the founding partners of ABO IP (founded in April 2017), and recognized as one of the best lawyers in the field in the country.

Eduardo has acquired experience in the most diverse topics of IP (in particular, trademarks and domain names), in the advisory/administrative, contractual, pre-litigation and judicial spheres. Throughout his career, he has managed large portfolios in the most different types of industries (such as technology, entertainment, retail, pharma/healthcare and cosmetics, to name a few), as well as assisting startups, medium and small companies, from simple to the most complex cases. Praised by clients for the agility, depth, care and excellence of his services, which has been affording his presence (and his law firm) in national and international rankings, such as Who's Who Legal (2021-2022), World Trademark Review 1000 (2021-2022) and Análise Advocacia (2018-2019).

Post-graduated from the Pontifical Catholic University (PUC-RJ) in Intellectual Property and graduated in Law from the State University of Rio de Janeiro (UERJ), Eduardo is a member of the OAB-RJ and INTA (appointed as a member of the Unreal Committee since 2020), in addition to being a neutral for trademark matters in Brazil. With his office, he is part of the ABPI and IPO – Intellectual Property Owners Association.

Areas of Expertise

- Intellectual Property
- Trademarks
- Litigation
- Domain Names
- Designs
- Contracts

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**CONSTRUCTION
CONTRACT
MANAGEMENT**

EXPERT OF THE YEAR

Gianluca Gazzola

Managing Director
**Power Contract
Management Inc.**

About Gianluca

Gianluca obtained his Master's degree in Civil Engineering from the University of Parma in Italy, followed by his Master of Science from the Swiss Business School and his MBA in International Finance Management.

Besides being an active member of the Chartered Institute of Arbitrators, Gianluca is a certified Project Management Professional and a member of the Royal Institute of Chartered Surveyors, bringing over 25 years of experience in the construction industry. He is specialized in solving complex contractual matters on international infrastructure construction projects.

Since its creation in 2020, Gianluca is the owner and Managing Director of Power Contract Management Inc. (PCMI). Gianluca has been gaining significant experience within the civil and industrial construction sectors, mainly supporting multinational companies and operating on overseas projects, for the execution of simple and combined cycle power plants, water distribution systems, water treatment plants, switchyard and power transmission lines, roads, railways and airports.

He has been operating in over twenty different countries and jurisdictions spread all over the world, covering responsibilities such as Project Manager, Construction Manager and Senior Contracts Manager for complex power generation and infrastructure construction projects.



A STORY OF AN UNPRECEDENTED SUCCESS FOR THE INDUSTRY

With PCMI acting as contract management advisor to a Finnish company, who is global leader in providing innovative technologies and sustainable solutions for the energy sector, power generation projects were developed in Brazil during the first half of 2022.

Projects were financed by the largest investment bank in Latin America, and were executed under a super fast-track approach that secured their completion under an unprecedented record time for the industry.

EPC projects totalling 150 MW in installed power capacity were completed in the record time of just above seven months, counted from the signature of the contract through plant acceptance, allowing to commence plant operations in advance to the corresponding Power Purchasing Agreement (PPA) deadline as set with the electricity sector Regulator in Brazil (ANEEL). Adopting sustainable technology designed to facilitate renewable energy penetration in the market, power grid balancing plants were installed, commissioned, and tested in just above three months.

Firm Profile

Established in 2020, Power Contract Management Inc. (PCMI) provides time and cost-effective solutions for clients in all sectors of the construction industry.

PCMI is focused on executing and delivering to meet and exceed Clients' needs and expectations, through a rigorous, ethical, and fair professional service approach.

PCMI is specialized in providing contractual support for any kind of infrastructure projects around the globe, including fossil fuel power plants, renewable energy sources such as wind, solar and hydro, including any contractual claims and disputes, regardless of its size and complexity. PCMI`s expertise includes Projects located throughout the globe, with emphasis on the Latin American countries. At PCMI we are specialized to serve our Customers on all contract administration duties for the following sectors:

- Power Generation
- Oil & Gas
- Renewable Energy
- Power Transmission and Distribution
- Civil Construction projects, including roads, railways, airports & dams
- Industrial process plants

Our services range from reviewing documentation at bidding stage, contract negotiation and setup, all the way through contract execution, contract closure and warranty period. Our competences include change management, defence from incoming claims, preparation and management of outgoing claims, determination of merit & quantum for cost reimbursement and extension of time claims, Project Non-Conformance -Cost control and cost recovery from vendors, insurance claims, constructive change orders, differing Site conditions claims, Project time schedule critical path evaluations, delay & disruption claims, acceleration claims, design change claims, negotiation of Delay & Performance Liquidated Damages, Alternative Dispute Resolution, international "ad hoc" Arbitration under the UNCITRAL Rules & Model Law, Institutional Arbitration under the ICC Rules.

“PCMI is a Company focused on executing and delivering to meet and exceed Clients’ needs and expectations, through a rigorous, ethical, and fair professional service approach.”

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INTERNATIONAL ARBITRATION LAWYER OF THE YEAR



Peter C. Sester

Arbitrator, Counsel, Legal Expert
Peter Sester Advogados

About Peter C. Sester

Professor Peter Christian Sester is a dual qualified lawyer in Brazil and Germany. He also holds two PhDs, one in Commercial Law, the other in Economics. Peter has served as a tenured Professor of Commercial Law at several German and Swiss universities. He has practised commercial law for 14 years at the Frankfurt office of a leading UK international law firm. During this time, he developed in-depth interdisciplinary and cross-cultural expertise highly esteemed by clients. He combines practical skills with academic depth. Peter originally focused on corporate finance, capital markets, asset and project finance, M&A and LBO. In 2017, he founded his own law boutique in Rio de Janeiro. In 2019, he became vice-president of the leading Brazilian arbitration institution CAM-CCBC. He continues to teach at renowned universities in Europe and Brazil (e.g. New University of Lisbon, Fundação Getúlio Vargas in Rio de Janeiro).

Today, Peter acts mainly as an arbitrator, co-counsel and expert witness in international and domestic arbitration proceedings. He has sat as an arbitrator in over a dozen commercial arbitrations. Peter has first-hand experience of the rules of all major Brazilian arbitration institutions and beyond. He has also acted as co-counsel in ICC arbitrations. Peter is listed in the rosters of arbitrators established by the following institutions: CAM-CCBC, Câmara do Mercado - Arbitragem (the arbitration institution of the Brazilian Stock Exchange B3), CAMARB and CBMA. He is a member of the IAI (Paris).

Peter advises on and renders legal opinions on commercial and financial market law, arbitration law, private international law (Brazilian, German and European Union Law, and International Conventions). He specializes in corporate and capital market law, M&A and post M&A disputes, long-term contract adjustment, project and asset finance. He also advises on Corporate Governance and regulation.

Areas of Expertise

- Arbitration Law,
- Commercial & Financial Market Law
- Private International Law (Brazilian, German and European Union Law, and International Conventions).
- Corporate & Capital Market Law
- M&A & post M&A Disputes
- Long-Term Contract Adjustment
- Project & Asset Finance
- Corporate Governance & Regulation

Contact

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PETER SESTER
Advogados



Firm Profile

PatentAxis Inc. is thrilled to be included among winners of the Legal Awards 2022 edition of Lawyer Monthly Magazine. The firm is excited to celebrate this award as a reflection of a roster of trusted client relationships and sends heartfelt thanks to those who took time out of their schedules to cast favourable votes and make this win possible.

PatentAxis Inc. is a Canadian patent services firm located in the financial district of Toronto, Canada. The firm is experienced in all types of patent preparation and analysis providing services of patent filing, prosecution and consultations to its clients.

The firm's clients range from local small and medium sized businesses to larger entities to foreign firms. Regardless of the size of the client, PatentAxis Inc. is inspired by the innovative activity and is committed to providing services in a clear and practical manner to secure a competitive advantage in patents. The objective is to make the patent process transparent so that clients can focus time and energy on effecting change with their innovations.

Understanding client objectives and providing pragmatic guidance in view of these objectives is a hallmark of the firm's business approach. Strong client communication skills underlie this approach. Whenever feasible, multi-faceted choices inherent in patent prosecution are distilled within the context of client objectives to represent available choices in a practical format of risks and opportunities to allow clients to select choices best suited to their objectives. Guidance and consultations provided to clients is based on a nimble client service model that assesses and adapts to each client's goals and needs.

Strong client relations are a natural progression from an inspirational respect that PatentAxis Inc. holds for its clients and their business activity. The entrepreneurial process requires coordination of multiple interacting parts and successful decisions by clients to take an idea through research and development to a recognized innovation in the market place. This process takes insight and dedication that commands respect and the firm is always keen to do its part to help and foster the process from a patent perspective.

The firm has been fortunate to have a client roster filled with dynamic innovators and conscientious businesses. As a result of the quality of clients opportunities have always eclipsed challenges throughout the firm's history. Canadian innovation is based on enduring local talent that will continue to bring new solutions to market regardless of overlying economic conditions. Economic changes can create corresponding budgetary revisions, but as long as the desire to protect innovation is maintained PatentAxis Inc is nimble and adept at providing practical options and tactics to defer costs and adjust to budgetary constraints.

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR

About Jai Chatterjee

Jai Chatterjee is a Director of PatentAxis Inc., and has over two decades of experience helping clients obtain patent protection for various technologies. His scientific background is in the health sciences having received a PhD in Biochemistry from McGill University. Early in his career his patent practice related to medical and biotechnology fields as a natural progression from his doctoral research, but over the years he has helped a great variety of clients having diverse technologies to the point that now discussions on most technologies are welcome.

Jai gratefully accepts this accolade from Lawyer Monthly on behalf of PatentAxis Inc. and provides further comments expressing appreciation: "The firm looks to its future with unguarded optimism as the firm's clients continue to bring unique and useful products in a variety of industry sectors. Springing from this varied and dynamic client roster, the firm is excited by the opportunity to expand its profile. Moving forward PatentAxis Inc. is keen to increase its profile among international clients and in this context is thrilled by the recognition and coverage provided by the 2021 Legal Awards survey and publication."

Areas of Expertise

- Patent search
- Patent landscape review and analysis
- International patent application prosecution
- Canadian national phase patent prosecution
- Patent portfolio management

Contact

PatentAxis Inc.

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WILLS & ESTATE LAW | LAW FIRM OF THE YEAR |



Firm Profile

Whether you want to reorganize your business structure or simply buy a house, working with a new legal professional for the first time can be daunting — especially if it's something you've never done before. We never want our clients to feel like they're taking a massive leap of faith when they sign up for our services, so we try to ensure you know what to expect when you work with Jeffrey Murray Law.

Every case is unique, but here are some universal principles our team applies to everything they do.

Empowerment

Most people don't associate legal work with empowerment. It's easy for the balance of power to swing heavily toward the law professional when they're the one holding all the knowledge, leaving the client to nod along and stay silent.

But we firmly believe that you should be at the center of every decision made. We make sure to always learn about you, your circumstances, and your objectives to maximize our chances of delivering the right outcome. If you want to speak up or ask questions at any time, it's highly encouraged.

Clarity

As part of our mission to empower you, we want to make sure that you genuinely understand what's happening throughout the process.

We don't just smother you with legal jargon — we aim to talk to you in a language that you'll understand. Relatability and clarity are at the forefront of our mind in everything we do, right from the get-go.

Approachability

Inside our offices, we might be the ones with expertise and guiding the process. But outside of that environment, we're people just like you, and we know what it feels like to put blind trust in a professional — whether that's a dentist or a plumber. So, we know how important it is to be approachable.

Whether you have a major concern or you want to make a slight alteration to your process, we want to make you feel like there's nothing you can't ask. We pride ourselves on being involved in our local community, and part of that means maintaining an approachable reputation.

Flexibility

Gone are the days when every legal process has to follow a stringent step-by-step framework. Although we still have to follow the rules and regulations when working, we try not to pass all that rigidity on to our clients. Instead, we aim to offer tailored and practical solutions.

That's why we offer virtual consultations and meetings. Why should you always have to travel to us when we all have the technology to go about things slightly differently? We also strive to take note of your particular interests and concerns so we can go about our process in the way that suits you best.

Don't be a stranger

Hopefully, the pointers above give you a sense of our approach and what we can offer — but this is just skimming the surface. For a more personalized breakdown of how we can help you and what kind of process you can expect, we recommend reaching out to us directly.



“Whether you have a major concern or you want to make a slight alteration to your process, we want to make you feel like there’s nothing you can’t ask.”

Representation Done Right

At Jeffrey Murray Law, we’re Belleville lawyers focusing on real estate, estate planning, and corporate law. Thanks to our dedicated team’s years of experience, we have the know-how to deliver the representation and results you deserve — something we’ve achieved for countless clients already.

We’re passionate about serving our local area and maintaining our reputation in Ontario, so we go out of our way to deliver high-quality service every time. Working with us isn’t just about getting the job done, but ensuring you understand what’s happening through each step of the legal process. For outstanding results and personalized service, look no further.

Areas of Expertise

- Corporate Law
- Wills and Estate Law
- Real Estate Law

Contact

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DISPUTE RESOLUTION CONSULTANT OF THE YEAR



Kimberly Bain

Senior Partner
BainGroup Consulting

Firm Profile

BainGroup Consulting has been providing conflict resolution, facilitation and consensus building services around the world for the past 25 years. Senior Partner Kimberly Bain is a Certified Mediator, a Certified Professional Facilitator Master, and is an inductee in the International Facilitators Hall of Fame. Kimberly has held senior government positions and appointments and has facilitated and mediated for clients around the world. She has completed dozens of large-scale dispute resolution contracts, over 250 court appointed mediations and is a highly sought-after speaker, trainer, coach and author.

BainGroup Consulting is a boutique consulting firm based in Canada and is known for its success in helping international private and public sector clients reach a sustainable consensus, resolve disputes, and effectively engage clients/stakeholders in a timely, positive and outcome driven manner. We work in various sectors including health care, resource development, financial services, community services, and travel and tourism.

In 2009, the Quality Improvement and Innovation Partnership conducted a survey and published the results rating consulting firms. Of the 97 consulting firms reviewed, BainGroup Consulting was identified as the Overall Number 1 Consulting Firm and was rated as either first or second in every service and outcome category. BainGroup is also the recipient of a silver and four platinum International Facilitation Impact Awards. Our Team are accomplished authors, with several books and over a dozen peer review journal articles published.

The BainGroup Team of dispute resolution and facilitation specialists, has successfully completed projects in Denmark, Mexico, Germany, Norway, Russia, United Kingdom, India, Taiwan, Indonesia, United States, Canada, Turkey, France, and Italy. We deploy teams globally to help clients consult with stakeholders, facilitate conflict resolution between industry, communities, indigenous groups and governments, and design and implement Modified Delphi Consensus Building processes.

Our team members are highly sought-after speakers, are adjunct professors at a number of post secondary institutions and have been awarded the title of Visiting Scholar at internationally recognized Universities. All BainGroup team members pride themselves on providing innovative and practical solutions to the problems faced by our clients and assisting clients to implement those solutions to a successful conclusion.

Areas of Expertise

- Conflict Resolution
- Mediation
- Consensus Building
- Facilitated Dialogues
- Industry-Community Consultations
- Dispute Resolution
- Modified Delphi Consensus Building processes.

Contact

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ASSISTANT GENERAL COUNSEL OF THE YEAR

Mary Laurin

Assistant General Counsel
AIG Insurance Company of Canada

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About Mary Laurin

Mary Laurin is licensed in Ontario, Canada and joined AIG in 2014. She advises AIG's business leaders on a wide array of matters impacting AIG's Canadian commercial and personal insurance business lines, including distribution arrangements, governance, oversight and risk management, distributor and adjuster licensing, insurance operations, legislative interpretation, government relations, insurance regulatory examinations and audits. Mary also utilizes her extensive legal experience and over two decades of service in the insurance industry to support on-going business development and expansion initiatives. A consummate corporate counsel, she began her career in Corporate and Information Technology Law at Manulife Financial Corporation.

Mary finds that working in-house and being dedicated to one company fills each day with an exciting variety of legal problem-solving opportunities and the chance to build deep, long-lasting relationships with internal clients. Being a lawyer for the Canadian offices of a global insurer also allows her to interact with colleagues around the world and act as a legal ambassador for Canada, providing Canadian-specific advice when collaborating with legal colleagues on various multi-jurisdictional insurance initiatives. She has found it rewarding to witness the transformation and growth of AIG since joining the company eight years ago.

Mary also enjoys volunteering as an Ambassador for the Insurance Institute, where she has the opportunity to speak to local high school students about the many and varied future career opportunities available in the insurance industry.

Firm Profile

AIG Insurance Company of Canada ("AIG Canada") is the Canadian affiliate of American International Group, Inc., a global insurance solutions provider, with operations in approximately 70 countries and jurisdictions. For over 50 years, AIG Canada has provided specialty expertise to permit businesses to better manage their risks through offering a wide spectrum of property and casualty products in the Canadian marketplace. AIG Canada's headquarters are in Toronto, Canada with additional offices in Vancouver and Montreal.



You can read more about AIG Canada on our website.

www.aig.ca

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PERSONAL INJURY LAWYER OF THE YEAR



Mary-Helen Wright

Senior Litigator & Managing Lawyer
Pacific Law Group

About Mary-Helen Wright

Mary-Helen Wright is Pacific Law Group's senior litigator and managing lawyer. She has dedicated over 36 years to representing clients facing difficult, complex, and catastrophic situations. She is one of only a few lawyers to have been counsel for over 90 trials, 200 appeals, and 300 mediations and arbitrations. Recognized as one of Canada's best lawyers, she has set many important legal precedents both at trials and on appeals. These are often referred to in other court cases and legal journals. She is seen as an expert and is a frequent author and presenter in her fields of practice.

Mary-Helen enjoys working with clients to secure the best results, both in negotiations and the courtroom. She is often described as creative, effective, quick, and strategic in her problem solving abilities. She has established an excellent reputation as a talented and experienced trial and appeal lawyer who ensures her clients receive the best possible outcome for complex and challenging problems.

Mary-Helen is also very involved with her community, being on the community executive and working as a volunteer on various committees for many years. She is a keen supporter of non-profit associations that work to improve the lives of the underprivileged, champion animal rights, and protect the environment.

Education

- University of Calgary, BA, Economics (Major); Law and Political Science (Minor)
- University of Victoria, LL.B.
- Numerous continuing legal education courses and seminars

Awards

- 2009, Lee Samis National Award of Excellence for outstanding skill, accomplishments, services, and contribution to insurance law
- Voted "Leading Lawyer" for many years by BC colleagues in the area of injury claims and insurance law in the Canadian Lexpert Annual Directory

Pacific Law Group™

www.Pacificlawgroup.ca

Rosalie M. Francis

RFrancis Law

About Rosalie Francis

Rosalie Francis is a citizen of the Mi'kmaq Nation and a member of the Sipekne'katik Mi'kmaq Community. Rosalie is a staunch advocate in Indigenous rights and Indigenous self-determination and has spent most of her professional career pursuing the recognition of such. She has extensive experience working with the Mi'kmaq communities in the Atlantic region and has worked closely with Mi'kmaq leadership for many years, providing advice and support in governance development, the duty to consult, and Aboriginal Rights.

Rosalie currently operates a solo law practice – RFrancis Law – and has developed a solid practice specializing in Aboriginal law and serving Indigenous clients. Her area of practice includes Aboriginal and Treaty Rights, with a strong background on the duty to consult, Crown engagement, governance development, environmental law, specific land claims, international law and employment law.

Rosalie's recent practice saw her extensively involved in negotiations with Canada on the Mi'kmaq's exercise of their livelihood Treaty right to fish. In 2021, she also spearheaded a human rights complaint to the United Nations Committee on the Elimination of Racial Discrimination, ("CERD") regarding Canada's human rights violations against Mi'kmaq Indigenous people in the exercise of their Aboriginal and Treaty rights

Qualifications

- L.L.M. (Osgoode Law School, 2022)
- LL.B. (Dalhousie University, 2015)
- M.A. (Saint Mary's University, 2003)
- B.A. (Dalhousie University, 1993)
- Bar Admission: Nova Scotia, 2016
- Bar Admission: New Brunswick, 2016

Professional Activities & Affiliations

- Member, Canadian Bar Association
- Member, Nova Scotia Barristers' Society
- Member, Law Society of New Brunswick
- Member, NS Aboriginal Law Group
- Former Co-Chair, CBA Aboriginal Law Group
- Former Board Member, East Coast Environmental Law
- Former Chair – Membertou Elders Advisory Committee

Personal, Community & Volunteer Activities

- Board member – Gorsebrook Research Institute, Saint Mary's University

Awards and Achievements

- Donald Marshall Jr. Award, Schulich School of Law

Publications

- Canada's Response to Mi'kmaq Aboriginal and Treaty Fishing Rights: Reconciliation or Legal Colonial Oppression? Ocean Yearbook Law Journal
- Mi'kmaq Ecological Knowledge Protocol, 2nd Edition, Assembly of Nova Scotia Mi'kmaq Chiefs, 2014
- Mi'kmaq Resource Guide, 1st and 2nd Editions, UNSI, CMM and NCNS.
- M.A. Thesis, The Mi'kmaw Nation and the Embodiment of Mi'kmaw Ideologies: Ni'kmaq, Protocol and Treaty Negotiations of the Eighteenth Century, Saint Mary's University, October, 2003.

Specialization/Areas of Expertise:

- Aboriginal Law;
- Duty to Consult;
- Specific Land Claims;
- Indigenous Governance;
- Indigenous International Law;
- Employment Law



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**PUBLIC AFFAIRS AND
GOVERNMENT RELATIONS**
COUNSEL OF THE YEAR



Troy Ross

President
TRM Public Affairs

About Troy Ross

TRM Public Affairs is a lobbying firm providing specialized counsel to the online (iGaming) and terrestrial (land-based) gaming, beverage alcohol, and other complex public policy and regulatory environments.

The company was founded by Troy Ross in 2012, after two decades of extensive gaming experience in Canadian jurisdictions. TRM provides domestic and international clients with public affairs and government relations advice, regulatory counsel, stakeholder relations, communications strategy, and strategic procurement services.

Troy has been at the forefront of the iGaming lobby in Canada for the past 16 years. He has played a pioneering role in successive iGaming milestones, beginning with the defeat of prohibitionist legislation in Ontario in 2006. Since that time, he has engaged with provincial governments across the country to educate the public sector about the benefits of regulated online markets and the successful characteristics of license and tax regimes. This campaign ultimately led to a revolutionary change in the interpretation of gambling laws in the province of Ontario. That province launched the first iGaming regulatory regime in Canada in April of 2022.

Troy's experience is informed by 25 years in the political arena, and in the public service with the Alcohol and Gaming Commission of Ontario (AGCO). In 2004 Troy created and lead Canada's first national public affairs and corporate communications practice specializing in the gaming industry with a large publicly traded lobbying firm where he honed his skills as a public affairs practitioner.

Troy is a former policy director at the Alcohol and Gaming Commission of Ontario (AGCO) and a former political staffer to the Minister of the Solicitor General, the Minister of Consumer and Commercial Relations and the Minister of Community and Social Services.

Areas of Expertise

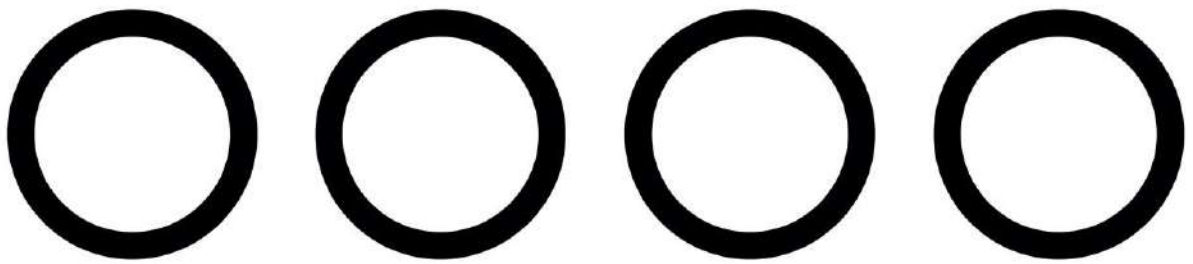
- Regulatory Affairs
- Political and Public Policy Engagement
- iGaming and Terrestrial Casinos

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Audi. Keep distance.

WILLS & ESTATES PLANNING LAWYER OF THE YEAR



Tyler Dennis

Associate Lawyer
MacMillan Tucker

About Tyler Dennis

Tyler is an Associate Lawyer with MacMillan Tucker, having worked with the firm since 2016. Tyler is called to bar in both British Columbia and Ontario, Canada. In 2021 he was accredited as a Certified Executor Advisor, and in 2022 he was the recipient of the “Young Entrepreneur of the Year” award from the Cloverdale Chamber of Commerce. His practice is multi focused with expertise in the areas of wills and estate planning, estate administration, business law, and real estate law. The majority of his practice is centred on estate planning and helping his clients navigate the many aspects of succession law. He has helped clients, including individuals, families, and companies, prepare simple and complex estate plans. Tyler takes pride in working with clients of all backgrounds and circumstances, believing that every individual has a different story to tell. This variety is what makes his practice interesting and keeps him on his toes. When he is not working away at the office, he can be found volunteering in his local community, spending time with his family and friends, reading a good history, political or science fiction book, playing the odd video game, or travelling around Canada and the world seeing new sights.

Firm Profile

MacMillan Tucker is a full-service law firm located in Surrey, British Columbia, Canada. For over 50 years the firm has been providing legal services to the people of Surrey, and the wider Metro Vancouver communities. MacMillan Tucker is proud to be able to assist clients at all stages of their lives with the legal services they may require. This can include assisting with Wills and estate planning preparation, estate administration, various family law matters, real estate transactions which includes both commercial and residential, business matters, and if court action is required, general litigation. The lawyers and staff of MacMillan Tucker believe in service to their local communities and are involved with various community organizations. The firm donates to many local community groups, and the lawyers have over the years volunteered their time to assist local community groups with their legal matters. A core tenant of the firm since its formation has been providing the variety and quality of legal services that people expect from a large firm but in a small-town setting. MacMillan Tucker takes pride in its saying “we have a small-town feel, with big city results”.

Areas of Expertise

- Wills & Estate Planning
- Estate Administration
- Real Estate Law
- Corporate & Commercial Law
- Strata Property Law
- Residential Tenancy Law
- Notary Public

Contact

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MACMILLAN
TUCKER

EST. 1971

CRIMINAL LAW
LAWYER OF THE YEAR



Nicolás Salas Parra

Partner/Co-Founder
GRUND ABOGADOS LLP

About Nicolás Salas Parra

Nicolás Salas obtained his law degree from the Pontificia Universidad Católica del Ecuador. He has a Master's Degree and a Specialization in Criminal Law, both awarded by the Universidad Andina Simón Bolívar. He has taken doctoral courses at the Universities of Buenos Aires and at the Universidad Andina Simón Bolívar.

Nicolás was a prosecutor of the Unit of Jurisdictional Cases of the National Court of the State Attorney General's Office. He held the position of Prosecutor of Pichincha of the Unit for Crimes against Public Faith.

He is a professor of Criminal Law subjects at the Pontificia Universidad Católica del Ecuador since 2013.

He is a designated professor hired at the Universidad Andina Simón Bolívar since 2010 and has taught classes since 2009 at the following universities: Universidad Central del Ecuador, Universidad Internacional SEK, Universidad Metropolitana e Instituto de Altos Estudios Nacionales.

Firm Profile

GRUND is a German language word meaning reason, foundation, or cause. German is a strong language and linked to the Western legal tradition that helps us convey the strength of our message: 'constitute ourselves as its reason and legal foundation; being together with your cause to be the legal reason in your professional or personal activities.'

GRUND Abogados LLP is a law firm dedicated to legal advice -both local and international- for legal and natural persons, focused on providing excellence in the provision of its services, representing our clients in a timely, effective and efficient manner and mitigating or resolving problems laws that may arise.

Our office has Lawyers of an excellent professional level, committed to the client and the Country. We offer our clients a support based on the experience gained in both the public and private fields through compliance with strict ethical and professional standards.

We work to apply our high-level training and experience in the prevention and early solution of legal conflicts, taking advantage of our profile and experience to serve our clients in the most ethical and effective way.



www-grundabogados-com

MEDIA & ENTERTAINMENT LAW

LAW FIRM OF THE YEAR



Rodriguez Garcia & Encinas Abogados

Gustavo Rodriguez Garcia

Firm Profile

When it comes to protecting your business and ensuring compliance with competition, consumer protection, intellectual property, and personal data laws, you need a partner you can trust. That's where we come in. Our team, led by partners Gustavo Rodríguez and David Encinas, combines deep academic expertise with real-world business and real estate experience to provide a comprehensive perspective on your legal needs.

But our experience extends beyond just knowledge. We've had the privilege of sponsoring landmark cases in Peru, setting new standards and shaping the legal landscape for the better. Our goal is to work closely with you to become a true partner in navigating the complexities of the legal world, giving you the peace of mind to focus on growing your business.

Don't leave your legal matters to chance, choose us as your strategic partner in competition law, consumer protection, intellectual property, unfair competition, fashion law and personal data protection. Trust us to be your guide, your ally and your protector.

As your strategic legal partner, we understand that every business is unique and requires a tailored approach. That's why we take the time to understand your specific needs and goals, and work closely with you to develop a customized strategy that addresses your specific concerns and challenges.

Our team of experts is dedicated to staying up to date on the latest laws and regulations, so you can be sure that we're providing you with the most current and accurate advice. We understand the importance of protecting your business and assets, and we're committed to helping you navigate the legal landscape with confidence.

We are proud to have a reputation for excellence, and we're committed to providing our clients with the highest level of service. Our team is available to answer your questions, provide guidance, and work with you to resolve any legal issues that may arise.

Let us be your trusted legal partner, and together we will navigate the legal landscape with confidence.

Areas of Expertise

- Competition Law
- Consumer Protection
- Intellectual Property
- Unfair Competition
- Fashion Law
- Personal Data Protection.

Contact

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About Adeena Weiss Ortiz

Adeena Weiss Ortiz is a bilingual licensed attorney in Illinois and Florida for the past 20 years, who practices in state, federal, and administrative courts. She began her pursuit of the law at an early age at the Law Office of Jack J. Weiss (1928-1995) in Miami, Florida where she worked for many years prior to moving to Chicago. Adeena's father, Attorney Jack Weiss inspired Adeena to pursue a legal career by showing her the importance of serving the community through the legal profession. Adeena received a Master of Laws and Juris Doctor from the John Marshall Law School, and a bachelor's degree from Simmons College.

Prior to founding Weiss Ortiz P.C. and abogadome.com, Adeena was employed in private practice, municipal entities, and pro bono agencies. Adeena has extensive litigation and mediation experience, which has aided in obtaining favorable judgments for her clients. Today, Adeena practices in civil, criminal, family, immigration, commercial litigation, and transactional matters such as real estate, business formation, and estate planning. She is actively involved in a variety of bar associations, handles cases pro bono from referring agencies, and regularly volunteers her legal services, while managing her practice.

PERSONAL INJURY
LEGAL COUNSEL
OF THE YEAR

Adeena Weiss Ortiz

Founder
Weiss Ortiz P.C. and
abogadome.com

Areas of Expertise

- Family Law
- Personal Injury
- Labor & Employment
- Real Estate
- Probate
- Criminal Defense
- Immigration

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WEISSORTIZ
ATTORNEYS & MEDIATORS

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INTELLECTUAL PROPERTY | ADVISOR OF THE YEAR |



Andrew R. Hein

Partner & Founder of
Crown Point Advisors LLC

About Andrew R. Hein

Andrew R. Hein is a partner at and founder of Crown Point Advisors LLC, which concentrates on patent litigation invalidity advising and patent post-grant invalidity advising. Since 2013, Andrew has been recognised as one of the world's leading IP strategists by Intellectual Asset Management, and Finance Monthly has named Crown Point Advisors the US Intellectual Property Advisor of the Year. Andrew earned his JD from Georgetown University Law Center (magna cum laude, Order of the Coif) and his BS from Trine University (high honors).

Over the past decade, Crown Point has advised the world's largest companies and law firms on the world's largest global patent litigation matters, across four continents, eleven countries, and in eight languages. Crown Point specialises in United States, German and Chinese patent litigation and post-grant patent invalidity proceedings. In the high-tech patent space, our expertise is unparalleled and world-class: Over the past decade, we have advised on nearly all of the world's largest patent cases in the telecommunications standard, video standard, semiconductor and mobile device fields. In these cases, billions are at risk and companies' existences are at stake. In the patent portfolio licensing and acquisition contexts, Crown Point advises clients on the validity of high-value portfolios, which are often focused on the key video and telecommunications standards, including GSM, 3G, 4G LTE, H.264, HEVC and 5G.

Q Why did you choose IP law?

My undergraduate degree was in engineering, and so IP law was a natural outgrowth from that interest in technology and learning how "things" worked in our world. I am still in the IP field because of similar reasons. Every day you learn about new technologies and meet and help brilliant people who are changing the world.

Q How do you measure your success?

Success is providing the best results possible for our clients and building long-term and meaningful relationships with them. We are proud of the fact that we work with the world's largest and most innovative companies on their most important matters and many of our clients have worked with Crown Point since its founding over a decade ago.

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LITIGATION
LAWYER OF THE YEAR



Brenden P. Kelley, Esq

Attorney
Brenden Kelley Law

About Brenden Kelley

Don't let his boyish grin fool you; Brenden is a seasoned litigator with an impressive range of experience. Since he was a child, he was raised to be an attorney. His father, Michael V. Kelley, was a successful trial lawyer who made a name for himself fighting for the families of Ohio Steelworkers, and his mother, Lynn Arko Kelley, is a former Cleveland Heights Municipal Court Judge who served as Guardian ad Litem for hundreds of children in Northeast Ohio.

However, at just 16, he learned a hard lesson: when you trust the wrong person, your American Dream can quickly be snatched away. He watched as his family was nearly destroyed by an uncaring legal system and the lawyers who tried to exploit it after his father passed away. Thankfully, he and his mother found a lawyer, Bill Wuliger, who cared about his clients and fought like hell for them. When it was time for him to begin his legal career, there was only one real option: to work for Bill protecting the same kind of people and fighting just as hard. After cutting his teeth with his mentor, Brenden started his own practice in 2022 serving small business owners and victims of attorney malpractice.

"Good lawyers have this amazing ability to come into a client's life and to take on a client's burdens as their own. Good lawyers give their voice in order to get justice for the voiceless. I strive to be like my father and Bill. I strive to be the kind of lawyer who will put those burdens on my shoulders and fight until I have nothing left."

Some highlights of his young career include recovering over a million dollars for clients, negotiating and drafting multimillion-dollar real estate transactions, designing estate plans for families with assets over \$80 million, successfully arguing countless motions in state and federal court, and serving as corporate representative for multiple corporations and trusts in litigation.

"While both my father and Bill have passed, I carry on in their honor. They ignited a flame within me many years ago and I have no intention of letting it burn out."

Practice Areas

- Business Law
- Attorney Malpractice
- Estate Planning

Contact

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Bruce Oakes

Co-Founder of Oakes & Foshier, LLC

About Bruce Oakes

Mr. Oakes received his Juris Doctor from The Saint Louis University School of Law, where he received American Jurisprudence awards for excellence in legal studies. Mr. Oakes received his undergraduate degree from Dickinson College and received the Pennsylvania Institute of Certified Public Accountants award for excellence in accounting studies. This combination of Mr. Oakes' legal and financial background has been invaluable in the pursuit of compensation for his clients who have had their brokerage accounts mishandled.

In order to focus exclusively on these types of cases, in 2003, Mr. Oakes, along with his law partner, Richard Foshier, formed Oakes & Foshier, LLC. Since forming the firm, Oakes & Foshier, has tried numerous FINRA arbitrations across the country. In fact, over the last 12 years, Oakes & Foshier has tried and won more FINRA arbitrations on behalf of individual investors than any other law firm in the country.

Oakes & Foshier, LLC represents clients nationwide and does so on a contingency fee basis whereby clients only pay attorneys' fees if there is a recovery. Oakes & Foshier, LLC has been appointed by courts to handle securities arbitration cases on behalf of disabled minors whose funds were mishandled by investment advisors as well as by a county government to prosecute a case involving mishandling of government funds. Oakes & Foshier also successfully prosecuted a multi-million-dollar FINRA arbitration involving the Bernie Madoff Ponzi scheme. Oakes & Foshier, LLC has an outstanding support staff consisting of 4 paralegals who have been with the firm for the last 13 years. The firm is proud of its accomplishments; however, the greatest satisfaction comes from helping clients that have lost their retirement assets and recovering those funds, which gives our clients an opportunity to once again enjoy their retirement.

Although Mr. Oakes is the one who tries the actual cases, he would not be able to do so effectively without his law partner, Richard Foshier. Richard Foshier graduated with honors from Saint Louis University School of Law and was editor of the University's law journal. Mr. Foshier handles much of the pre-trial legal work, including drafting pleadings, handling discovery, and arguing pre-trial motions as well as dealing with any post-trial and appellate issues. Mr. Foshier has given lectures on FINRA arbitration, and he also serves as a FINRA arbitrator. FINRA stands for the Financial Regulatory Authority and was a merger of the NYSE and the NASD securities enforcement arms. FINRA is a self-regulatory authority that regulates the sale of securities by licensed firms and brokers. FINRA also provides the forum for resolving disputes through arbitration.

Trying a FINRA arbitration case is not that much different from being in court. The main difference is that instead of a judge and/or jury, the tribunal consists of a neutral three-member panel. The discovery process is also streamlined as depositions are typically not allowed, and requests for information are limited. The cases are document intensive though, and Mr. Oakes' experience in securities gives him a unique perspective on many of the industry specific documents. The typical hearing lasts 4 days and involves opening statements, witness examinations, and closing arguments.

One of Mr. Oakes clients, after a case commented that "recently, we went through a six-day arbitration hearing in Denver, CO. Bruce Oakes was "THE" most fantastic legal mind we could possibly have to represent us. He was prepared, always engaged and brilliant!" Another remarked that Bruce was "highly experienced in resolving cases like ours, and quietly confident, he made himself available whenever we had a concern, and, more important, made us feel like our case was a priority."

**prior results do not guarantee a similar outcome*

ARBITRATION & MEDIATION

FIRM OF THE YEAR

Areas of Expertise

Representing individuals that have suffered losses through mishandled investment accounts.

Contact

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Carl Rothrock

Rothrock Immigration Lawyer

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About Carl Rothrock

Carl Rothrock is a United States immigration attorney with offices throughout Florida. He has more than thirty years of experience practicing law and has represented thousands of clients from more than 100 countries. He represents investors, businesses, and individuals throughout the world in visa applications. The firm has obtained thousands of approvals, including L visas for intercompany transfers, E2 treaty visas for investors purchasing businesses in the U.S., EB1 visas for entrepreneurs and people of extraordinary ability, EB2 visas for professionals, EB3 visas for workers, and many more. He has represented a wide variety of people, including professional athletes, entertainers, physicians, engineers, hospitality professionals, commercial fishermen, real estate developers, software developers, salon owners, construction related businesses, and entrepreneurs.

Several organizations have recognized Carl's achievements throughout the years.

"AV Preeminent Rating by Martindale-Hubbell." For more than 130 years, Martindale-Hubbell has been evaluating attorneys for their strong legal ability and high ethical standards through a Peer Review Rating system. Martindale Hubbell has rated Carl Rothrock as AV Preeminent®, which is the highest peer rating standard. This designation is given to attorneys who are ranked at the highest level of professional excellence for their legal expertise, communication skills, and ethical standards by their peers.

"10 Rating" by Avvo. Avvo.com is an online marketplace for legal services that provides lawyer referrals and access to a database of legal information consisting primarily of previously answered questions. Avvo Rating is the company's effort to evaluate a lawyer's background based on the information available in an attorney's Avvo profile. The company gave Carl Rothrock a "10" rating, which is its highest rating.

Some of Carl's other recognitions include the following:

- "Top Rated Lawyers in Florida, Immigration," Lawyers of Distinction, as published in Forbes and the New York Times.
- "Top 10 Immigration Attorneys, Florida," Best of the Best Attorneys

- "Top 10 Immigration Attorneys, Florida," the American Institute of Legal Counsel
- "Top 10 Immigration Attorneys, Florida," Attorney and Practice Magazine
- "Top Immigration Attorneys, Florida," The Top 100 Lawyers
- "Top Ranking Immigration Law Firms in Florida," American Association of Attorney Advocates
- "Nation's Top One Percent," the National Association of Distinguished Counsel

Mr. Rothrock is admitted to appear before all Immigration Courts in the United States and the Board of Immigration Appeals. In addition, he is admitted to practice before all Tax Courts in the United States and the Northern and Southern District Courts of Texas. He is licensed by the State Bar of Texas. Prior to practicing immigration law, he served as a complex litigation consultant to the defense teams of many Fortune 100 companies, including Shell Oil, British Petroleum, Chevron, Chesapeake Energy, Bank of America, UBS Bank of Switzerland, Johnson & Johnson, American Airlines and Walmart.

In addition to holding a law license, Mr. Rothrock is also a licensed Florida Certified Building Contractor with project management expertise in residential, commercial and marine site development and construction. He is a subject matter expert in defective products and construction defects and has testified as an expert in construction defect trials. He has acted as counsel for over 800 clients in a defective product litigation involving defective construction materials.

Always one to work hard, Mr. Rothrock attended Florida Atlantic University in Boca Raton, Florida, on a full scholarship while working two jobs. He attended South Texas College of Law while maintaining full time employment. He clerked for Judge Louis Moore in Houston, Texas, before entering private practice. Mr. Rothrock is a member of the American Immigration Lawyers Association and the Academy of International Business. He enjoys scuba diving, boating, and rescuing animals.

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Daniel W. Rinaldelli

Law Offices of Daniel Rinaldelli

About Daniel W. Rinaldelli

Daniel W. Rinaldelli attended the University of La Verne and graduated Cum Lauda with dual Bachelor's Degrees in Political Science and International Studies. He then graduated from the ULV College of Law while raising a family and working in a prestigious law firm. He acted as the Supervising Editor of the Bar Review and Journal of Juvenile Law. A close family upbringing helped to instill a strong work ethic and values of integrity that would become invaluable during his career as an attorney.

Over more than two decades of work in the legal profession, Mr. Rinaldelli has developed a keen ability to analyze, and understand legal questions, arguments and challenges that have benefited clients in thousands of cases. His legal practice has focused on Family Law matters ranging from complex dissolution cases to combative child custody proceedings. He has brought his expertise and trial advocacy skills to countless multi-jurisdictional cases, and has even worked on several notable international cases involving children's rights. An aggressive and proactive approach has helped to clarify and define legal standards in the area of Family Law through several published decisions in the Courts of Appeal.

While always ready to put his trial skills to the test to help clients protect their legal and parental rights, Mr. Rinaldelli also recognizes the individual difficulties posed by family law matters, and approaches cases with a "Counselor of law" perspective that assist clients to overcome the often dramatic and emotional difficulties that accompany the separation of a family.

Mr. Rinaldelli's talents as an attorney have also transitioned into areas outside family law. More specifically, his trial skills developed over the course of the last two decades of sustained advocacy, have been able to benefit several clients in achieving multimillion dollar verdicts and settlements in personal injury matters. His personal history and professional experience combine to offer a mastery of legal and communicative skills which are available to assist all of his clients, regardless of the specific area of law involved. So while continuing to focus on assisting family law and personal injury clients, Mr. Rinaldelli's unique and qualified skill set remains an invaluable asset at all our client's disposal.

Areas of Expertise

- Restraining Orders
- Family Law
- Divorce
- Child Custody
- Child Support
- Premarital Agreements
- Family Law Appeals
- Civil Appeals
- Spousal Support
- Fathers' Rights
- Interstate Custody
- Paternity
- Step Parent Adoptions
- Annulments
- Domestic Violence

Contact

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INSURANCE LAW LAWYER OF THE YEAR



Fred E. Karlinsky

Co-Chair, Insurance Practice
Greenberg Traurig, LLP

About Fred E. Karlinsky

Fred E. Karlinsky is Co-Chair of Greenberg Traurig's Global Insurance Regulatory and Transactions Practice Group. Fred has nearly 30 years of experience representing the interests of insurers, reinsurers and a wide variety of other insurance-related entities on their regulatory, transactional, corporate and governmental affairs matters. Fred is a recognized authority on national insurance regulatory and compliance issues and has served in a leadership position in many insurance trade organizations. Having led many industry-driven legislative and regulatory initiatives, Fred is a sought after thought leader on insurance trends and a frequent moderator on panels with governmental officials and insurance commissioners.

Fred is experienced in transactional law, executive and legislative governmental affairs, administrative law, and corporate representation. He advises clients on operational issues — including start-up initiatives, structuring, capitalization, and collaborative business relationships— and a complete array of regulatory and compliance issues, including licensure and corporate amendment applications, business expansion initiatives, solvency and statutory accounting issues, rate and form filings, and financial and market conduct examinations, to name a few.

In addition to being Rated "AV" by Martindale-Hubbell, Fred is recognized within Band One of the Chambers USA Guide, where he has been listed consistently from 2011-2022. Fred is listed in The Best Lawyers in America for Insurance Law from 2019-2023. He is a Fellow of the American Bar Foundation, an honor limited to one-third of one percent of attorneys in America.

In addition to his role with Greenberg Traurig, Fred has been an Adjunct Professor of Law at Florida State University College of Law since 2008, where he teaches a course on Insurance Law and Risk Management. Fred currently chairs the Florida Supreme Court Judicial Nominating Commission, which he has served on since 2014.

Concentrations:

- Insurance Regulatory Law
- Insurance Legislation
- Corporate Representation
- Executive, Legislative and Municipal Government Affairs
- Insurance Transactional Matters
- Governmental Law
- Health Care

Firm Profile

Greenberg Traurig, LLP has more than 2650 attorneys in 44 locations in the United States, Europe, Latin America, Asia, and the Middle East. The firm is a 2022 BTI "Highly Recommended Law Firm" for superior client service and is consistently among the top firms on the Am Law Global 100 and NLJ 250. Greenberg Traurig is Mansfield Rule 5.0 Certified Plus by The Diversity Lab and is recognized for powering its U.S. offices with 100% renewable energy as certified by the Center for Resource Solutions Green-e® Energy as a member of the U.S. EPA's Green Partnership Program. The firm is known for its philanthropic giving, innovation, diversity, and pro bono.

Our Insurance Practice

Greenberg Traurig's Insurance practice covers the full range of issues faced by companies within the insurance industry. We assist clients in the areas of regulated transactions, mergers and acquisitions, state enforcement actions, governance and risk management, regulatory examinations and oversight issues, legislative advocacy, and litigation.

Contact

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INSURANCE & REINSURANCE EXPERT OF THE YEAR



Joseph Loggia

Buxbaum, Loggia & Associates, Inc.

About Joseph Loggia

Over the past 50 years, Joseph Loggia has served in various capacities with companies, brokers and consultants before co-founding Buxbaum, Loggia and Associates, Inc. in 2000. His experience includes management of ceded and assumed reinsurance portfolios, audit assignments for major domestic and international reinsurers, and expert witness testimony.

Joe spent more than 14 years working for companies such as Liberty Mutual, Home Insurance, Northwestern National and Armco Group in a number of senior management positions. He has been an active member of underwriting, loss control and claim committees.

At Buxbaum Loggia, Joe is an audit leader for casualty and accident/health inspections and leads commutation teams for both cedent and reinsurer settlements. He also provides expert opinions and, when necessary, expert testimony regarding a wide range of insurance and reinsurance issues.

Joe is a Certified Arbitrator of ARIAS, and a member of several industry organizations including the American Bar Association (ABA), California Association of Independent Insurance Adjusters, Insurance & Reinsurance Legacy Association in the United Kingdom and the International Association of Claim Professionals. He has been a featured speaker and panelist at annual conferences for the ABA, Association of Insurance & Reinsurance Run-Off Companies, and the Casualty Actuarial Society.

Joe has been an expert witness in civil litigation and reinsurance arbitrations since 1986 and has been deposed as a fact and expert witness on more than 100 occasions.

After graduating from the University of California, Los Angeles, he served as a captain in the U.S. Army and attended the University of LaVerne, College of Law.

Firm Profile

Our consulting firm engages in underwriting services, claim and accounting audits, run-off management, and expert witness reporting and testimony. We serve insurance companies, reinsurers, law firms, managing general underwriters and third-party administrators, representing clients on six continents.

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PUBLIC INTEREST LAW LAWYER OF THE YEAR



Julie Ann Podolsky

Attorney at Law at **HOPE Family Services, Inc**

About Julie Ann Podolsky

Attorney Julie Ann Podolsky exclusively represents survivors of domestic violence in Injunction for Protection (IFP) proceedings (called restraining orders in other jurisdictions). Attorney Podolsky graduated from the University of Central Florida with a Bachelor's of Science in Legal Studies, Minors in Criminal Justice and History before graduating from the Honors Program; Stetson University College of Law, cum laude. She was a member of Stetson Law's internationally renowned Advocacy Board and was a National Semifinalist in the American Bar Association's Arbitration Competition in 2012 and also secured First-Place championships in various competitions while at Stetson Law. Attorney Podolsky worked as a Teaching Assistant and Research Assistant at Stetson; through the latter she is the credited research assistant for Piccard's U.S. Legal Writing for International Lawyers and Law Students (West Publishing,) written for lawyers looking to practice in the United States for the first time. Attorney Podolsky's writing is published in Privacy Rights in the Digital Age. (Grey House Publishing). Previously, she worked as a civilian employee with the United States Judge Advocate General Corps, serving the Military Justice unit. She worked for Bay Area Legal Services, a nonprofit lawfirm serving Tampa Bay area's low-income individuals before specializing in assisting domestic violence survivors full-time.

Currently, Attorney Podolsky represents survivors in IFP proceedings, the adversarial court action that results in protective orders, or IFP, when successful. She advocates to secure temporary and final Injunctions and related legal matters without costs to the survivors themselves. With consequences beyond the parties' contact with one another, injunctions can determine possession of shared homes, timesharing (also called custody or visitation) of children, child support and alimony. Injunctions often curtail individual's second amendment right to bear firearms; often a paramount provision for the safety-planning of the survivor. Injunctions effect many other legal rights, whether purposefully or otherwise, such as: establishing paternity, child welfare and dependency, landlord-tenant and criminal liability. As such, representation by competent counsel specially trained in the nuances of domestic violence is absolutely vital for survivors of domestic violence.

Firm Profile

Attorney Podolsky works as an independent attorney placed at HOPE Family Services, Incorporated, ("HOPE") through the statewide (Florida) IFP Project in order to assist survivors of domestic violence, dating violence or stalking rather than at a law firm. It is the mission of HOPE to promote safety, strength, and well-being for those affected by domestic violence in Manatee County, Florida. HOPE assists exclusively through an empowerment-based model, meaning HOPE Advocates assist survivors in making their own decisions to escape his or her abuser; no service is mandatory or required as HOPE knows that the survivor is the expert in her experience, not the service provider. From planning to leave an abusive relationship to assistance after leaving; from helping survivors meet immediate-needs like food or shelter to educating the community on healthy conflict resolution in an effort to eliminate domestic violence before it begins; HOPE helps. HOPE first contracted with the IFP in 2016, providing survivors access to free attorneys since.

HOPE is grant- and donation-funded organization that is fueled by a staff of about thirty highly-dedicated professionals providing direct services to survivors at the Outreach Office or Emergency Safe Shelter, administrative services for the same, and operating the HOPE Chest – a thrift store that provides income for HOPE (moreover is a place survivors can shop without money and without judgement, whether they are restarting from scratch or they just need to find clothes appropriate for Court.) In 2021, HOPE assisted approximately 2,000 children and survivors; this year, HOPE is on track to provide the same, if not more, with support and HOPE.



www.hopefamilyservice.org



Kate Beurmann- O'Neill, Esq

Associate Attorney at **Family Law Group**

About

Kate Beurmann-O'Neill

Kate Beurmann-O'Neill is an attorney at Family Law Group. After spending several years as an associate at a Trusts and Estates practice in Fairfax, Virginia, Kate transitioned to a career in health care law. During those 15 years, Kate advocated for hospital systems across the country in their administrative appeals processes. Using the web of federal and state laws which protect patients from coverage denials and looming financial disasters, she has accumulated a depth of experience in contracts, ERISA, PPACA (The Affordable Care Act), HIPAA and Medicare and Medicaid rules and regulations.

After spending those years working remotely in the healthcare space and raising her family, Kate decided to go back to the active practice of law in 2021. Kate is thrilled to be part of Family Law Group, returning to Trusts and Estate practice as well as traditional family law.

Kate is a member of the Virginia State Bar (since 2004), Virginia Women Attorneys Association (2022-2023 President-Elect of Prince William County Chapter), NAELA, VAELA, Virginia Trial Lawyers Association, and several local bar associations.

After formative years spent as an Army brat moving all over the US and abroad, Kate was able to maintain Virginia as her home base for good in 1987. Kate grew up mostly in Vienna, Virginia, but moved to Prince William County in 2008 and has firmly planted her roots here since then.

Kate graduated from George Mason University School of Law in 2004 and has a Bachelor of Science Degree in Broadcasting and Film from Boston University ('97). Kate spent a semester during undergraduate study in Paris, France and while there worked for a film production company. Before attending law school, Kate spent several years working for WETA TV26, as a production assistant for NewsHour, A Capitol Fourth, Pledge Drive and other broadcasts.

Kate is married and has two children and three stepchildren in her happily blended family, along with their very rambunctious two-year-old mini schnoodle dog.

Firm Profile

We handle a full range of family law matters, including contested and no-fault divorce, child custody and visitation, child support, spousal support and modification issues. In addition to working with people in traditional marriages, we assist many unmarried parents and same-sex couples. We practice in both Circuit Court and juvenile and domestic relations jurisdictions.

At Family Law Group, we are dedicated to helping our clients resolve their issues as effectively and cost-efficiently as possible, so that they can maintain dignity and focus on the future.

Areas of Expertise

- Estate planning
- Estate Administration
- Elder Law
- Family Law

Contact

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Family Law Group 



Namrita S. Notani

The Law Office of
Namrita S. Notani. PLLC

About Namrita Notani

After nearly two decades of working as a healthcare professional and running multiple dental practices, Namrita was faced with the difficult decision of giving up that profession and her way of life because of an unavoidable surgery. She learned the importance of a Will, a Trust, and a Power of Attorney first-hand when she was suddenly faced with the possibility of never returning home to her loved ones.

As a mother, Namrita understands the need of a parent to protect their children from emotional uncertainties and financial insecurity. As a daughter who sees her parents face the challenges of getting older, She is sensitive to the needs of seniors in our society, which is the reason she chose to include Elder Law and Guardianship in her practice.

As an entrepreneur and a business owner for over twenty years (and still going), Namrita can appreciate how small legal issues, if ignored, can snowball into calamities that can threaten to destroy all you have built with your hard work.

Namrita Notani has a D.M.D. from Boston University and a J.D. from Mitchell Hamline School of Law where she graduated Summa Cum Laude with a certificate in Healthcare Compliance from their nationally ranked Health Law Institute. During her academic years, Namrita won CALL awards for being the top in her class for Torts, Health Care Compliance Skills, and Health Care Governance and Ethics. Namrita has a special interest in Estate Planning and Business Law for Entrepreneurs and Small Business owners. She has had extensive training as a mediator and has successfully settled many Business and family disputes to avoid expensive litigation. In addition to being an attorney, she practiced dentistry and owned dental practices in the DFW complex for the last two decades.

Namrita is admitted to practice in Texas State Courts, the U.S. District Courts for the Northern and Eastern Districts of Texas, and Minnesota State Courts. She is also certified to serve as a Guardian Ad Litem in Texas. Namrita is a Fellow of the American College of Legal Medicine and a Member of the Dallas Bar Association, Dallas Asian American Bar Association, American Health Lawyers Association, and the American Bar Association. She also serves on the Legal Ethics Committee, and Elder Law Committee of the Dallas Bar Association.

**“As a mother,
Namrita
understands
the need of a
parent to protect
their children
from emotional
uncertainties
and financial
insecurity.”**

Contact

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BUSINESS BANKRUPTCY | LAWYER OF THE YEAR



Natalie Ramsey

Co-Chair of **Robinson+ Cole's** Bankruptcy + Reorganizations Group and the partner in charge of its Wilmington and Philadelphia offices

About Natalie Ramsey

Natalie Ramsey is co-chair of Robinson+ Cole's Bankruptcy + Reorganizations Group and the partner in charge of its Wilmington and Philadelphia offices. She practices in all areas of domestic and international restructurings, crisis management, financings, acquisitions in distressed situations and asset recovery litigation, often involving challenges to complex corporate transactions. Natalie is certified by the American Board of Certification accredited by the American Bar Association in Business Bankruptcy, and is a Fellow of the American College of Bankruptcy, where she presently serves as the Third Circuit Regent.

Natalie's role in creditor committee representations includes the Chapter 11 cases of Mallinckrodt, Aldrich Pump/Murray Boiler (affiliates of Trane), DBMP (an affiliate of CertainTeed), Imerys Talc America (the talc supplier to Johnson & Johnson), Bestwall (an affiliate of Georgia Pacific), Energy Future Holdings, Specialty Products (Bondex), Maremont, NutraQuest and Nutri-System. Her lead role in company side restructurings includes a large regional real estate developer and the jointly-administered O.W. Bunker USA and O.W. Bunker, N.A. cases.

Natalie serves on the boards of The Riddle Healthcare Foundation of the Main Line Health System and the Consumer Bankruptcy Assistance Project. Natalie also serves as a member of the Alfred Lerner College of Business and Economics of the University of Delaware Advisory Board. Previously, she served on the board of Delaware County Habitat for Humanity and as the Chair of Delaware Valley Habitat for Humanity.

Robinson+Cole is a full-service AmLaw 200 firm of more than 250 attorneys with eleven offices throughout the United States including Wilmington, Philadelphia, Boston, New York and Washington, DC. In addition to Bankruptcy + Reorganizations, the firm provides numerous services for clients, including in areas such as corporate/business transactions, finance, business immigration, litigation, real estate, labor and employment, and intellectual property.

Areas of Expertise

- All areas of Domestic and International Restructurings
- Creditor Committee Representations
- Crisis Management
- Financings
- Acquisitions in Distressed Situations
- Asset Recovery Litigation, often involving challenges to complex corporate transactions.

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Robinson+Cole
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“Richard has been actively engaged in the practice of franchise law for over 40 years, during which time he has represented many franchisors and franchisees, both as an attorney and as a business adviser.”

FRANCHISE LAW |
LAWYER OF THE YEAR |

Richard L. Rosen

Founding Member
Rosen Karol Salis, PLLC



About Richard L. Rosen

Richard L. Rosen, the founding member of Rosen Karol Salis, PLLC, whose offices are located at 110 East 59th Street, New York, New York 10022, has been actively engaged in the practice of franchise law for over 40 years, during which time he has represented many franchisors and franchisees, both as an attorney and as a business adviser. Mr. Rosen has counseled and represented franchisors in the setting up of franchising systems and programs, has formed franchising entities, drafted, and negotiated franchise agreements, registration statements, disclosure documents and other ancillary franchise documents. He has represented franchisees and franchisee associations, has litigated in both state and federal courts (and is admitted to practice in the State of New York, the Southern District of New York, the Eastern District of New York, the 2nd Circuit Court of Appeals and the 9th Circuit Court of Appeals) and has arbitrated and mediated matters on behalf of both franchisors and franchisees.

Mr. Rosen is the immediate past Chairman of the American Association of Franchisees and Dealer's Fair Franchising Standards Committee, having served in that position for fifteen years, and is a member of the AAFD Board of Directors. He is also a past Chairman of the Legal Steering Committee and the Chairman of the Alternative Dispute Resolution Committee of the AAFD. In 2008 he received the AAFD's Total Quality Franchising Lifetime Achievement Award for his contributions to the field of franchising. He has been a member of the American Bar Association's Forum Committee on Franchising and its Anti-Trust Section since

1968, a founding member and past Chairman of the Franchise, Distribution and Licensing Law Section of the New York State Bar Association (and the Chairman of its Franchise Relations and Mission Statement Committees), is a Panel Member of the Committees on Franchising and Corporate Law sponsored by the Association of the Bar of the City of New York, a member of the Executive Committee of the Business Law Section of the New York State Bar Association and a member of the International Franchise Association (IFA). Mr. Rosen is a member of the Steering Committee of the National Franchise Mediation Program, a member of the CPR Institute for Dispute Resolution's Distinguished Panel of Neutrals in conjunction with the National Franchise Mediation Program and has served as an arbitrator and mediator of franchise cases. Richard Rosen and his firm have earned Martindale-Hubbell's highest rating for legal ability and integrity and Richard is rated amongst Martindale-Hubbell's List of Preeminent Attorneys. Richard is listed in Who's Who in America, (and has recently been chosen to receive its Lifetime Achievement Award), Who's Who in American Law, Who's Who in the World, Best Lawyers in America, "101 Best Franchise Lawyers in America" (the Franchise Times), a charter member of the Franchise Times "Hall of Fame" of Franchise Attorneys, Best Lawyers in the U.S., America's Super Lawyers, Chambers, Who's Who Legal: Franchise and The International Who's Who Legal (Compendium Edition), the International Who's Who of Business Lawyers and a recipient of the Global Award for Franchise Law. In 2016, 2017, 2018, 2019, 2020, 2021 and 2022 Richard was chosen as Franchise Attorney of the Year for the U.S. by Lawyer Monthly and received the Global Award as Franchise Attorney of the Year for the U.S. from Finance Monthly in 2019. Richard was chosen as Franchise Attorney of the Year for the U.S. in 2017, 2018, 2019, 2020, 2021, and 2022 by Global 100. Richard Rosen was named Franchise Lawyer of the Year in the United States by Intercontinental Finance and Law in 2017, 2018 and 2019. Richard and his firm were recently honored as International Franchise Law Firm of the Year by Global Franchise Organization. In 2018, 2019, 2020, 2021 and 2022, Richard was named one of the 100 Best Attorneys in the World by LegalComprehensive.com.

Richard has frequently lectured on a variety of franchise topics before various groups and organizations, including the American Bar Association, the International Franchise Association, the New York State Bar Association, and The Association of the Bar of the City of New York, The Nassau County Bar Association and the AAFD and has been interviewed on both television and radio, the American Bar Association Journal, the Franchise Times, Forbes Magazine and the Wall Street Journal, regarding franchising. Mr. Rosen is a contributor to "Franchising 101, The Complete Guide to Evaluating, Buying and Growing Your Franchise Business" compiled by the Association of Small Business Development Centers and has written various articles on the legal and business aspects of franchising. Mr. Rosen and his firm are the authors of the section on Franchise Law in the United States which appears in the Third, Fourth and Fifth Editions of the (International) Franchise Law Review. In 2017, 2018, 2019, 2020, 2021, 2022 and 2023 Richard and the firm authored International Comparative Legal Guide to Franchise Law – US chapter; as well as the 2023 edition of the International Legal Guide to Real Estate – US chapter. Richard and his firm have contributed the chapter on Real Estate Development in the Cross Border Franchise Context in the 2021, 2022 and 2023 Edition of Lexology GTDT Practice Guide to International Franchising and the GTDT Guide to Franchising in the US (New York and New Jersey) published by Lexology for the years 2021, 2022 and 2023.

Areas of Expertise

- Area Development Agreements
- Buying a Franchise & Reviewing and Negotiating Your Franchise Agreement
- Dispute Resolution (Litigation, Arbitration and Mediation)
- Franchise Disclosure Issues
- Franchisee Associations
- Protected Marketing Areas
- Real Estate Aspects of Franchising
- Selling a Franchise
- Setting Up a Franchise System
- Structuring Business Entities
- Relationships Among Principals

Contact

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Rosen Karol Salis, PLLC

CRIMINAL LAW LAWYER OF THE YEAR

Rick Cofer

Partner at **Cofer & Connelly, PLLC**

About Rick Cofer

Rick Cofer is among the most recognized criminal defense attorneys in the United States. He is a partner with Cofer & Connelly Law Firm based in Austin, Texas.

Nationally Recognized

Nationally known as among the best criminal defense attorneys in the country, Mr. Cofer has more than 15 years of legal experience. Recognized in 2021 and 2022 as Best Lawyer by the Austin Chronicle, a Rising Star by Super Lawyers, and 2023 Best Lawyers in America, he provides unmatched counsel and support to clients facing criminal charges throughout Texas.

Record of Success

Since 2019, Mr. Cofer has secured dismissal or acquittal in over 94% of all cases resolved - including hundreds of felony and misdemeanor charges. He has won dismissal in capital murder, homicide, sexual assault, and other serious felony cases in more than thirty Texas counties.

Over the course of his legal career, Mr. Cofer has served as both a prosecutor and a criminal defense attorney. He has tried more than 100 cases to a judge or jury, and has thousands of hours of courtroom experience.

Texas Criminal Defense Practice

Mr. Cofer routinely handles some of the most serious and difficult criminal cases in Texas, including murder charges, sex crimes, and other major felonies. He also handles driving while intoxicated and drug possession cases; he has notable experience with cannabis and marijuana laws.

Additionally, he is a statewide juvenile defense attorney, representing young adults in complex cases throughout Texas.

Service

Mr. Cofer serves as the longtime treasurer of the Criminal Law Section of the Austin Bar Association. He is a Fellow and Board Member of the Austin Bar Foundation. Additionally, he is an active member of the Texas Criminal Defense Lawyers Association, Federal Bar Association, and National Criminal Defense Lawyers Association.

A graduate of the University of Texas at Austin, Mr. Cofer obtained his law degree from the University of Texas School of Law. He is admitted to practice before the U.S. District Court for the Western, Northern, and Southern Districts of Texas, the U.S. Court of Appeals for the 5th Circuit, and the U.S. Supreme Court.

Mr. Cofer has deep Central Texas roots. He has served in many public roles, including:

- Chair, Ending Community Homelessness Coalition Board of Directors
- Chair, City of Austin Zero Waste Commission
- President, Pease Park Conservancy Board of Directors
- Vice Chair, Texas Health Action Board of Directors
- Vice Chair, City of Austin Parks and Recreation Board

Political Leadership

Since college, Mr. Cofer has been active in government and politics. For more than 20 years he has held key roles in local, state, and national campaigns. He worked for President Obama's 2008 campaign, served on the Democratic National Committee, and, most recently, served on President Biden's National Finance Committee.

Personal

Mr. Cofer was raised in Plano, Texas. He has lived in Central Texas for more than twenty years, splitting time between his Blanco County ranch and Austin home.



“Nationally known as among the best criminal defense attorneys in the country, Mr. Cofer has more than 15 years of legal experience”

Contact

Rick Cofer

Partner

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Rodney S. Diggs

Partner
Ivie McNeill Wyatt Purcell & Diggs

About Rodney S. Diggs

Rodney S. Diggs is a Partner at Ivie McNeill Wyatt Purcell & Diggs. He is Co-Chair of the firm's Labor & Employment practice group, which focuses on harassment, discrimination, retaliation, wage and hour issues and claims with the Labor Commissioner's Board on behalf of his clients. He also handles civil rights litigation. Rodney is a practiced litigator with substantial experience trying cases to verdict in both federal and state courts.

Rodney became a Partner at Ivie, McNeill & Wyatt in 2016. In 2019, Rodney became a named partner when the firm changed its name to Ivie McNeill Wyatt Purcell & Diggs. Prior to joining the firm in 2011, Rodney clerked for the Honorable Patti Jo McKay, Presiding Judge for the Appellate Division for the Los Angeles Superior Court.

Rodney has obtained over \$200 million in verdicts and settlements on behalf of his clients in his eleven years of being an attorney. In addition to his corporate practice, Rodney has had notable successes with assisting individuals in need of representation.

Rodney's significant achievements include recently obtaining a \$25M verdict as lead counsel in an Employment Retaliation lawsuit. Rodney believes it may be the largest retaliation verdict against a school district. He 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. Rodney has obtained over \$200 million in verdicts and settlements on behalf of his clients.

Rodney was selected by his peers for inclusion in the Best Lawyers in America (2023 Edition). He was recognized among the Daily Journal's prestigious list of "Top Labor & Employment Lawyers" in 2021 and 2022 as well as among the Los Angeles Business Journal's Leaders of Influence: Labor & Employment Attorneys in 2022. Rodney has also been named Rising Star by Super Lawyers since 2014. Rodney was named 2021 Top Attorney of the Year by the IAOTP. In 2019 and 2022 Rodney was recognized among the Daily Journal's Top 100 Lawyers in California.

Rodney earned his J.D. from Howard University School of Law, where he was Vice President of the Student Bar Association, Chief Justice of Sigma Delta Tau Legal Fraternity and Senior Staff Editor of the Human Rights and Globalization Law Review. During his undergraduate career at UCLA, he was a member of the track and field team. He achieved All-Pac 10 and All-American status in the 400 meter race and 4x400 meter relay.

"At IVIE McNEILL WYATT PURCELL & DIGGS, we are problem solvers and trial attorneys with over 77 years of experience."

Areas of Expertise

Employment

- Discrimination
- Harassment
- Retaliation
- Wage & Hour

Contact

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PURCELL & DIGGS

PERSONAL INJURY | LAWYER OF THE YEAR |



Sean M. Novak, Esq

Founding Partner of
THE NOVAK LAW FIRM, P.C.

About Sean Novak

Sean M. Novak, Esq. is the founding partner of The Novak Law Firm, P.C. He was born on the great Canadian prairies in the city of Winnipeg, Manitoba. After a distinguished educational career at the University of Manitoba, he attended the University of North Dakota School of Law. He was named on the academic dean's list for his entire six semesters of law school, and was awarded the degree of Juris Doctor With Distinction in 1998.

Following graduation from law school, he hung up his hockey skates and moved to the gentler climate of California. Since 1998 Mr. Novak has based his practice of law in the Southern California area. However, he has actively litigated cases throughout the State of California, and the United States. Mr. Novak has established himself as a well-respected trial attorney in the region. In particular, he is renowned for his keen legal mind and aggressive litigation approach. Mr. Novak has successfully tried complex cases throughout the State of California. His commitment to fighting for clients' rights has led to recovery of in excess of \$225,000,000.00 in verdicts or settlements for clients within the past twenty-five years of his practice.

Before concentrating his practice on protecting the rights of individuals, Mr. Novak worked for several years as a defense attorney handling primarily large-loss cases on behalf of numerous entertainment production companies, large corporations and insurance companies. During this time period he successfully protected clients from exposure to multi-million dollar claims for damages.

Areas of Expertise

- Personal Injury-Plaintiff
- Employment Discrimination-Plaintiff
- Construction Defect Litigation
- Complex Business Litigation

Contact

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TORT LAW LAWYER OF THE YEAR |



Sharon Simmons- Cantrell

President & Shareholder
**Simmons and Fletcher, P.C.,
Injury & Accident Lawyers**

About Sharon Simmons-Cantrell

Sharon litigated cases at Simmons & Fletcher, P.C. from 1991-1995. Since then, she has taken over the handling of the pre-litigation division of the firm and has successfully resolved 80% of all pre-litigation files. Whether they have physical disabilities, little education, or just need someone to listen, she gives each one the attention and care they deserve.

"I'm a people person. That's my biggest asset. I feel for the clients, and I listen to them—whether it's ten minutes or 45 minutes. Some of my clients have no family or friends. I spend as much time as necessary helping them find ways to get their needs met."

Sharon Simmons-Cantrell graduated from the University of Houston Law Center in 1991 and began as a litigator at Simmons and Fletcher, P.C. a plaintiff's personal injury law firm founded by her late uncle, Robert S. Simmons in 1979. Sharon is now the President of the firm. Along with her partners Christopher K. Fletcher and Paul H. Cannon, they handle a wide variety of accident and injury cases. Sharon is in charge of the prelitigation department where she oversees a staff of seven case managers and numerous support staff. She is the primary negotiator for cases.

Sharon was recognized as a Distinguished Lawyer in 2022 by Lawyer of Distinction, a Leading Woman of 2021 by Living Magazine, and a Top Lawyer by H Texas Magazine from 2013-2019. She is presently a member of the Christian Trial Lawyers' Association, The Texas Bar Association, and the Texas Aggie Bar Association. She is also a Deacon at Willow Meadows Baptist Church, a position in which she has served since 2005.

Areas of Practice

- Drunk Driving Accidents
- 18 Wheeler Accidents
- Car Accidents
- Slip and Falls
- Work Injury
- Defective Products
- Offshore Accidents
- Dog Bites
- Wrongful Death
- Forklift Accidents
- Personal Injury
- Medical Malpractice
- Pedestrian Accidents
- Bicycle Accidents

Contact

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Simmons



Fletcher

PERSONAL INJURY
LAWYER OF THE YEAR

Trejur P. Bordenave

Partner
HEW & BORDENAVE LTD. LLP

About Trejur Bordenave

Trejur's practice areas include personal injury and civil litigation in both Hawai'i and California State and Federal Courts.

In the Firm's personal injury division, Trejur represents victims of childhood sexual abuse, sexual harassment, and plaintiffs in other general liability matters.

In the Firm's civil litigation division, Trejur represents clients facing complex business disagreements, breach of contract, unfair and deceptive business disputes, contested mergers and acquisitions, and defamation matters.

He is a graduate of Lahainaluna High School on Maui, the University of Hawaii at Manoa, and Chapman Law.

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

- State Bar of California
- Los Angeles County Bar Association
- Hawaii State Bar Association
- Hawaii State Bar Association, YLD Division, President, 2017
- American Bar Association, House Of Delegates, YLD Delegate For The State Of Hawaii
- Fellow for the American Bar Foundation





Firm Profile

Hew & Bordenave, a Limited Liability Law Partnership LLP, is a Honolulu-based firm that handles business law, commercial litigation, and personal injury matters for clients in Hawaii and California.

Whether the goal is to advise business owners on contract and compliance matters or represent our clients in trial, Hew & Bordenave is outcome oriented and results driven.

The Firm represents commercial clients from a variety of industries, including restaurants and bars, application and software development, social media and web consulting, solar, construction, licensed contracting, and retail.

Contact

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A.Q.S Consultancy (Pvt) Ltd.

“I have accumulated a wealth of practical experience in international arbitration, and I can handle international arbitration cases with ease and comfort in both English and Chinese.”

Contact

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ARBITRATION LAWYER OF THE YEAR



Walter (Fayun) Chen, S.C.

Partner at **Grandall Law Firm**

About Walter Chen

Walter (Fayun) Chen, is a partner at Grandall Law Firm, Senior Counsel (S.C.), Master of International Business Law at the University of Liverpool, Visiting Scholar at the University of Maryland, and further studied at the University of Hamburg. He is the Vice President of the UK Sub-Association of the Western Returned Scholars Association, China, a Member of the Arbitration and Mediation Committee of the All China Lawyers Association, the ICC China Arbitration Committee, the Steering Committee of the China Academy of Arbitration Law, and a Fellow of the Hong Kong Institute of Arbitrators (FHKI Arb). He is also a Member of Panel of Arbitrators of more than 20 arbitration institutions (e.g. SIAC, HKIAC, CIETAC).

He is one of the very few leading international commercial dispute resolution practitioners in China who can effectively handle cases in both English and Chinese as counsel and arbitrator. He has a proven track record for representing and assisting clients in handling complex and high-profile legal matters and commercial cases heard before courts in Mainland China, Hong Kong, the US and others, and in ad hoc arbitrations and arbitration institutions such as SIAC, HKIAC, CIETAC, and the ICC International Court of Arbitration.

For two consecutive years from 2021 to 2022, Walter was part of the three-member Editorial Board of 'CDR-Essential Intelligence: THE BELT AND ROAD INITIATIVE' published by Global Legal Group, UK, and co-author of the chapter on China. He was respectively selected as one of the 'Leading Talents of Foreign Related Lawyers' by the All China Lawyers Association and the Ministry of Justice, China, and was awarded by Legal Daily, China as one of the first session 'Top Ten Lawyers of the Belt and Road'.

Walter is a partner in the Nanjing Office of Grandall Law Firm, one of the largest full-service law firms in China with over 1,900 lawyers and 4,500 employees across its 36 global offices.

Q In your nearly 30 years of arbitration experience, how have you seen the arbitration sector develop in China?

With the rapid development of the Chinese economy, together with promulgation of the Arbitration Law of the People's Republic of China in 1994, arbitration has become the most preferred vehicle to resolve international commercial disputes in China. Over the years, more than 250 local arbitration institutions in China have been established at the municipal level. The leading arbitration institutions in Mainland China include the China International Economic and Trade Arbitration Commission, the Beijing International Arbitration Centre and the Shenzhen Court of International Arbitration.

Q What has been your most memorable achievement during this time?

Since I represented Chinese client in my first international arbitration case in Hong Kong in the 1990s, I have grown into a veteran of arbitration after nearly 30 years of arbitration practice, not only acting as counsel in international arbitration cases, but also as an international arbitrator, hearing and adjudicating cases alongside my global arbitration counterparts.

I have successfully represented Chinese client in the US and Hong Kong in a mega international arbitration case with a value of over RMB100 billion, and am representing Chinese client in Hong Kong in an international arbitration case with a value of over RMB10 billion. As an arbitrator, I have heard and decided nearly a hundred commercial arbitration cases. Therefore, my greatest achievement is that I have accumulated a wealth of practical experience in international arbitration, and I can, as counsel or arbitrator, handle international arbitration cases with ease and comfort in both English and Chinese.



Yao Feng

Head of Law Trade & Competition Team
Sunland Law Firm

About Yao Feng

Ms. Feng worked in Department of Treaty and Law of Ministry of Commerce of the People's Republic of China as a governmental counsel from 1997 to 1999, and then worked as the director of Anti-Dumping Office from 1999 to 2001. Ms. Feng worked at Covington & Burling's Washington D.C. Office from 2002 to 2003, in 2014 she joined Broad & Bright as one of the founding member.

Ms. Feng focuses on Antitrust laws, International Trade and FDI areas in her practice. She has served as the attorney for hundreds of filings to SAMR/MOFCOM regarding concentration of undertakings, and has provided legal service in various international trade disputes for companies and government agencies in China, South Korea, Japan, United States, European Union and Russia. At the same time, she has rich experience in customs affairs, WTO, international trade dispute and FDI areas.

Ms. Feng has represented the clients in many significant deals, and has rich experience in competition law. Since 1 August 2008, MOFCOM/SAMR has cleared over 4,500 filings to date, out of which the team has represented hundreds, which is one of the domestic firms that have handled handle most cases in China. Ms. Feng has been ranked Band 1 lawyer in the industry by Chambers for consecutively 12 years since 2008. Ms. Feng's high quality service has won the recognition by clients and legal professionals. She was awarded by many prestigious legal ranking publications. The major awards that Ms. Feng have received include: "Chambers Asia-Pacific: Asia's Leading Lawyer in Competition/Antitrust 2022" "GCR -2022 Awards - Merger Control Matter of the Year". , and "Chambers and Partners: Yao Feng - Leading Lawyer in Competition/Antitrust (PRC Firms) Band 1, 2022".

In addition to the merger review, Ms. Feng and her team have provided consulting service for various antitrust issues, including representing the client to deal with the investigations initiated by NDRC. Ms. Feng and her team also have extensive experience in providing consulting service to international companies for antitrust compliance issues under the Anti-Monopoly Law.

Firm Profile

Sunland Law Firm is a full-service law firm specializing in the practice of capital markets, intellectual property, international trade and competition, and corporate affairs. We have specifically established various professional teams for capital markets, private equity, intellectual property, international trade and competition and corporate affairs to provide comprehensive legal services for our clients. Working on a team basis, we make the best use of the experience and expertise of our lawyers and provide comprehensive personalized legal services according to our clients' requirements.



www.sunlandlaw.com

IN-HOUSE LAWYER OF THE YEAR



Carlye Yung

Legal Team Head in the Legal and Compliance Department
**China Minsheng Banking Corp. Ltd.,
Hong Kong Branch**

About Carlye Yung

Carlye was admitted to practise as a solicitor in Hong Kong in 1999 and is an experienced banking in-house lawyer.

Carlye is currently a legal team head in the Legal and Compliance Department of China Minsheng Banking Corp. Ltd., Hong Kong Branch (CMBC). She is primarily responsible for providing legal services and supports to all departments of the bank, including: drafting and reviewing various complicated legal documents; giving advice on deal structures; establishing policies and procedures to ensure compliance with legal and regulatory requirements; developing management systems and controls and implementing procedures to ensure compliance with the requirements under all applicable ordinances, rules and regulations; supporting the bank for debt recovery matters and giving advice on debt recovery proposals; and assisting external counsels, liquidators and receivers in charge of insolvency, bankruptcy and debt restructuring matters.

As a result of her duties, Carlye has in-depth knowledge and solid experience in the areas of banking and finance as well as debt recovery, restructuring and insolvency. Carlye has served as in-house counsel of several Chinese banks, including retail and corporate banks, for over 14 years. With this experience, Carlye can fully understand how the banking industry operates and is able to think ahead so as to offer her employers accurate, timely and practical solutions. Needless to say, her experience gained in cross-broader matters also adds to her expertise.

Others have described Carlye as “very thorough and very responsive,” being able to “understand the user’s needs and concerns” and often giving advice that is “pragmatic and tailored to the user’s needs”. On top of this acknowledgement, Carlye has received CMBC’s Outstanding Individual Award (2022), Best Partner Award (2020), Climb the Top Award (2019) in addition to many other accolades in the course of her career. She also speaks English, Putonghua and Cantonese.

Areas of Expertise

- Banking and Finance
- In-house

Awards

Thanks to her employer’s acknowledgment, Carlye has been awarded:

- 2022: Outstanding Individual Award
- 2021: 2011 Q4 Cost Reduction and Efficiency Improvement Award – Outstanding Contribution
- 2021: 2011 Q2 Cost Reduction and Efficiency Improvement Award – Outstanding Contribution
- 2020: Best Partner Award
- 2019: Climb the Top Award – Wealth Management Fund Platform Project Team
- 2018: Risk Control Expert Award
- 2017: Special Contributions Award
- 2016: Outstanding Employee Award

Contact

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John Lau

BEng MPEL LLM LLMArbDR FCIArb FHKIArb FAiADR
FRICS CEng FICE FIEAust CPEng MHKIE AIAStructE

Independent Arbitrator,
Adjudicator and Mediator

About John Lau

John is a Chartered Civil Engineer, a Chartered Structural Engineer, a Chartered Surveyor, and a Certified NEC Professional with over two decades of experience in project management, design & construction management, contract administration, claims, and dispute avoidance & resolution of various building and civil engineering projects in the UK, Hong Kong, PRC and Asia. He holds Fellowships with the Institution of Civil Engineers (FICE), the Institution of Engineers Australia (FIEAust) and the Royal Institution of Chartered Surveyors (FRICS).

John's project experience includes major hospital developments, commercial development, industrial and institutional buildings, highway interchanges, bridges, deep excavation, airports and railway projects, based on numerous standard and be-spoke Conditions of Contract, including NEC/ECC Suites of Contracts, HK Government's General Conditions of Contracts (GCC), HK's Private Standard Forms of Building Contract, ICE Suite of Contracts, JCT Suite of Contracts and FIDIC Suite of contracts.

John also holds Fellowships with the Chartered Institution of Arbitrators (FCIArb), the Hong Kong Institute of Arbitrators (FHKIArb), and the Asian Institute of Alternative Dispute Resolution (FAiADR). He holds two masters' degrees in law, both with distinctions. He is active in dispute resolution matters, and is conversant with arbitration and other ADR methods, coupled with his solid knowledge in construction law, and in-depth engineering practitioner experience. He is trilingual in English, Mandarin and Cantonese. He is a listed arbitrator, an adjudicator and a mediator on the panels of various leading alternative dispute resolution bodies, including Hong Kong International Arbitration Centre (HKIAC), the Asian International Arbitration Centre (AIAC), the Asian Institute of Alternative Dispute Resolution (AiADR), Hong Kong Institute of Engineers' (HKIE), the Thailand Arbitration Centre (THAC), UK Adjudicators (UKA) and HK Adjudicators (HKA); and the Chartered Institution of Arbitrators (CIArb)- Business Arbitration Scheme. He maintains his continuous service to various professional institutions, and is a panelist and speaker in various industry events. In Hong Kong, he serves as a sub-committee on HKIE's Construction Dispute Resolution Committee, and is involved in supporting construction community embracing for upcoming legislative reform on statutory adjudication and sector-wide ADR.

Contact

John Lau

Independent Arbitrator, Adjudicator
and Mediator

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CONTENTIOUS TRUSTS & ESTATES | LAWYER OF THE YEAR



Zhao Rong Ooi

Partner at **Ince & Co**

About Zhao Rong Ooi

Zhao Rong is a seasoned private wealth and trust practitioner with a wealth of experience in China and Asia. His practice covers private wealth, financial services, complex-cross border litigation and arbitrations with a focus on Mainland China, Hong Kong SAR, Singapore and the British Virgin Islands. He frequently advises UHNWIs (their families and fiduciaries), family offices, trustees and beneficiaries on business succession, estate and legacy planning, family offices' constitutions and governance, the creation of offshore trusts, foundations, family trusts and other vehicles, wills and estates, philanthropy, wealth and capital protection and preservation, asset investment, diversification and crafting bespoke strategies for his internationally mobile clients. He also advises the financing, sale and purchase of various classes of luxury assets and compliance issues relating to different global regimes. On the contentious front, his vibrant practice includes advising parties on complex, multi-jurisdictional and high value contentious probate, disputes relating to the structures of various vehicles.

He speaks regularly at private wealth seminars and conferences in Greater China and has been instructed to provide training to financial institutions, trust companies and professional trustees on private wealth issues.

He is qualified to practise law in Hong Kong SAR, England & Wales, Singapore and the British Virgin Islands. He is also a full member (TEP) of the Society of Trust and Estate Practitioners, a CEDR accredited mediator, a fellow of the Chartered Institute of Arbitrators and panel member arbitrator of various arbitral institutions.

Areas of Expertise

- Family Offices
- Business Succession
- Legacy Planning
- Contentious Probate
- Luxury Assets Class Sale and Acquisition
- Philanthropy
- Professional Trustees
- Compliance
- Dispute Resolution

Firm Profile

We are a leading legal firm working with individuals, families, private offices and businesses globally to provide bespoke solutions to complex problems. We support our clients to take control of their personal and business lives, protect and grow their wealth and plan for succession. Whether they need a simple service or project management of complex advice from multiple experts and service providers, we are here to make things happen and support them every step of the way. Our private wealth practice offering incorporates industry leading legal, financial and wealth planning advice to assist Hong Kong, PRC and international individuals, families and the institutions and advisers who support them. Our private wealth practice is designed to support clients throughout their wealth journey, from starting out and accumulating wealth, to protecting wealth, through to retirement and/or wealth divestment. We work with clients with interest in many asset classes, whether that be cash, entrepreneurial or business investments, financial investments, real estate, leveraged assets, alternative investments or lifestyle assets. Our bespoke solutions are tailored to the particular needs of our clients. Whether it is something simple like drafting a will or something altogether more complicated like restructuring personal and business assets for a multi-jurisdictional, international family – we have the expert legal and strategic advice available.

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Ince

www.incegd.com

Adrian Kong

Delay Expert at
Diales



CONSTRUCTION LAW | LAWYER OF THE YEAR

About Adrian Kong

Adrian Kong is a delay expert with 18 years of experience in the oil & gas and construction industries, spanning across time and cost related issues

Firm Profile

Diales delivers an uncompromised service to clients and their legal advisors in arbitration, litigation, and ADR proceedings by providing tried, tested, and proven experts who are experienced in cross-examination and/or have completed accredited training. Every expert holds a minimum of 15 years' practical industry experience.

Working across all areas of the construction and engineering industry, our experts include Chartered Engineers and Surveyors who have years of practical experience. We offer focused support within quantum, delay analysis, project management, and technical issues including architectural, Mechanical and electrical, and structural.

With offices around the globe and access to over 300 members of staff from our network of offices, we can provide unparalleled support in large international disputes, as well accessing local cultural knowledge which can often be imperative in understanding a problem. Our inhouse IT expertise also allow us to work remotely and handle large volumes of data.

The Diales team will provide the right candidate, with an excellent reputation and track record.



www.diales.com

FAMILY & MATRIMONIAL PRACTICE LAWYER OF THE YEAR



Michelle Woodworth

Director
QUAHE WOO & PALMER LLC

Firm Profile

QWP's Family and Matrimonial practice is a key pillar of the firm's dispute resolution services. At QWP, we offer practical and holistic solutions to our clients.

Over the years, our Family and Matrimonial team has steadily grown. We have a dedicated team specialising in complex and high net worth private client matters from divorce, custody, maintenance claims, asset division, adoption, probate and administration. QWP takes pride in building a personal relationship with each client. Our Directors and Associate Directors personally handle every case. We practice to bring long-term sustainable solutions for our clients.

About Michelle Woodworth

Our Director, Ms Michelle Woodworth, is a leading and award-winning Family Lawyer and has been consistently ranked as one of the top Family and Matrimonial Lawyers in Singapore. Michelle has been awarded the "Family & Matrimonial Practice Lawyer of the Year" in Lawyer Monthly Legal Awards since 2020 and ranked as a "Litigation Star" under the practice areas of Dispute Resolution and Matrimonial Law in Benchmark Litigation Asia-Pacific 2020 and 2022.

Michelle is an industry expert in Family Mediation. She is the first Singaporean woman to be appointed as Certified Mediator under the International Mediation Institute and has an over 90% Mediation settlement rate. Michelle is also a Principal Mediator with the Singapore Mediation Centre (Family, Healthcare & Intellectual Property Panels), and a Collaborative Family Law Practitioner. Her diverse expertise and keen emotional intelligence enables her to empathise and defuse conflict effectively and professionally; helping families to reconstruct their lives when relationships break down.

"Michelle is the first Singaporean woman to be appointed as Certified Mediator under the International Mediation Institute and has an over 90% Mediation settlement rate."

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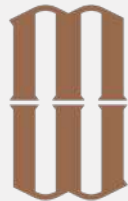
QUAHE WOO & PALMER LLC

www.quahewoo.com

About Tracy Wong

Tracy Wong heads the Mercantile & Maritime Group's legal department and is a key member of the projects and energy team. She advises the Group on a broad range of matters concerning commercial, corporate, M&A, energy and oil and gas law, with particular experience in drafting and executing drilling contracts, spot agreements, integrated service agreements, joint operating agreements, license applications, distribution agreements, cross agreements, pipeline and transportation agreements, production-sharing contracts and asset and corporate acquisition.

Tracy continues to build her expertise in alternative dispute resolution, with significant experience in mediation and non-judicial conflict resolution. She holds a BS in Political Science and Business Administration and received her Juris Doctor in 2011. She is also a member of the Florida, California and New York State Bar Associations and a qualified solicitor in England and Wales.



MERCANTILE & MARITIME

www.mercantilemaritime.com

IN-HOUSE GENERAL COUNSEL OF THE YEAR

Tracy Wong

General Counsel at Mercantile & Maritime

Q When did you first know that you wanted to practice law?

I have always been drawn to a career in law. It has been on my radar for as long as I can remember. Growing up, I always wanted to be on the winning team. My mother called me 'the determined one' out of my siblings, which sometimes became 'the argumentative one'. I am sure she would have predicted a career for me in this profession even back then.

I put this aspiration into practice when I was 13, enrolling in a US magnet school programme designed for individuals with an interest in a career in law. I embraced the practical aspects of the programme, which gave me exposure to experiences and fresh thinking that I would not have received in the traditional school system.

From there, I went on to study Political Science and Business Administration before sitting my LSAT and Law Degree at FIU's College of Law. The route into this profession is notorious for its intensity, but it set me up well for my career in the industry.

Q How have your skills and practice developed in the past year?

Last year we expanded our global footprint into new territories, which was a big milestone for the business. With this growth naturally come some unique challenges, from complex and multi-faceted rules to the intricacies and idiosyncrasies that come with new jurisdictions.

As General Counsel in a multijurisdictional group, you have to embrace the challenges that come with change. It is a prerequisite. You also need to be across many things simultaneously, knowing enough to ask the right questions to right people in order to mitigate risk for the company. This is an area where I feel I have grown a lot over the last year. I have been supported on that journey by some exceptional partners: DLA Piper, Schillings, Hill Dickinson, Mischon, HSF, Selvam, Scordis, Papapertou and Paul Hastings.

Q What drives you to achieve success for the people you work with?

I joined my current business when we were 35 people working out of a single location. Today the Group has eight offices worldwide and employs over 350 people. While a lot has changed, we still operate in many ways like the fast-paced and entrepreneurial team that I first joined. That modus operandi will always be a big part of our DNA, and is a big driving force and motivator for me.

Q What does this award mean to you?

This award is a sign of the growth that we have experienced as a business – both physically and culturally. Personally, it means a lot to have colleagues recognise your contribution and put you forward for awards such as this. Particularly when working in-house as GC, when your work is not front-and-centre and the day-to-day focus of the business, it is easy to underplay your contribution to the business's milestones. I am very thankful to the team who nominated me for this.



Arunothayan Selvarajah

Founder
A.Q.S Consultancy (Pvt) Ltd.

About Arunothayan Selvarajah

Arunothayan Selvarajah is a Founder and Managing Director of the A.Q.S Consultancy (Pvt) Ltd., a reputed Sri Lankan based Cost Claim and Dispute Management establishment. As an internationally recognized construction professional and expert in the field, he handled complex and high-end claims. Arunothayan commercially astute and out-of-the-box thinker and excellent in delivering Specialised Quantity Surveying and Alternative Dispute Resolution (ADR) services.

Arunothayan earned a B.Sc. (Hons) in Quantity Surveying from the University of Moratuwa, Sri Lanka in 2006 and an LL.M. in Construction Law and Arbitration from the Robert Gordon University, UK in 2018. He served in the construction industry over the last 15 years, predominantly worked in the Middle East (Oman and UAE) and also provided his professional advices to his colleagues and clients in Sri Lanka, Saudi Arabia, Qatar, Australia, UK and Canada. He is affiliated with many internationally recognised professional institutions holding memberships in Cost, Claim and ADR disciplines, including Institute of Quantity Surveyors-Sri Lanka, Chartered Institute of Arbitrators (MCI Arb - Sri Lankan branch) and Royal Institution of Chartered Surveyors-UK.

As a built environment and legal professional, Arunothayan's recent work and writing emphasis accurate estimates through digital BIM adoption and instrumental in greater awareness, collaboration and partnering strategy, proactive claim avoidance strategy and promoting flexible legal mechanism through effective ADR framework which balancing socio-economic aspects, ensure continuity and adding values to the community, businesses, investment and trades.

Firm Profile

A.Q.S Consultancy (Pvt) Ltd. (A.Q.S) established in Sri Lanka in December 2020, to provide astute and trusted services to the Construction industry and beyond and ensuring the client's interests and benefits are well managed professionally, independently and neutrally with commitment and a dynamic team appointed with the relevant expertise and experience.

Cost Claim and Dispute Management are the main services provided by A.Q.S in delivering constructive and embedded solutions to resolve the real problems in hand at the challenging time, meeting the set budget and time in line with the accurate estimates, adopting proactive cost control procedures and crucial dispute avoidance strategies are A.Q.S's core values which all would ultimately exceed the client's expectation and gives best value for the money and time they invest.

A.Q.S's deliverables meets highest professional standards and internationally recognized best practices through its global connections and networking with various local and foreign companies and stakeholders, professional and academic Institutions and Associations of QS, Claim and ADR disciplines.

Areas of Expertise

- Contract Law
- Commercial & Construction Law
- Negotiate Contract Agreements
- Project Mediation
- Institutional Med-Adj/Med-Arb
- Expert Witness/Expert-Determination
- Cost & Commercial Management
- Contract Administration & Management
- Value & Risk Management

Contact

Mr. Arunothayan Selvarajah

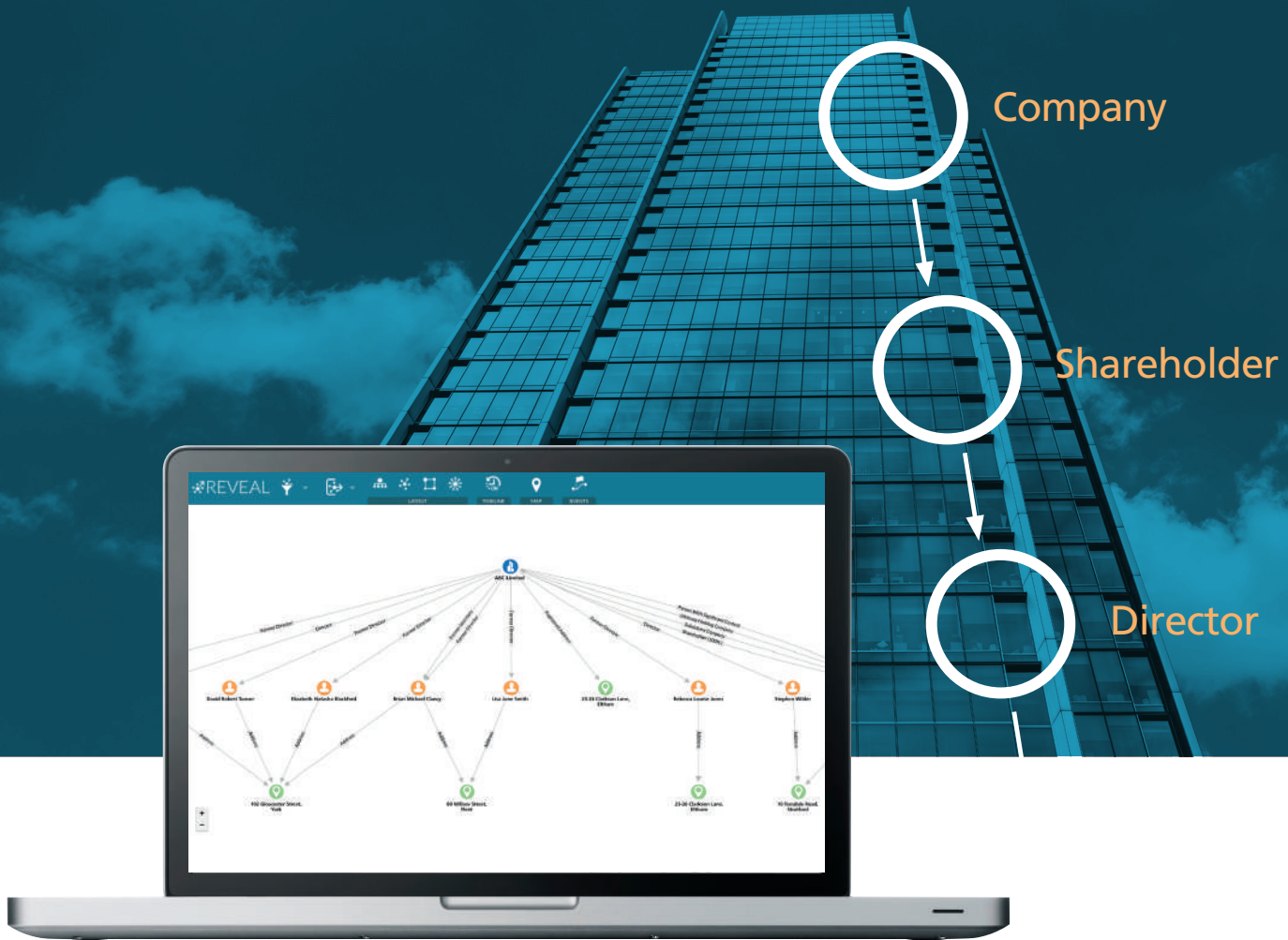
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NOTHING IS MORE COLORFUL

THAN BLACK & WHITE.

BLOOD
GREEN GRASS.
BLUE WATER.
IN THE COLORED WORLD.

RED.

THERE IS NO SPACE
FOR DREAMS



OR REVERIE.

THE COLORS ORDER.

THE EYES OBEY.

M

A SERIOUS
O N O AND PREDICTABLE CELL
(WITH SILVER BARS).
IMAGINATION'S



DEATH

ROW.

C

THE BLACK & WHITE
WORLD

H R O

IS ANARCHISTIC.

IN IT, NORMS EXIST ONLY FOR THOSE WHO DECIDE TO INVENT THEM
BLACK BECOMES ORANGE. MAROON AND PURPLE. WHITE TURNS YELLOW OR.
L I L A C.

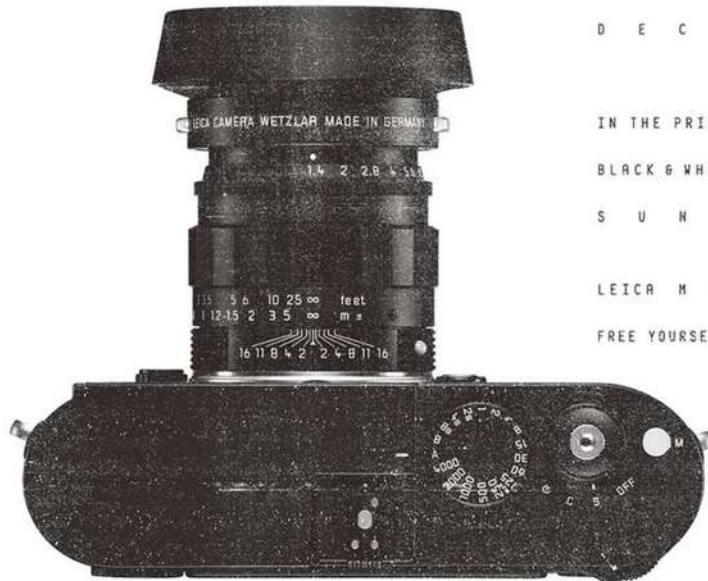
BLACK & WHITE IS ALL THE
C O L O R S.

M

WHICHEVER INSPIRATION
D E C I D E S.

IN THE PRISON OF COLORS.
BLACK & WHITE IS THE
S U N B A T H.

LEICA M - MONOCHROM.
FREE YOURSELF FROM COLORS.





MIDDLE EAST

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Willminds LLC

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Areas of Expertise in ADR:

- Civil, Corporate & Commercial
- Investor-State
- Workplace & Employment
- Public & Regulatory
- Education
- Health
- Sports
- Disaster
- Family
- Community
- Ethnic, Racial & Religious

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MEDIATION & ARBITRATION
CENTER



WILLMINDS LLC

www.willminds.com



MEDIATION & DISPUTE RESOLUTION | EXPERT OF THE YEAR |

Pascale DAHIROUJ

Founder & CEO - Willminds LLC

About Pascale Dahrouj

Pascale is the Founder and CEO of Willminds LLC, with its two service-branches being Willminds Mediation and Arbitration Center and Willminds Consulting Services. She is an arbitrator, mediator, negotiator, dispute resolution expert and justice innovator. She is accredited by international dispute resolution bodies and practice in 4 different languages worldwide.

Pascale also focuses her work on anti-fraud and Anti-Corruption, policy design and implementation, as well as stakeholder consultation and engagement. She is the President of the Lebanese Diaspora Energy (LDE) and a strategic advisor in various Ministries.

Pascale is member of the International Bar Association and holds degrees and certificates from George Washington University, Harvard Kennedy School of Government, Georgetown University and Notre Dame University among others. She is certified Anti-Corruption Manager (CACM) and alumnus of the International Anti-Corruption Academy.

About Windminds LLC DEDICATED TO EMPOWERING YOU

Willminds Mediation and Arbitration Center (WMAC) is a lead center that advocates and provides alternative dispute resolution services including mediation, arbitration, negotiation, team facilitation, community dialogue, early neutral evaluation, expert determination, dispute boards and conflict management coaching.

We handle dispute, in whichever stage and sector, be it small or big, and however many are involved. We continuously focus on innovative and sustainable solutions and we provide early interventions and pre-dispute services, structured processes and customized programs.

We distinguish ourselves by our productized services, with innovative features, unlike any others in the market including: Willminds Protect, Willminds Develop, Willminds Negotiate, Willminds Resolve, Willminds Coaching, Willminds Dialogue, and Willminds Facilitate. Our mediation and arbitration provide for normal track and fast track schemes.

We work to eliminate existing barriers for people to exercise their rights; to make justice more affordable, accessible and easy to understand; and to rebuild trust within and across societies.

“Willminds...When Will and Mind work together, great things can happen.”



SPORTS LAW
LAWYER OF THE YEAR

Ettore Mazzilli

Co-Founder
MCA Sports Law LLP

About Ettore Mazzilli

Ettore Mazzilli is an Italian lawyer registered with the Bar Association of the City of Bari (Italy) since 1994. From 2012 to 2015, Ettore was also registered with the Solicitor Regulation Authority (SRA) of England and Wales as European Registered Lawyer.

Ettore is specialised in the field of sports and entertainment law. Among others, he holds a Specialisation Course in Entertainment Business Management from the LUISS School of Management in Rome (Italy), a Post-graduate Course in Sports Law and Economics at the University of Teramo (Italy), a Master in Sports Organizations Management (MEMOS) from the Claude Bernard University of Lyon (France), and a Master Honoris Causa in International Sports Law LLM from the Instituto Superior de Derecho y Economía (ISDE) in Madrid (Spain).

Having established his law office in Italy in 1994, Ettore, in July 2018, became the Founding and Managing Partner of MCA Sports Law LLP, with offices in Doha (Qatar). He regularly represents clients before the Football Tribunal of Fédération Internationale de Football Association (FIFA), judicial bodies of football confederations as well as at the Court of Arbitration for Sport (CAS).

Since March 2005, Ettore has served as Legal Director for the Qatar Football Association (QFA). Ettore is also Co-Founder and President of Rex Sport Association, a renowned association of prestigious sports lawyers from around the world, a member of AIAF-Association Internationale Des Avocats Du Football and of AIAS-Associazione Italiana Avvocati dello Sport.

Ettore - who speaks Italian, English and Spanish - is a part-time professor in sports law and sports management. He has written numerous publications pertaining to sports law.

Firm Profile

MCA Sports Law LLP is a first-class, boutique law firm, which was founded in 2018 by its partners Ettore Mazzilli, Martin Cockburn and Konstantinos Antoniou

As the first law firm of its kind in the region, MCA provides tailor-made and solution-driven services in the field of sports law, at both the national and international level. Our team of highly qualified specialists offers a vast, long-lasting and diversified professional expertise in all sectors of sports law

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MCA

SPORTS LAW LLP
MAZZILLI • COCKBURN • ANTONIOU

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PROJECT FINANCE
LAWYER OF THE YEAR

CONSTRUCTION & ENERGY PROJECTS
LAWYER OF THE YEAR



Matthew Williams

Senior Associate - Arab Law Bureau

About Matthew Williams

Arab Law Bureau has been operating in the Qatar market for more than 20 years and has grown to become one of Qatar's premier law firms. It is consistently ranked as a leading Qatari law firm by both Chambers & Partners and Legal 500.

The firm has acted for most of the main Qatari based banks on local lending, debt restructurings, insolvencies and many of the multinational foreign banks involved in financing large and medium scale projects in Qatar.

The firm has a strong litigation team with some of the most experienced litigators currently practicing in Qatar. The firm also has a wealth of experience within the field of international arbitration.

The firm has broad experience in commercial matters, in particular relating to the energy and construction sectors. The firm has experience drafting, reviewing and negotiating a variety of commercial contracts and regularly advises property developers on construction projects throughout the course of the development as well as post completion.

The firm's record of advising clients in a variety of sectors has provided the team with a breadth of experience and intimate knowledge of the legal requirements relating to different sectors of the Qatari economy. The firm has acted for a broad range of entities in relation to mergers and acquisitions, corporate restructurings and the structuring of funds including recently being instructed on one of the world's largest bond offerings.

Matthew Williams has a wealth of experience across the globe. Matthew qualified at SJ Berwin in 1998 and has since worked for Baker Botts, Chadbourne & Parke, Freehills and Allen & Overy in London, Sydney, Tokyo and Ho Chi Minh City.

Matthew has worked in Qatar for eight years and is best known for his work in the project finance and international arbitration sectors. Matthew has worked on both the lender and sponsor side in some of Qatar's biggest and most recent project financings, including the Facility D IWPP and the Al Kharsaa solar project. Matthew has a thorough knowledge of Qatar's difficult financing environment, as well as a good knowledge of project and construction documentation.

Areas of Expertise

- Banking and Project Finance
- Arbitration
- Corporate
- Company and Commercial

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Mercedes-Benz



AUSTRALASIA

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Maatouks Law Group

HUMAN
RIGHTS LAW
LAWYER OF
THE YEAR



Alison Battisson

Founder & Director Principal
Human Rights for All (HR4A)

About Alison Battisson

Alison Battisson is the founder and Director Principal of Human Rights for All (HR4A). HR4A is an Australian charitable human rights law firm which provides pro bono representation to refugees, stateless people and Indigenous people in Australia's immigration detention prisons.

Alison also played a crucial role in assisting female athletes, their families and others escape Kabul, Afghanistan in August 2021. Over 110 people were air lifted to safety as a result. Alison continues to work to bring Afghan women at risk to safety.

Alison's firm, HR4A, focuses on long term detained and complex-case refugees and stateless people to test the principles of liberty in Australia. HR4A has a unique aim - not to exist. Alison believes that it is possible to change Australian law so that it no longer provides for the open ended mandatory detention of these people. In 2020, HR4A achieved this momentarily in the landmark case of *AJL20 v Commonwealth of Australia*, when a man was released on a writ of the court (akin to a habeas corpus writ). This decision set a precedent which resulted in the release of a significant number of refugees until the majority of the High Court subsequently overturned the decision. HR4A continues to fight to find other legal avenues to secure liberty on a broad scale.

HR4A brings a collaborative and flexible approach, working in tandem with other law firms and human rights organisations. HR4A represent clients at all levels of the legal system, including the High Court, Federal Court and various Tribunals. HR4A regularly makes submissions to the UN Human Rights Council, Committee Against Torture, various special rapporteurs and the Australian Human Rights Commission.

HR4A is the only charitable law firm in Australia not supported by an associated commercial law firm or government funds.

Alison wishes to make special mention of lawyers Zaki Omar and Eric Zhang.

Before establishing HR4A, Alison worked as a corporate lawyer for top tier firms in Australia, the UK, Singapore and Indonesia. She has also worked with volunteer organisations in Zimbabwe, Australia and the UK. Alison is an in-demand speaker, lecturer and panelist, who speaks authoritatively to media and various audiences on a range of issues related to human rights and liberty.

Alison was also a high level boxer, and now tries to balance family time, sport and travel with her work with refugees and stateless people.

“HR4A focuses on long term detained and complex-case refugees and stateless people to test the principles of liberty in Australia.”



www.hr4a.com.au

CORPORATE GOVERNANCE LEADER OF THE YEAR



Dr. Diane Barker, FGIA

General Counsel & Director of Governance
Australian Catholic University Ltd

About Dr. Diane Barker, FGIA

Dr Diane Barker is the General Counsel and Director of Governance of Australian Catholic University Limited (ACU), a public university and registered charity with eight campuses in Australia and Rome supporting approximately 33,000 students and 2,300 staff. ACU sits in the top 2% of all universities worldwide and is ranked first in Australia for graduate employment. ACU's students and Mission sit at the heart of all of its activities, with a focus on the dignity of the human person and the common good.

Unusually for the Australian tertiary education sector, ACU is constituted as a public company limited by guarantee, which raises a range of unique legal and governance challenges. Diane established the Office of General Counsel in 2011 and the Governance Directorate in 2013 to meet these challenges.

Diane strives to provide legal and governance services of exceptional quality to ACU stakeholders. She is responsible for managing the University's Constitution and other governing documents, along with a range of regulatory and compliance frameworks such as the Delegations of Authority, Privacy, Protected Disclosures, Records and Archive Management, and the Policy framework. Diane has also managed thousands of complex legal and governance matters across Australia and internationally including corporate/commercial, intellectual property, real and personal property, construction, privacy, canon law and dispute resolution matters.

In an increasingly complex regulatory environment, Diane is a trusted advisor for senior management and corporate officers. She is regularly called upon to advise the board of directors (the Senate) on key legal developments and to deliver governance training and services for directors. Diane provides commercially astute advice that enables the business to meet its strategic objectives and Mission through a lens of stewardship.

In 2019, Diane received a Vice-Chancellor's Staff Excellence Award for developing a pro bono student placement program for ACU's law students. She was shortlisted as 2020 General Counsel of the year by the Association of Corporate Counsel (Australia) and was also recognised in Australasian Lawyer's list of 50 Elite Women for 2021. Diane chairs a Cultural Capability Working Group at ACU focusing on ACU's governance and accountability with respect to First Nations Peoples. She was recently elected as a Director and Company Secretary of the Society of University Lawyers Limited, a corporate body representing Australian university lawyers. She holds a Bachelor of Arts (Honours), a Bachelor of Laws (Honours) and a PhD from the University of Sydney, along with a Graduate Diploma in Legal Practice.

Diane was recently appointed as a Fellow of the Governance Institute of Australia.

Areas of Expertise

Sector: Australian higher education sector

- Not-for-profit Corporate governance, reporting and support
- Compliance (e.g., Privacy, Protected Disclosures (whistleblower protections), Delegations of Authority, Records and Archive Management)
- Corporate/commercial
- Dispute resolution
- Academic governance

Contact

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www.acu.edu.au

EDUCATION LAW LAWYER OF THE YEAR



Holly Mylne

Principal
Blossom Lawyers

About Holly Mylne

Holly Mylne, Principal of Blossom Lawyers, has extensive experience acting for domestic and international university and school students and helping students overturn unjust and unfair decisions made by universities and education providers.

According to Holly, students traditionally have been underrepresented in the legal space, as most other law firms act for the universities and education providers.

Some examples of success Holly and her team have had include:

- A university dropping its case against a former student whose medical degree was in danger of being revoked due to a declared policy infraction. Blossom Lawyers found the relevant policy did not exist at the time their client was a student and submitted an appeal resulting in the university dropping its case.
- During a COVID-19 lockdown, a university student was advised if they did not return to Queensland for exams they would need to repeat the entire course year. Blossom Lawyers examined the university's policy and found their COVID-19 procedure allowed for deferral, which had been overlooked. Thanks to Blossom Lawyers' intervention the student was able to resit the exam, not the entire course year.
- Overturning a decision to exclude a student who was the subject of misconduct proceedings surrounding drug use on campus.
- Successfully challenging allegations of plagiarism and contract cheating.
- Successfully challenging assessment outcomes and progress status.

Holly Mylne and her team at Blossom Lawyers are committed to providing personalised, technical, empathetic and cost-effective legal representation to their clients. They understand that their clients can feel overwhelmed when an adverse decision is taken against them. Blossom Lawyers works closely with their clients to ensure they understand their position, so they can make informed choices on what could have large impacts on their lives.

Other areas of law that Blossom Lawyers practises in are:

- Employment law
- Commercial litigation,
- Dispute resolution
- Insurance and liabilities.

Areas of Expertise

- Education Law
- Employment Law
- Commercial Litigation
- Dispute Resolution
- Insurance & Liabilities

Contact

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Principal - Blossom Lawyers

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To view Blossom Lawyers' services, or to read one of our articles please visit:

www.blossomlawyers.com.au



LawPartners

PERSONAL INJURY LAWYERS

Firm Profile

Law Partners is proudly Australia's largest specialist personal injury firm. From the day the firm was founded by two young lawyers, determined to set new standards in the industry, Law Partners' mission has been clear – to help more Australians get the compensation they deserve.

The firm's tremendous success has been built on a commitment to absolute client care, a more personal approach, and a focus on winning more compensation for each and every one of their clients.

Every year, Law Partners helps over 3000 Australians get the compensation they need and deserve. Their more personal approach ensures that clients are specifically matched with a specialist personal injury lawyer who specialises in claims like theirs and every client's case is backed by their no win, no fee, no disbursements guarantee.

With dedicated offices right across New South Wales, Victoria and the ACT, Law Partners and its professional and specialist staff are committed to doing everything possible in order to ensure injured Australians eligible for compensation, have the best chance at getting their life back on track.

PERSONAL INJURY LAW FIRM OF THE YEAR

Areas of Expertise

Law Partners is a specialist personal injury firm with expertise in the personal injury areas of:

- Workers Compensation
- Motor Accident Compensation
- Medical Negligence
- Public Liability
- Total and Permanent Disability

Contact

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Email: clients@lawpartners.com.au

Web: www.lawpartners.com.au





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DIFFERENTLY.**

#smartorialElegance

ISAIA
milano



EMPLOYMENT LAW LAWYER OF THE YEAR



Michael Harmer

Chairman & Founding Partner
Harmers Workplace Lawyers

Firm Profile

Harmers Workplace Lawyers (established 1996) is recognised as one of the leading employment law practices in Australia. We act for businesses of all sizes, from international and ASX 100 listed companies to start-ups and SMEs; financial institutions; government and public sector companies; unions and associations; and non-profit organisations. We also act for high-net-worth individuals and senior executives.

We are highly experienced in advising clients across the full spectrum of the employment relationship, from attracting and retaining the best people to effectively managing the termination of the employment relationship.

We also represent clients in employment litigation matters in all federal and state courts and tribunals, including claims in relation to breach of contract and trade practices; unfair dismissal; general protections; restraint of trade; industrial disputes; and protection of intellectual property and confidential information.

Harmers works closely with clients to develop and implement systems for best practice management of their employment and WHS obligations. We have some of the most experienced industrial relations and WHS practitioners in the country. We are also highly regarded for the depth of our experience and expertise in the area of human rights and equal opportunity. We can advise businesses on all aspects of change management in an employment and industrial context. We have also been involved in some of the largest, most complex and/or cutting-edge litigation in the country.

Harmers also has a dedicated investigations practice comprised of solicitors and experienced investigators who can provide external and independent audits, investigations and training services for employers and their representatives.

Harmers is the proud Australian member firm for L&E Global, an award-winning alliance of premier employment law firms across 6 continents with 1750+ lawyers working as a single legal powerhouse servicing multinational businesses.

Harmers is also a multi-award-winning law firm, having recently won the Australasian Law Awards "Employment Law Excellence Award" (2022 & 2021); Australasian Law Awards "Employment Specialist Law Firm of the Year" (2021), "Diversity Excellence Award" (2022 & 2021); HRD Service Provider Award (2022), and the Lawyers Weekly Australian Law Awards "Boutique Law Firm of the Year" (2021).

About Michael Harmer

Michael Harmer, Chairman & Founding Partner of Harmers Workplace Lawyers, is recognised as one of Australia's leading workplace relations lawyers. He was the recipient of the Australian Lawyers Weekly "Workplace Relations Partner of the Year" (2021, 2020 & 2018), and "Managing Partner of the Year" (2020). He has featured as a "Leading Australian Employment Lawyer" in Chambers Global and the AsiaPacificLegal500 for over a 2 decades; and is consistently ranked in Doyles. Michael was also recently awarded the Lexology Client's Choice exclusive winner in Australia for Labour Law (2022) and the Lawyer Monthly "Australian Labour Lawyer of the Year" (2022).

Areas of Expertise

Harmers' practice areas include:

- Industrial Relations;
- Employment Law;
- Work Health and Safety;
- Human Rights and Equal Opportunity;
- Change Management;
- Legal Risk Management;
- Investigations; and
- Training.

Contact

Michael Harmer

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Peter Maatouk

Maatouks Law Group

About Peter Maatouk

Mr Maatouk has worked in the legal industry for almost 30 years. He has grown his firm to have 4 locations with offices in Sydney CBD, Liverpool, Narellan and Penrith.

The establishment of Maatouks Law Group saw Mr Maatouk as the youngest ever sole practitioner in NSW.

At the heart of Mr Maatouk's success is his capacity to understand the individual needs of his clients. It is his promise that he will be there by their side at their time of need to support them and to fight for their rights. He does not know the meaning of the words 'give up' and he will fight for his clients to the very end.

Mr Maatouk demonstrated his 'never give up' attitude on the very first day that the doors of his firm were opened; even on this day of celebration, Mr Maatouk filed documents for a client seeking leave to commence proceedings in the High Court of Australia and since continued to use this attitude as a foundation of his success.

Being a successful business entrepreneur in addition to being a Solicitor and Barrister, Mr Maatouk holds various qualifications and is the principal of various businesses including being an Accredited Family Law Dispute Resolution Practitioner, An Accredited Mediator, A Licenced Property Agent, and an Accredited Finance Broker, just to name a few.

With a vast range of knowledge and expertise along with a world class leading team by his side, clients know that no matter what type of matters or issues they have, when they engage Mr Maatouk to act for them, they have a true honourable solicitor representing them.

Being a father to 5 beautiful young children of his own, who tragically lost their mother to cancer at a very young age, his children are his world, and when he heard that NSW Private Schools were attempting to mandate Vaccinations on year 12 HSC students in order to allow them to return to school to attend their exams, he was furious. This sparked and ignited Mr Maatouk to stand up for the Civil Rights and liberties of the Australian people.

Not only was he successful in having such mandates withdrawn, but he also was able to obtain exemptions for all HSC students to attend their end of year graduations in NSW.

Mr Maatouk along with his team led the fight for Civil Rights in Australia during the Covid 19 lock down period. Not only did he dedicate his time and firm to thousands of hours of free Pro Bono work, but he touched and saved the lives of thousands of Australian's during this difficult time.

Maatouks Law Group was the only firm in Australia, and quite possibly the world, to win the right to a merits-based review of Covid 19 Mandates in NSW.

Mr Maatouk does not give up and is not frightened from speaking up and fighting for justice and continues his fight in Australia.

The actions of Mr Maatouk not only renewed public trust in the legal profession but set a high standard for other legal practitioners.

Mr Maatouk is a true inspiration to the legal profession and it is only fitting that he is the winner and recipient of Lawyer Monthly Civil Rights Lawyer of the Year 2022.

CIVIL RIGHTS LAWYER OF THE YEAR |

“It is his promise that he will be there by their side at their time of need to support them and to fight for their rights.”



Areas of Expertise

- Family Law
- Civil Claims
- Civil Litigation
- Supreme Court Litigation
- District Court Litigation
- Class Actions
- Criminal Law
- Property Law
- Business & Commercial Law
- Probate & Estates
- Mediations
- Dispute Resolution

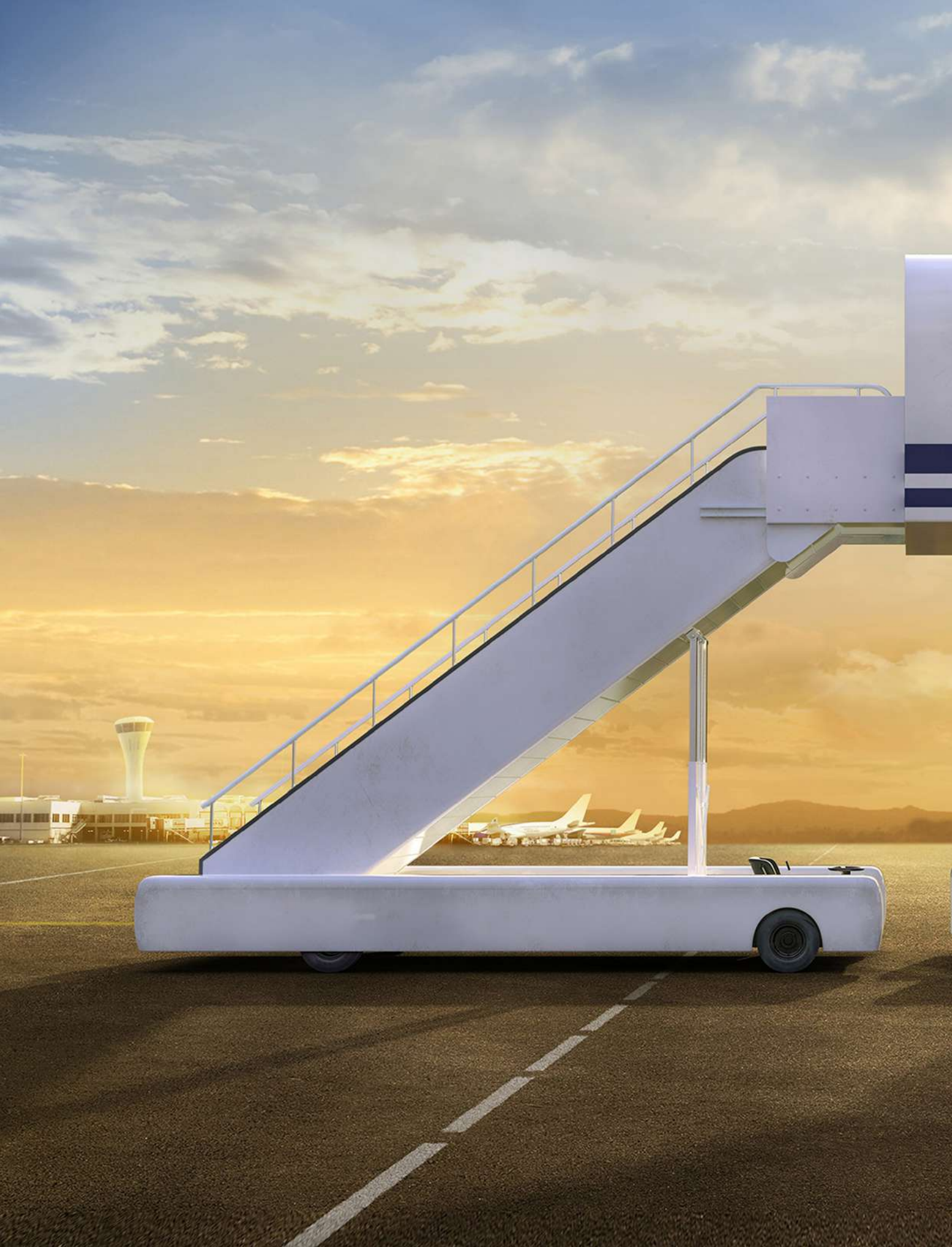
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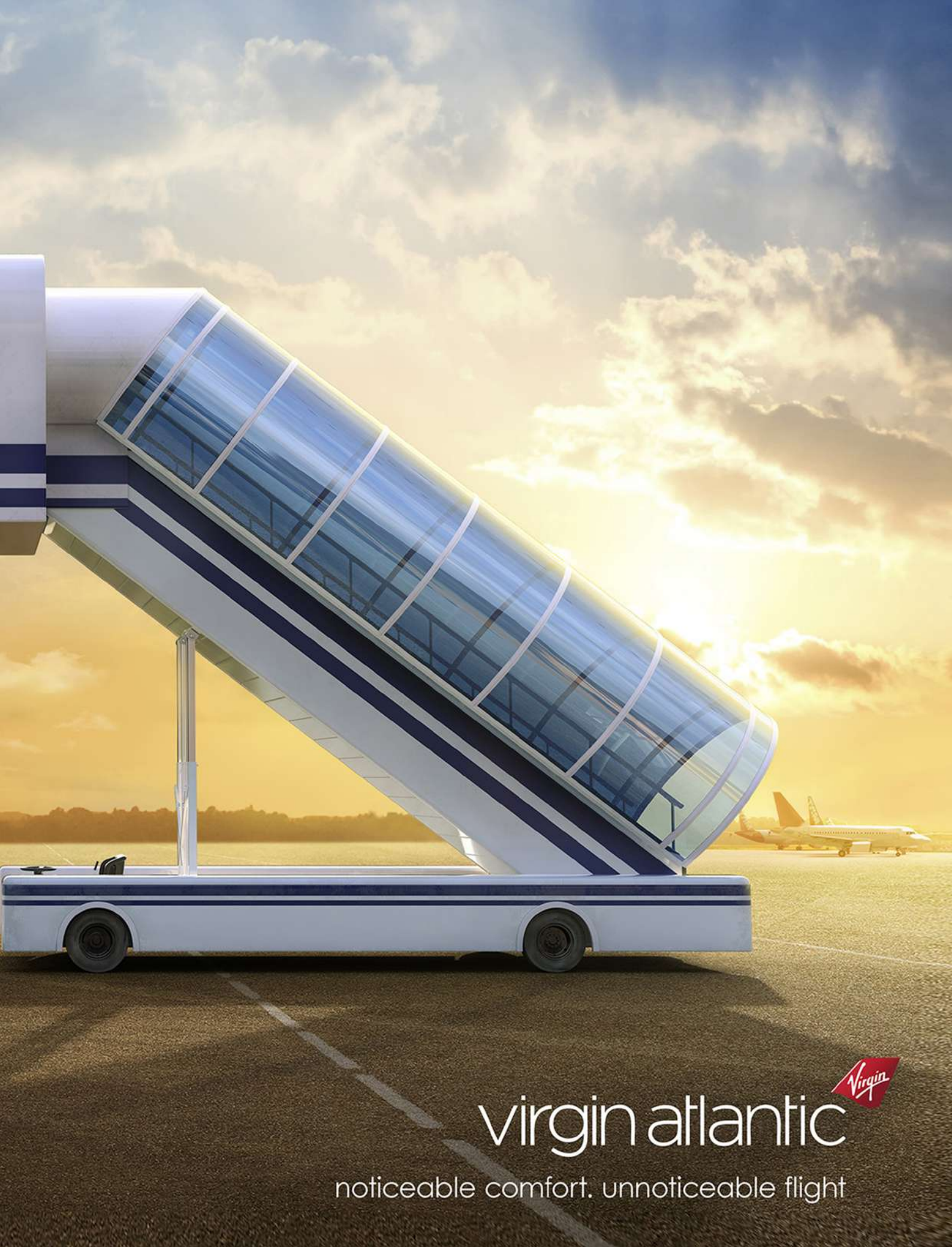
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Maatouks Law Group
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**Hon. Gerald E.
Rosen (Ret.)**

Mediator & Arbitrator - JAMS

Alternative Dispute Resolution
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Herbert Chestnut & Associates
Longshore & Harbor Workers
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