



LOS ANGELES BUSINESS JOURNAL

MOST ADMIRE

LAW FIRMS

LA'S TOP FIRMS TO WORK FOR

LOS ANGELES HAS LONG BEEN A NATIONAL LEADER WHEN IT COMES TO LAW FIRMS — SOME OF THE MOST SUCCESSFUL and most prominent attorneys and firms in the world are based here. Naturally, some of the top legal talent comes to LA to build their careers. But which firms are the most admired?

This section is dedicated to distinguishing the most admired and best law firms to work for in the LA area. As the legal industry continues to grow, attracting and retaining top talent is a key component to the health and success of a firm. We've listed an assortment of particularly outstanding law firms who are consciously working towards creating diverse, positive, and supportive environments to help drive the success of their attorneys.

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

MOST ADMIRERED LAW FIRMS TO WORK FOR

Akin Gump

STRAUSS HAUER & FELD LLP

AKIN GUMP STRAUSS HAUER & FELD LLP

Akin Gump is a large, global commercial law firm, with more than 900 lawyers practicing in offices throughout the United States, Europe, the Middle East and Asia. The firm is terrific to work for because of its reputation as an outstanding, service-oriented global law firm that is focused on its people. "Collegiality, Commitment, Excellence, Integrity and Intensity" are the core values and guiding principles behind how the firm approaches its work and how its approach working with each other.

In particular, what makes Akin Gump stand out is a culture that ensures all employees feel like an important and included part of the workplace as well as its proven unwavering support of its employees and commitment to diversity & inclusion and racial justice. Since its founding in 1945, the firm has woven a "people first" thread throughout. Understanding that everyone has different benefit needs throughout their careers and personal lives, Akin Gump works to "meet people where they are," and continues to enhance and expand its well-being program offerings. To do this, the firm has adopted a unique, innovative hyper-personalized approach to provide an innovative, comprehensive, holistic wellness program that supports employees throughout their lives – physically, emotionally and financially – thereby helping them reach their full potential and engagement.

ALSTON & BIRD**ALSTON & BIRD**

Alston & Bird is a full-service, leading Am Law 100 law firm that provides legal counsel and services to national and international clients across a wide variety of industries. The firm's mission is to deliver the best-quality legal advice and responsiveness by assembling and nurturing the strongest array of legal talent and expertise to meet any challenge its clients face. Alston & Bird has a set of core values and service principles that guide the daily interaction of its employees with clients and with each other. These tenets have played an integral role in fostering a work environment that enables the highest level of service to its clients.

One of Alston & Bird's largest initiatives is its Diversity Committee, which is composed of attorneys and staff who work to implement the firm's commitment to diversity awareness by providing opportunities for understanding and learning through events, recognition, and celebration. Alston & Bird has been a leader in law firm diversity for many years by paving the way with groundbreaking initiatives and programs to recruit, retain, mentor, and promote diversity in its own firm and in the legal industry as a whole. Alston & Bird employees also take part in TOP ECHELON, an internal service program designed to cultivate an energized workforce with a passion for service and a commitment to continuous learning and improvement.

Baker McKenzie.**BAKER MCKENZIE**

Baker McKenzie is one firm operating in 47 countries, from 78 offices, and has been ranked number one on law firm branding for ten years running. Firm-wide it boasts 400+ female partners. In addition to the various programs in place and hosting various speakers on D&I and wellness, Baker McKenzie also celebrates various holidays and events throughout the office.

Baker McKenzie has a robust, agile working policy to facilitate access to a range of flexible working arrangements while continuing to meet the needs of its global business. The program focuses on enabling remote working, alternative hours, time off, and less-than-full time arrangements, and is available regardless of gender and role. To help its people stay connected while working remotely and across multiple offices, the firm has launched a number of active internal groups on its Workplace enterprise connectivity platform. Senior leadership has been promoting agile working and wellbeing topics on weekly all-hands virtual town halls. During the recent COVID-19 crisis, this initiative was a key resource and contributed to the success and smooth transition to working from home. The firm is also investing in a global initiative focused on wellbeing that includes education, activities and support aimed at helping people maintain high performance in a caring and psychologically safe environment.

BARNES & THORNBURG LLP**BARNES & THORNBURG LLP**

Barnes & Thornburg's L.A. office is in the heart of the beautiful Century City area, covering two floors with spacious perimeter offices, large staff bays, functional galley areas, a "Wellness Room" and a very popular ping-pong room. The reception area on the 3rd floor opens to an expansive area that is used for special client and employee events. The open space is perfect for monthly birthday events and welcome socials for new hire personnel.

In Los Angeles, the firm has established a client-centered legal practice which is abundant with talent. Barnes & Thornburg are proud of the firm's collective experience, its growth and its comradery. Mostly, the firm is proud that it brings an important and distinctive advantage to clients: value and relentless service, which allows the team to focus on making significant accomplishments on behalf of clients and their endeavors. The firm collectively shares a commitment to the communities in which it's people live and work, volunteering time and providing philanthropic support to numerous arts organizations and other nonprofit organizations. In 2020, the Barnes & Thornburg Racial and Social Justice Foundation donated \$50,000 to the Social Justice Learning Institute in Inglewood and followed up that donation by volunteering at various food drives conducted by the organization in the Inglewood area.

BIRD MARELLA**BIRD, MARELLA, BOXER, WOLPERT, NESSIM, DROOKS, LINCENBERG & RHOW, P.C.**

Bird Marella has always stood out in the sea of law firms in Los Angeles County, not just for its recognized legal reputation, but as an admirable and prosperous place to work for attorneys and staff alike. Its multigenerational culture, boutique size, collegial atmosphere, pro bono work and community involvement create a working environment in which employees are able to develop their skills and can take pride in their work. The firm boasts a wide variety of positive qualities that have attracted leading talent from large and international law firms to migrate their practices to Bird Marella.

With a total of about 90 staff members, the balance of attorneys and support staff is a strength that has successfully shaped a harmonious and effective workplace. Associates, in particular, enjoy several advantages in working at a boutique firm, such as access to substantive, hands-on experience earlier than they would in larger firms, substantial opportunity in pro bono work, and being able to work on high-profile and highly-publicized cases with distinguished attorneys. Due to this level of exposure and the firm's limited bureaucracy, associates at Bird Marella tend to advance their careers much faster than at larger firms.

Buchalter**BUCHALTER**

The leadership at Buchalter believes it has an ethical imperative to encourage and ensure that every individual in the firm is granted the opportunity to excel. The firm provides a platform for all to pursue success and to take pride in providing the highest quality of legal services for its clients. In fact, the partners insist upon parity of opportunity and compensation. Buchalter prides itself on providing employees with competitive salaries and comprehensive benefits at all levels.

Buchalter continues to prioritize the personal and professional well-being of all employees and establishes policies, initiatives, and events specifically geared towards personal and professional development as well as maintaining a sense of community within the firm, even when they are apart. Education programs, mentoring opportunities, diversity and women's initiatives, and appreciation activities are just some of the ways that Buchalter attracts, develops, and retains the highest caliber attorneys and staff members. Buchalter also provides an array of perks, such as monthly birthday and anniversary celebrations and weekly breakfast. The firm also hosts a yearly summer picnic at a fun location, an end-of-year holiday party. Buchalter also provides a fantastic health care plan in which the firm pays 100% of the premiums.



YUKEVICH | CAVANAUGH

Los Angeles | San Diego | San Francisco

Yukevich | Cavanaugh is honored to be named among the
Most Admired Law Firms to Work For
by the *Los Angeles Business Journal*



Partners, starting from left to right, top to bottom: James J. Yukevich, Todd A. Cavanaugh, Steven D. Smelser, Thomas Borncamp, Cristina M. Cimminelli, Delmar S. Thomas, Raymond H. Hua, Nina J. Kim, David A. Turner, Patrick J. Cimmarusti, Jeffrey W. Caligiuri, Justin M. Marvisi

Over 26 years ago our Firm was founded with clear goals—to deliver each client a special level of service and outstanding results in civil litigation defense.

We've thrived by staying true to that mission, and have developed a reputation as one of the firms most feared by plaintiff attorneys, and most appreciated by clients.

Our success is the direct result of hiring and developing the best legal talent in the industry. By nurturing a professional environment rooted in diversity and inclusion, we strive to ensure everyone on our team feels comfortable bringing their whole selves to work.



yukelaw.com

MOST ADMIRERED LAW FIRMS TO WORK FOR

**DLA PIPER**

To best serve its clients in the Greater Los Angeles region, DLA Piper maintains two offices – one in the downtown financial district and one in Century City. Since opening in 1986, DLA Piper's Los Angeles offices have played a major role in defining the firm's capabilities to serve local, national and international businesses. Principal areas of practice include real estate, commercial litigation, corporate and securities, intellectual property and technology, finance, labor and employment, securities litigation and tax.

DLA Piper's clients in Los Angeles range from multinational, Global 1000, and Fortune 500 enterprises to emerging companies developing industry-leading technologies. The firm serves these clients wherever in the world they do business. But while markets around the world are internationalizing, this doesn't mean they are becoming the same. DLA Piper remains committed, as always, to serving the Los Angeles community and all the local markets that are the building blocks of international business. The firm is also committed to attracting, developing and retaining the best people across its practice and business services groups. DLA Piper offers exceptional career opportunities to its lawyers, aspiring graduates and business support professionals, in an environment that is challenging, rewarding and unique.

Dykema

DYKEMA GOSSETT

Dykema's attorneys and other professionals have an unparalleled emphasis on teamwork and work in close partnership with each other and their clients. The firm encourages collaboration and mentorship opportunities, which in turn allows everyone to deliver outstanding results, supreme service and exceptional value in every interaction. Dykema has a very robust professional development program that includes training and development seminars; internal and external CLEs; and pro bono opportunities at its offices and nationwide. Attorneys and staff are also provided with internal and external training on various topics such as communication skills, anti-harassment training, critical conversations, mindfulness, and bias training.

In 2020, Dykema created virtual programming to support employees' continued professional and personal development during the pandemic. The firm hosted live firm-wide webinars featuring Truth & Action – Dykema's townhall series focusing on diversity, equity and inclusion to help employees navigate racial tensions and related challenges, and a second webinar entitled "Mental Health and Well-Being in the Age of Coronavirus and Beyond" to promote resilience and self-care during the pandemic. The firm is currently planning its next firm-wide presentation on mindfulness and resilience. Dykema also has Employee Activities Committees that host social and community events throughout the year.

**FISHER PHILLIPS LLP**

The culture at Fisher Phillips fosters a collegial atmosphere that seamlessly integrates over 450 attorneys across the country. As one of the largest labor and employment law firms in the U.S., Fisher Phillips is constantly providing its attorneys and staff with challenging, sophisticated and meaningful work. The current coronavirus pandemic has presented an opportunity for its attorneys at all levels to work together to provide creative and effective solutions to clients' unprecedented workplace problems – a challenge for employers across the country.

Fisher Phillips' people are its most valuable assets and developing them is a priority. The firm understands that legal talent has more choices and wants to be the go-to labor and employment firm for attorneys. In addition to providing its attorneys the tools they need to succeed in the office, the firm provides them with opportunities to give back to their communities. The Los Angeles office is an active participant in engaging with organizations across the city to make the community a better place. Recently, attorneys and staff have worked together to build a playground for kids at a local women's domestic violence shelter and also adopted a family over the holidays to ensure they were able to enjoy the festive season.



Workplace Solutions for Employers

Fisher Phillips is a national law firm committed to providing practical business solutions for employers' workplace legal problems.

With over 400 attorneys in 36 offices across the U.S., Fisher Phillips is one of the largest firms in the country representing management exclusively in labor and employment matters. We are proud to serve the Los Angeles business community and to be recognized as one of the **Most Admired Places to Work in 2021**.



Todd Scherwin
Regional Managing Partner
tscherwin@fisherphillips.com

MOST ADMIRE LAW FIRMS TO WORK FOR

FRAGOMEN

FRAGOMEN, DEL REY, BERNSEN & LOEWY, LLP

Fragomen is the world's leading single-focus provider of immigration services and support. The firm's position in the industry, vast, diverse resources and firm culture inspire significant loyalty among its legal professionals and make it a well-admired place to work. The firm has fostered a fast-paced, dynamic and forward-thinking environment, and it employs talented professionals who share collective pride and enthusiasm for what they do.

Fragomen invests in numerous incentive programs for its staff. Some of the firm's ongoing initiatives include mobility opportunities (which are a differentiator in the firm's employee value proposition); "RISE" (Fragomen's employee recognition platform); a bonus plan; a remote working policy; manager development training; a performance management program; and pro bono and volunteer activities. Additionally, new employees are immediately granted full access to Fragomen's learning management system, which holds more than 5000 legal substantive, leader/management, soft skill and proprietary recorded training sessions. In addition, the firm's leadership has fostered a culture of inclusion from day one, and has made it an active priority at every level, from the firm-wide Executive Committee to each of the firm's 56 offices and each individual attorney team, has been key. Fostering this culture is what has enabled Fragomen to attract and retain a diverse population.



GIBBS GIDEN LOCHER TURNER SENET & WITTBRODT

Gibbs Giden is comprised of experienced, passionate people and offers the opportunity for professional development and advancement while tackling exciting cutting-edge legal issues across 12 practice areas and a variety of industries. The firm knows that to be effective lawyers and zealous advocates people need to work in a culture that fosters opportunity and inclusion. Gibbs Giden was established by lawyers who believe work is more enjoyable and more rewarding in a collaborative and supportive environment. They know that they provide superb legal service, attention to detail, responsiveness to clients, and a work environment that the employees appreciate.

Gibbs Giden strives to hire attorneys who want to be an integral part of the firm into the future. The firm offers competitive pay, excellent benefits, inviting offices, multiple locations, and a friendly and supportive work environment with opportunities for advancement. It also offers frequent opportunities for its attorneys to learn, train, grow, publish, market, network, socialize, excel, and succeed. Many partners at Gibbs Giden have been with the firm for all or a majority of their careers. Some are neighbors, some are law school classmates, some are childhood friends. These long-standing relationships make a noticeable difference in the work environment and the culture the firm fosters.



GREENBERG GLUSKER LLP

Greenberg Glusker is a great place to work, and the firm attributes this to the fact that it invests so much in supporting its workforce and in creating and maintaining a familial culture. This commitment was further cemented when the firm hired its first full-time "Employee Engagement Coordinator" to focus on the well-being of its employees. The firm sponsors an array of fitness classes and wellness workshops to meet the varying interests and needs of its team members, such as strength training, yoga, boxing, Pilates, tai chi, meditation, healthy holiday cooking, relationships and communication, heart health, financial mindfulness, and so much more.

Greenberg Glusker also provides several social opportunities outside of the health and wellness space to support its workforce. Some of its popular social events have included pumpkin carving contests, Halloween parties, Thanksgiving potlucks, holiday parties, holiday gift exchanges, gingerbread house competitions, and its annual July 4th Family Brunch. The desire to ensure that team members feel connected is so deep that it heavily influenced the design of the firm's new Century City office, which intentionally features open-air kitchens with cold-brew, kombucha, and beer on tap and a large, open collaborative workspace by the library as a means of encouraging individuals to connect with one another.

Buchalter

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MOST ADMIRE LAW FIRMS TO WORK FOR



MOST ADMIRED LAW FIRMS TO WORK FOR

JENNER & BLOCK LLP

JENNER & BLOCK LLP

Jenner & Block offers a combination of exceptional people, challenging work, and an environment that fosters the development of superior talent. The firm maintains a strong culture and lives by its values of excellence, collaboration, diversity and inclusion, and pro bono and public service. These values unite the firm across practices, titles, and offices, including in its Los Angeles office.

Jenner & Block's people are diverse in their backgrounds and opinions, yet share a passion for delivering excellence and doing the right thing for clients, the community, and the profession. The team not only values continuous learning and the mentoring of others, but also sees it as an essential part of its culture. Jenner & Block also aims to be transparent in its decisions and the way it communicates key information throughout the firm. The firm's lawyers routinely argue cases in state and federal courts and "make law" on key issues. The firm has argued numerous cases before the US Supreme Court, including 20 in the past five terms. It has been involved in some of the most important LGBTQ civil rights cases in the last 20 years, as well as key affirmative action and housing discrimination suits.

LARSON LLP

LARSON LLP

Larson LLP prides itself on fostering an inclusive and collaborative work environment. It is a young firm that was founded in 2016 with 11 attorneys and minimal support staff. In less than five years it has grown to 32 attorneys featuring 11 partners and 20 staff members, including an office administrator, six legal secretaries, a robust billing department, and a marketing department covering marketing, internal and external communications, community outreach, and pro bono. Since COVID-19, the firm has hired 15 new team members who were welcomed and seamlessly integrated into the firm culture even while working remotely. The firm's growth and retention is due in part to its positive work environment and culture.

The expansion of the Los Angeles office in 2019 was intentionally designed to foster a collegial environment, shunning large partner and corner offices for community gathering spaces. Now back in the office, fully vaccinated employees can gather in a large conference room for lunch or play an afternoon game of ping-pong or foosball in the lounge. The firm is also excited to once again hold its annual attorney and staff retreats, a time to strengthen relationships and also unwind with family members.

MAYER | BROWN

MAYER BROWN

Mayer Brown offers numerous resources and activities supporting a positive work environment. In October 2020, the firm coordinated "Global Well-Being Month," for which it hosted a variety of mental health awareness workshops, mental health first-aid courses, mindfulness sessions, physical and financial well-being courses. The firm also provided courses for working parents and specific impact on remote working due to the pandemic. The firm plans to coordinate a Global Well-Being Month again in October 2021.

Mayer Brown is a leader in developing innovative approaches to pro bono work and strives to pioneer projects that will have a substantial local and global impact. The firm strongly encourages every lawyer to participate in the pro bono program and provides credit for the hours they contribute. Mayer Brown has a pro bono department dedicated to managing the firm's pro bono program, ensuring that its lawyers get the support they need to become involved in pro bono work. The firm recently launched Paladin, an online platform that more strategically and effectively connect attorneys to local and national pro bono opportunities. Mayer Brown has been extensively involved in efforts to help individuals, non-profits and small businesses adversely affected by the COVID-19 pandemic.

McGUIREWOODS

MCGUIREWOODS LLP

McGuireWoods is a firm with diverse and talented leadership that is dedicated to the growth of its attorneys' practices and the development of their careers through training and mentoring. The firm seeks to grow organically, by promoting the associates who deliver exceptional results, and strategically, by seeking experienced lateral hires, who benefit from a robust onboarding process. McGuireWoods is committed to providing the very best employee experience drawing upon people with diverse backgrounds. The firm provides the resources people need to focus on client service, their careers as well as balance their home and work lives.

In addition to the many benefits and programs the firm offers its employees, the McGuireWoods offices in downtown Los Angeles and Century City bring the firm's lawyers together by hosting a number of events throughout the year to benefit the community. For instance, in late September 2020, lawyers from the Los Angeles offices teamed up with a financial institution client and California Rural Legal Assistance for a criminal record expunction clinic held via Zoom. Overall, the programs and benefits McGuireWoods offers help create a positive work environment conducive to providing the firm's clients with exceptional service and its lawyers with a high level of satisfaction.

meyers | nave

MEYERS NAVE RIBACK SILVER & WILSON PC

Meyers Nave is defined by its people. With decades of celebrated legal accomplishments, dedicated employees and precedent-setting work, the Meyers Nave team is drawn in by the interesting, challenging and meaningful work it completes for its clients, the difference it makes in its communities and the leadership role its attorneys hold in the legal profession. The firm's path to success is guided by three fundamental and enduring principles – impress clients, inspire employees and involve its communities. Meyers Nave dedicates itself to improving diversity and inclusion throughout its offices, in the legal profession, and in its communities – wherever it can have an impact. The firm upholds the values that define it and the work it has achieved to help make the world a better place for everyone.

Meyers Nave is guided by the fundamental principle that it can do well by doing good. In the L.A. area specifically, the firm has tallied numerous wins in pro bono and land use matters with a strong public interest, including the new Los Angeles Clippers stadium and the site for the City of Anaheim's "Big A 2050" mixed-use plaza for the Los Angeles Angels. These are only a few of the firm's outstanding efforts to build and unite the community.



MINTZ

MINTZ

In addition to being a DEI leader in the legal field, Mintz fosters a culture of well-being with robust programs supporting all areas of an employee's life, including mental, physical and financial well-being. For example, a Mintz partner became diversity, equity and inclusion director (a newly created role), the HR director became "director of well-being", and Mintz became a Founding Champion sponsor of the Institute for Well-Being in Law and joined the ABA by highlighting employee well-being.

Mintz is consistently named one of the "Best Places to Work for LGBTQ Equality" by the Human Rights Campaign. This year Mintz received its 14th consecutive perfect score on the annual Corporate Equality Index, a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality, by the HRC Foundation. Mintz also has a strong pro bono program and is dedicated to public service. Mintz was named a recipient of the National Legal Aid and Defender Association's 2020 Beacon of Justice Award, which recognizes law firms with pro bono programs serving vulnerable individuals fleeing to the U.S. border. Mintz is also very active in community service. Across the firm's seven offices, attorneys and professionals come together to give back and support local charitable organizations.

MOST ADMIRE LAW FIRMS TO WORK FOR

**MUNGER, TOLLES & OLSON LLP**

MTO's founders were dedicated to the idea of handling businesses' most complex cases and deals, while also building an egalitarian culture that would enable the firm to attract the best and brightest people. Those differentiators continue to this day, and make MTO one of the most admired places to work. The firm's clients entrust it with matters of national and international importance, and all of MTO's professionals take pride in the fact that they are working for the world's most sophisticated clients on headline-making cases. The firm also has a strong commitment to volunteerism. Attorneys and professionals alike handle meaningful pro bono matters, and on average, annually perform more than 50,000 hours.

MTO has extraordinarily low turnover. On the attorney side, many of the firm's lawyers begin their careers with the firm as summer associates. Countless factors contribute to low employee turnover rates, including MTO's generous retirement benefits – at a level seldom seen outside of government – and compensation plans, both of which incentivize people to stay at the firm. Every lawyer – even associates – is treated like an owner of the firm. All lawyers vote on how the firm is run. MTO's culture is "progressive" because transparency is encouraged and democracy governs.

**NIXON PEABODY**

With 16 offices in the U.S. and abroad, Nixon Peabody strives to create a collaborative local culture in Los Angeles while leveraging the resources and connections of a geographically diverse firm that recognizes its responsibility to keep its people happy, healthy, and excited to begin work each day. Nixon Peabody's competitive benefits and compensation are an important part of the story. Its hybrid work policies, which include fully remote options and the ability to "work from anywhere," including cities where Nixon Peabody has no office, have only added to that part of the story. What truly sets the firm apart, though, is its commitment to creating a positive, dynamic work environment that allows everyone to maximize her or his potential.

Working parents balancing remote-work responsibilities with virtual schooling can draw on an extensive suite of services the firm offers through partnerships with external service providers. Junior attorneys and staff members who wish to pursue professional growth opportunities have access to generous tuition reimbursement and a huge selection of fully paid educational opportunities. Team members struggling to prioritize their mental health and well-being during (and after) the pandemic can take advantage of internal and external networks of support, including free resilience training, telehealth counseling, and flexible scheduling.

**OLIVAREZ MADRUGA LEMIEUX O'NEILL**

Olivarez Madruga Lemieux O'Neill is a minority-owned law firm that has a proven record of providing a complete range of legal services to its clientele. OMLO offers a unique culture, one that encourages individual thought, provides positive working conditions, and fosters a progressive and proactive business environment. OMLO supports the LA Food Bank once a year. The firm also endeavors to thank its employees and their families by having two events per year, a Summer Party and a dinner party at the end of each year. OMLO strives to provide an environment that is welcoming and inspiring.

As OMLO continues to grow, it seeks ways for employee growth as well, which includes employee financial wellbeing. OMLO offers a 401k retirement plan, discretionary bonus, health benefits (medical, dental, vision, life insurance) for employees and for their spouses and children by covering 35% of the dependent cost. In 2020, the firm introduced an EAP as an additional benefit option to employees to support them with addressing issues such as stress management, sleep improvement, resiliency, and mental health. OMLO also meets employees halfway by providing opportunities to have a flexible schedule as long as the needs of the firm are met.



Since opening in 2016, Larson LLP has grown into a national litigation boutique known as a compelling advocate and formidable adversary.

The firm strives to maintain a professional, collaborative, and inclusive environment that fosters innovative and strategic thinkers. Drawing collectively upon the unique backgrounds of our team members allows us as lawyers to think broadly, better understand our clients and our opponents, sharpen our performance, and deliver the highest level of service and results for our clients.

To learn more about joining our dynamic team of trial lawyers, email careers@larsonllp.com.

LARSON LLP

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Sheppard Mullin

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MOST ADMIRERED LAW FIRMS TO WORK FOR

Pircher, Nichols & Meeks LLP*The Real Estate Law Firm***PIRCHER, NICHOLS & MEEKS LLP**

Pircher's goal is to provide a working environment that not only offers attorneys challenging projects for interesting clients, but also one that is positive, relaxed and team-oriented. The firm seeks to employ individuals who possess a practical approach to problem solving, exceptional interpersonal skills and outstanding academic credentials. The firm believes that its intellectual capital not only sets it apart, but also has enabled the firm to build on the foundation that was established more than three decades ago. For those who choose to build their career at the firm, Pircher's leadership is committed to enabling them to reach the highest in legal service and excellence and achieve their maximum potential in the legal profession. As such, Pircher brings associates into client relationships early in their careers to nurture and develop both the client relationship and associates' growth.

Pircher also takes the time to celebrate its hard-working team. From annual parties and company events to policies that offer flexibility for much-needed time out of the office for rest, the firm is committed to ensuring team members feel both supported and appreciated. Attorneys are particularly still looking forward to COVID-19 restrictions lifting so that they can return to the office and resume celebrating Scotch Thursdays.

RAINESFELDMAN**RAINES FELDMAN LLP**

Raines Feldman offers a comprehensive and flexible employee benefits package including a competitive salary including an end of year bonus, medical, dental, vision care and life insurance. It also provides paid vacations, firm holidays, personal and sick days, short and long-term disability benefits, generous firm contribution to its 401(k) plan, and healthcare and dependent care flexible spending accounts. The firm holds numerous events throughout the year, including monthly birthday celebrations; a "famous" themed annual summer party at the founding partner's home with a DJ and dancing; a festive annual holiday party (with a traditional ugly sweater contest); a family-style Thanksgiving potluck lunch; a Halloween party with costume and pumpkin carving contests; happy hours; monthly breakfasts; and annual individual lunches with staff and the founding partner.

Raines Feldman has bi-annual company-wide meetings, and trainings with lunches and special events for associates. To keep healthy and reduce stress, the firm offers weekly in-office (and recently, via Zoom) yoga sessions, and its health plan includes a generous discount to fitness centers in the area. Raines Feldman is always looking to increase work-life balance options for employees of the firm. Anticipating a cautious return to work post-COVID, Raines Feldman is offering flexibility for attorneys and staff once when returning to the office.

RAMO LAW PC**RAMO LAW PC**

Ramo Law PC is a boutique, entertainment law firm comprised of professionals from different races, genders and socio economic backgrounds – all of whom have a common passion and goal of providing the best quality service in the entertainment industry. Professional staff and attorneys alike understand the competitive nature of this industry and treat each call, e-mail and interaction with care and precision to ensure that internally and externally the firm retains its reputation as one of the best in the business.

The culture of the firm is such that people work hard but they know how to laugh and play hard as well. Historically (pre-COVID), the firm sponsored Pizza Fridays; brought in manicurists and a barber for an appreciation event; rented out a cabin at Sundance so the firm could celebrate their projects, network and ski together; did an Escape Room competition to celebrate two senior associate promotions; and for the past 14 years, the firm has thrown an epic holiday party with over 500 clients, colleagues and friends. Though Ramo Law was not able to retreat in Palm Springs this year, and will not be hosting its annual firm potluck or holiday party, it has found creative ways to bond and boost morale.



Inclusive and Supportive Culture



We are proud to be named among the
2021 Most Admired Law Firms
by the *Los Angeles Business Journal*

Greenberg Glusker is a single-office, full-service law firm in California; however, our reach spans the entire United States and the globe. Our structure and business strategy allow us to meet our clients' needs in a personal, competitive, and cost-efficient manner, with first-tier legal services and in-depth industry knowledge.



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mintz.com

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MOST ADMIRE LAW FIRMS TO WORK FOR

**SANDERS ROBERTS LLP**

In 2008, Sanders Roberts was founded by two talented trial attorneys, Justin Sanders and Reginald Roberts, Jr. Both Sanders and Roberts came from big law and hoped to operate a boutique law firm that could compete with major firms. However, Sanders and Roberts wanted a firm where talented individuals could reach their full potential while maintaining a work life balance. They wanted employees to experience working at a firm servicing major companies without the office politics that comes with big law. Today, the firm is comprised of about 46 employees. 69% of the firm's employees are from a minority or ethnic group, five out of the six partners come from a minority background, and 34% of the employees are women.

The lawyers at Sanders Roberts pride themselves on not just being great litigators, but also great trial lawyers. This distinction serves clients' needs well because the firm approaches every matter from a position of strength knowing what it will take to win at trial, if necessary. However, to achieve this, the firm must put its employees first. The firm continuously fosters an open door and team environment where employees are not only happy but motivated to provide the best services to clients.

Sheppard Mullin**SHEPPARD, MULLIN, RICHTER & HAMPTON LLP**

Sheppard Mullin continuously strives to create a firm where lawyers want to be. The firm prides itself as being a family friendly law firm that values the importance of not only its attorneys, but their entire support system, from assistants in the office to extended family at home. Sheppard Mullin consistently takes a holistic approach to wellness, too. For example, the firm recently created a new program designated as "Everyday Wellness" to ensure that the firm supports the physical, mental and overall wellbeing of its partners, employees and their extended families beyond traditional "benefits." Some wellness programs supplement the improvements that the firm has implemented in its core benefits, such as covering nutritionists for all medical plans. One recent wellness program offered allows employees a "design-your-own" wellness plan and offers a monthly monetary incentive.

In addition, Sheppard Mullin's advocacy program covers employees, spouses, parents, spouses' parents and children. The firm's partnership with Bright Horizons for backup childcare was strengthened as of late, along with providing additional days for new parents. From free flu shots for everyone to pet insurance, the firm continually searches and brainstorms for fresh opportunities to enhance the support it can offer the entire Sheppard Mullin family.

SKLAR KIRSH**SKLAR KIRSH LLP**

Focused on creating a rewarding environment, Sklar Kirsh has a firm-wide "no screamer" policy and will not tolerate toxic behavior in the workplace at any level. Everyone (from the founders to the receptionist) is afforded respect and treated as an equally essential member of the team. The firm cares about its employees and deals with personnel issues with a "human" touch. In instances of hardship (illness or loss), the firm will send flowers. The firm also gifts employees for important, celebratory life events (i.e. new babies). The firm wellness and team-building activities further make the environment feel inclusive and familial. Even though everyone is often very busy, the firm strives to promote a positive culture that is also focused on employee well-being.

Firm professionals receive a guaranteed salary and are eligible for an annual bonus based on the annual performance of the firm. Firm-offered benefits include (firm pays 75-100% of premiums): medical (both plans offered are PPOs), dental, vision, life insurance, short-term disability insurance and long-term disability insurance. In addition, the firm offers a flexible spending account, telehealth services, and wellness services (discounts on health clubs, massages, etc.). The firm also offers 11 paid holidays per year and 10 paid vacation days per year.

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TLD LAW

Among the admirable practices TLD Law engages in are its inclusive and supportive actions to accommodate all person and employees. Multiple TLD Law attorneys, partners, and staff members have disabilities, primarily hearing impairments. TLD Law not only embraces their disabilities, but has employed the use of top-tier captioning systems throughout all facets of technology to allow all employees and clients to be included in the conversation. This support of the deaf and hearing impaired community has brought admiration to the firm from many of the local disability support organizations that TLD Law supports, as well as demonstrated to its employees the firm's dedication to happiness and wellness.

TLD Law provides support to its employees through adjustments of workloads and providing extra help as needed. In this way, others may be relieved of heavy work pressures and a more equitable workload balance may be achieved. Also, if employees find themselves in a situation that requires them to change their work schedule they may do so. TLD Law has also always supported community involvement and the ongoing education of its staff and attorneys, and has policies in place to ensure that professional development are given the time and funds required for each employee.



THE WALLACE FIRM, PC

The Wallace Firm identifies its core values as teamwork, heart and hustle, a client first mentality and making a difference in everything they do. Amplifying and hearing the voices of the team are paramount to The Wallace Firm. Team members admire their workplace because of the support they receive from leadership. The firm always wants the workplace to be user friendly, and has incorporated new equipment and technology support to make the work environment as stress-free as possible. The firm holds a monthly town hall to share firm updates and support open dialogue for employees to voice their thoughts, send out surveys for insights and feedback that can be anonymous, and encourage team members to have open conversations with leadership they feel comfortable with.

As a small firm, The Wallace Firm can implement changes quickly and constantly adapt as its team's needs change rapidly. The Wallace Firm is also admired for its continued dedication to community involvement as a team. It encourages all team members to be actively involved with its community partners, such as the Los Angeles Rams and the Los Angeles Trial Lawyers Charities. These partnerships provide access to a variety of charities that the team can support with help from the firm.



WILLENKEN LLP

Willenken is an elite minority-owned, majority-women law firm that truly cares about its attorneys and staff. The firm breaths a positive, collaborative, and entrepreneurial environment and offers competitive salaries, benefits and perks, and a positive work life balance. At this diverse firm, lawyers are given the opportunity to gain unparalleled hands-on substantive legal experience in terms of opportunities for trial work, oral argument, case leadership, fostering client relationships, and actively participating in business development initiatives. Willenken believes in and provides real support to developing lawyers as the means to developing the firm, not the other way around.

As part of team building, the firm hosts quarterly full-firm (staff included) events, such as bowling, escape rooms, ice cream socials, chocolate tastings, magic shows, and holiday lunches (both staff and alumni included). And now, due to the pandemic, the firm has hosted virtual trivia, twice weekly tele-coffees, and happy hours. So far during the pandemic, Willenken has delivered cupcakes, popsicles, doughnuts, cookies, chocolates, lunches, and other sweet and savory treats on almost a bi-monthly basis to its attorneys and staff to keep up spirits and to commemorate occasions such as International Women's Day, Black History Month, and Juneteenth.



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MOST ADMIRE LAW FIRMS TO WORK FOR

**WOOD SMITH HENNING & BERMAN, LLP**

WSHB is a homegrown law firm based in Los Angeles which is now one of the 150 largest firms in the nation, one of the top ten most diverse law firms in the nation, one of the top ten for Hispanic lawyers in the nation, one of the top ten for diverse partners in the nation, and one of the top fifteen in the nation for female lawyers. The firm has been routinely recognized for its diversity. Since its founding in 1997, WSHB has had tremendous organic non-merger growth. Today, the firm has grown to well over 300 attorneys in 30 offices in 18 states, representing a large and diverse group of regional and international clients ranging from individuals to Fortune 500 corporations.

In addition to a strong focus on diversity and inclusion, WSHB also encourages active charitable efforts. Its attorneys serve as board members and in other leadership positions for many different charitable organizations. Firmwide charitable events, as well as office specific ones, occur throughout any given year. During the holidays, each of the firm's offices adopts at least one local family in-need providing meals for Thanksgivings as well as gifts for the holidays. As a firm, WSHB works with and contributes to dozens of charitable organizations annually.

**YUKEVICH | CAVANAUGH**

As a full-service boutique law firm, Yukevich | Cavanaugh has just the right number of staff for everyone to know one another's name. It's a firm that thrives on innovation, and takes into account the voices of every employee. If it's a good idea, it's taken seriously, no matter who put it forward. Diversity in all forms is embraced, and employees are actively encouraged to bring their whole selves to work each and every day. While the firm is known for high productivity, its leadership is committed to sharing the fruits of everyone's labor through competitive compensation and benefits, generous bonuses, and clear career development pathways.

Yukevich | Cavanaugh prides itself on being a welcoming and friendly workplace built on commitment to its clients, colleagues, their families, and the communities in which it serves. While the firm's over the top parties and employee appreciation awards, lunches, retreats, birthday celebrations, and anniversaries are well known in the legal community, the firm's corporate giving projects may be more under the radar. Yukevich | Cavanaugh is committed to wiping out hunger in Los Angeles and is highly engaged with the Los Angeles Regional Food Bank, raising over \$500,000 in donations for the cause.

'There is a huge difference between being a lawyer and practicing law. Almost anyone has the capacity to become a lawyer, but not everyone has what it takes to practice law. To practice law well, do so with inspiration and dedication.'

- Hamoody Hassan

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