



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.



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MOST ADMIRE LAW FIRMS TO WORK FOR

Letter from the Publisher



The legal profession can be one of the most competitive — even stressful — fields to work within. What are some of the very best firms doing to mitigate fatigue, and encourage positive environments? Welcome to our second annual collection of profiles describing the Most Admired Law Firms in the region, in which we single out the firms that not only draw the best talent, but also take all the extra steps to keep them there.

To create this list, we considered a combination of the following factors:

- Company culture
- Employee compensation
- Benefits
- Programs
- Diversity and women's initiatives
- Work-life balance.

The firms that made the list in the following pages have created an environment that encompasses many (or in some cases, all) of the areas listed above. We've listed them alphabetically, along with some key information about what makes them 'admired', and why they are such great places to work — with workplace philosophies that are appreciated by the people who work there.

Congratulations to each of the firms included in this special section.

Best regards,

Josh Schimmels
Publisher & CEO

MOST ADMIRE 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 a great place to work in large part 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.

Akin Gump has 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 and 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 wellness 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

With more than 800 attorneys, Alston & Bird provides legal counsel and services to domestic and multinational clients across a broad range of industries. The firm-wide mission is to provide the highest quality legal advice and responsiveness by assembling and nurturing the strongest array of legal talent and expertise to meet the challenges its clients face today. The firm maintains a unique culture, which has been repeatedly recognized for fostering teamwork among its lawyers and with clients. Alston & Bird's core practice areas are intellectual property, complex litigation, corporate, and tax, with national industry focuses in energy, sustainability, health care, financial services, and public policy.

Alston & Bird has a number of programs designed to reinforce its values, mission and vision. The core values include integrity, consideration for others, fairness, merit, diversity in backgrounds and interests, good humor, and collegiality. One of these programs is TOP ECHELON, Alston & Bird's internal service program designed to cultivate an energized workforce with a passion for service and a commitment to continuous learning and improvement. Staff gather for 10 minutes daily to set the game plan for the day and to make suggestions to management to improve service procedures, stay informed of key decisions, and have fun.

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, Baker McKenzie boasts more than 400 female partners. The firm believes business must take a central role in fostering and championing sustainability. Baker McKenzie is proud to leverage its talent, innovation and relationships to make a positive and sustainable societal impact for its clients, its people and the world. The firm is made up of global citizens and recognizes that the rule of law is an essential foundation for economic growth and development. Baker McKenzie is committed to the UN Global Compact, the Sustainable Development Goals and the UNGC's Ten Principles on human rights, labor, environment and anti-corruption.

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 including fun activities, teambuilding exercises, holiday celebration gatherings and philanthropic campaigns, including Administrative Professionals Day (with weeklong activities); a summer picnic at Will Rogers State Beach; Independence Day lunch and fun; Halloween lunch celebration and costume contest; Thanksgiving luncheon; California's All Attorney Holiday Event; and many other events and activities.

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. A reception area on the 3rd floor opens to an expansive area that the firm uses for special client and employee events. Client-focused, cohesive and highly talented, the firm's attorneys counsel business and individual clients on a number of issues, in particular through complex litigation, labor and employment, intellectual property and corporate matters, as well as through a vibrant Entertainment, Media and Sports practice, representing some of the most recognizable artists, brands and companies in the entertainment industry. That group that is led by attorneys who have extensive knowledge and skills in meeting the business needs of the advertising, film, live events, sports, music, technology, television and video-game industries.

At Barnes & Thornburg, the team lives and works by the values that have guided the firm for nearly 100 years. For clients that means delivering value above and beyond the expected and a relentless focus on efficiency and cost-effectiveness. It means dedicated action on diversity initiatives and top talent recruitment. It means delivering uncommon value for clients.

BLANK ROME

BLANK ROME LLP

In 2020, Blank Rome was recognized as a “Best Law Firm for Women” by Working Mother magazine, a “Best Place to Work for LGBTQ Equality” by the Human Rights Campaign Foundation, and a “Best Law Firm” by U.S. News & World Report – Best Lawyers. The firm was also named to Exelon’s “Diversity and Inclusion Honor Roll” and received “Mansfield Rule Certification Plus” after successfully reaching at least 30 percent diverse lawyer representation in a notable number of current leadership roles. Blank Rome believes that this is a result of its commitment to excellence in all fields of endeavor as well as to diversity of ideas, backgrounds, and experiences. Blank Rome's deep commitment to diversity and inclusion has been the foundation of its core values since the Firm was established in 1946 by attorneys who, because of their religion, were barred from joining many established law firms. The founders' vision was of a law firm where people of diverse backgrounds could gather to practice law and bring their whole selves to work.

Today, with the support of the firm's dedicated Diversity and Inclusion Committee, firm leadership, and affinity groups—BR United, BR Pride, BR Parents Forum, and the Women's Forum—Blank Rome continues to honor and build on the founders' vision.

BRUTZKUS GUBNER

YOUR COUNSEL MATTERS

BRUTZKUS GUBNER ROZANSKY SEROR WEBER LLP

Brutzkus Gubner promotes team spirit and camaraderie through its support of numerous charitable and civic activities in which teams and groups of employees participate, including: volunteering to support the Manna Food Bank of Conejo Valley, presenting an event to benefit the Leukemia & Lymphoma Society, volunteering to assemble food kits for senior citizens at Los Angeles Regional Bank, volunteering with Ronald McDonald House, teaming with Operation Gratitude for a “Build a Bear” event, and participating in Habitat For Humanity build days.

The high regard in which the firm is held by competitor colleagues and peers has garnered it numerous firm and individual partner awards from organizations such as Best Lawyers and Super Lawyers. Employees are justifiably proud to be associated with the firm. Brutzkus Gubner prides itself on being a lifestyle firm. “Work Hard and Play Hard” is the philosophy. The firm does not have a billable hours requirement for attorneys and generally does not require work on the weekends. As a matter of fact, Brutzkus Gubner discourages working over the weekends, so that employees can spend time with their families. Work-life balance is very important to the firm. Telecommuting and flexible schedules are a very important part of the firm's culture.

MOST ADMIRED LAW FIRMS TO WORK FOR

Buchalter**BUCHALTER**

In 1933, Irwin Buchalter founded the firm based on principles of inclusivity. As the firm grew, its leadership continued to believe that professional and dedicated lawyers who did not fit the traditional mold of the era could nonetheless build a highly successful practice, and that clients from all walks of life were entitled to skilled legal representation. From these early roots, Buchalter has evolved into a firm where skin color, gender, religion, familial status, sexual orientation and ethnicity play no part in the lawyers it hires or the clients it serves.

Buchalter also believes that 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. Buchalter insists upon parity of opportunity and compensation and continues to prioritize the personal and professional well-being of all employees. Education programs, mentoring opportunities, diversity & 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.

crowell&moring**CROWELL & MORING LLP**

Crowell & Moring is an international law firm that represents a wide variety of clients in litigation and arbitration, regulatory, and transactional matters. One of the firm's founding principles is a commitment to pro bono service and diversity, which fosters a supportive and positive work environment. From weekly happy hours to firmwide retreats, Crowell & Moring employees are excited to go to work every day and respond to the needs of clients and coworkers.

As the firm approaches its next milestone, after celebrating 40 years in 2019, firm leadership seeks to build on the traditions of Crowell & Moring, which serve as the foundation for its success – client service, entrepreneurship, teamwork, inclusiveness, and giving back to the community. The firm celebrated its anniversary by participating in Days of Service at various charities and nonprofit organizations. Employees that were at Crowell & Moring when the firm was founded in 1979 are still working at the firm today. To advance Crowell & Moring's strategic vision, the firm's Diversity Council, comprised of partners, counsel, associates, and staff from all of the firm's offices in the US and abroad, has established objectives that drive ongoing diversity and inclusion efforts.

**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.

We are honored to be recognized
as a **“Most Admired Law Firm”**
in the Los Angeles Business Journal's
list of **“LA's Top Law Firms To Work For.”**

LOS ANGELES BUSINESS JOURNAL
MOST ADMIRE
LAW FIRMS

We salute our incredible team for making this possible.



MOST ADMIRE LAW FIRMS TO WORK FOR

**FISHER PHILLIPS**

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 the firm's 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 asset and developing them is a priority. The firm understands that legal talent has more choices and so the firm aims to be the go-to labor and employment firm for attorneys who are just starting their careers, as well as those who are at the top of the game. Fisher Phillips offers professional development, networking and mentoring opportunities for attorneys and staff; an entrepreneurial atmosphere where fresh ideas are welcomed and acted upon; and a collegial work environment where attorneys and staff work together for the common goal of meeting client needs. In addition, the firm provides its team with ample opportunities to give back to their communities.

FRAGOMEN**FRAGOMEN, DEL REY, BERNSEN & LOEWY, LLP**

Fragomen, a global immigration firm and member of the Am Law 100 and Am Law Global 100, is a leading firm dedicated exclusively to immigration services worldwide. While its colleagues have not had in-person gatherings due to COVID-19, the office hosts many virtual social and team-building events (including cooking classes and coffee and happy hours), all of which foster team unity. Importantly, Fragomen's attorneys provide pro bono legal services to those in need in the greater Los Angeles community, and the managing partner in the office, Mitch Wexler, is a frequent lecturer at the UC-Irvine School of Law.

To help achieve work/life balance, Fragomen employees can take advantage of remote work and flexible schedules in accordance with internal policies. During the COVID-19 pandemic, the vast majority of the firm's employees in the Los Angeles office are working remotely. Importantly, the employees consistently rank Fragomen's family-friendly culture, total rewards package and overall employee value proposition as the top reason that they continue to work at Fragomen. Fragomen strives to provide market competitive compensation and benefits packages in every location in which it operates, including the Los Angeles office. The approach to compensation is heavily driven by performance and rewarding top talent.

**GIBBS GIDEN LOCHER TURNER SENET & WITTBRODT**

Gibbs Giden Locher Turner Senet & Wittbrodt 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. The firm was established by lawyers who believe work is more enjoyable and more rewarding in a collaborative and supportive environment. The firm's focus is to provide unparalleled legal service, attention to detail, responsiveness to clients, and a work environment that its employees appreciate.

Gibbs Giden hires 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. Gibbs Giden also offers frequent opportunities for our attorneys to learn, train, grow, publish, market, network, socialize, excel, and succeed. Gibbs Giden recognizes employees have a life outside of work and is understanding of the need for personal flexibility, even more so during an unprecedented pandemic. Many partners at Gibbs Giden have been with the firm for all or a majority of their careers.

**Buchalter**

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MOST ADMIRED LAW FIRMS TO WORK FOR

**GREENBERG GLUSKER**

Greenberg Glusker attributes its appeal as a great firm to work for because the firm invests so much in supporting its workforce and in creating and maintaining a familial culture. The 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 more.

The firm also provides several social opportunities outside of the health and wellness space to support its workforce, further providing opportunities for team members connect and develop strong relationships with one another. This 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. Philanthropy is another key component that contributes to Greenberg Glusker's familial culture, providing team members convenient opportunities to give back to the community.

**HAHN & HAHN LLP**

Hahn & Hahn lawyers devote significant time to the advancement of their profession. The firm's members have served in key roles and positions of influence with local, state and national bar and professional associations. In addition to board and committee positions, notable offices held by the firm's lawyers have included president of the State Bar of California; vice-president of its Board of Governors; California's representative on the Board of Governors of the American Bar Association; president of the International Academy of Estate and Trust law; and many others. In addition, among the firm's partners are past and present members of the American Bar Association, Mexican American Bar Association, Latina Lawyers of Los Angeles, Asian American Bar Association, and LGBT Bar Association, among others.

The lawyers at Hahn & Hahn have sought to expand inclusion in leadership outside the firm. Among the firm's female and minority partners are the current officers of numerous not for profit corporations. The firm's central ethos since its inception has been a devotion to community and service. Founding partner Benjamin W. Hahn served as Pasadena's representative in the California Senate and was instrumental in creating the state's system of appellate courts.

**HOLLAND & KNIGHT**

Holland & Knight has an extensive Equal Employment Opportunity policy and a prohibition against various forms of harassment, which are enforced by a committee of attorneys and by firm management. The firm was one of the first to offer domestic partner benefits and has done so for many years. In 2019, it adopted a protocol regarding the provision of information, resources and support to transgender employees. That same year, the firm adopted a gender-neutral parental leave policy for staff. In 2018, it amended its Military Leave Policy to provide more comprehensive support for employees who are called into active duty. In 2014, Holland & Knight amended its health insurance plan to provide transgender-inclusive health insurance coverage. In 2013, it amended its longstanding Parental and Primary Caregiver Leave Policy for attorneys to provide 16 weeks of paid maternity leave for birth mothers and 10 weeks of paid leave for primary caregivers of an adopted child.

The firm admitted a partnership class that is 52% diverse (based on race, ethnicity, gender, sexual orientation, or veteran status), including 53% at the equity partner level and 52% at the non-equity partner level effective January 1, 2020.

We're honored to be named among the

Los Angeles Business Journal's 2020 Most Admired Law Firms.

With 27 offices around the globe, Holland & Knight is committed to providing the highest quality legal counsel combined with the utmost in client service – across state and national borders – in a seamless, cost-effective manner.

Deeply dedicated to our communities and diversity, we achieved **Mansfield Certified Plus*** status for the third year in a row, which recognizes that women, minority and LGBTQ+ lawyers represent at least 30 percent of firm leadership roles and committees.

Holland & Knight

www.hklaw.com

Vivian Lee Thoreen, Executive Partner
Los Angeles, CA | 213.896.2400

*Holland & Knight achieved Diversity Lab's Mansfield Certified Plus status in 2018, 2019 and 2020



MOST ADMIRE LAW FIRMS TO WORK FOR

JENNER & BLOCK LLP

JENNER & BLOCK

Jenner & Block offers a distinctive 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 the Los Angeles office.

If you ask anyone why they choose to work at Jenner & Block, their first answer is always “the people.” The firm is exceptional both in its credentials and its approach to work. The Jenner & Block staff is diverse in its backgrounds and opinions, yet shares a passion for delivering excellence and doing the right thing for clients, the community and the profession. The team is made up of independent and entrepreneurial people who also find their real strength in teamwork. The staff not only values continuous learning and the mentoring of others, but also sees it as an essential part of the firm’s culture. Jenner & Block also aims to be transparent in its decisions and the way it communicates key info throughout the firm, particularly since the pandemic has forced many of its people to work remotely.



KAPLAN | MARINO
CRIMINAL DEFENSE

KAPLAN MARINO, PC

Location, location, location! Look out the windows of Kaplan Marino on the 9th floor in the Golden Triangle of Beverly Hills and you’ll see the stunning, iconic backdrop of Beverly Drive and the Hills. The offices at Kaplan Marino are adorned with collectible artwork, modern furniture, and a color scheme that combines to evoke a feeling of calm sophistication, and control.

The serene backdrop is ideal for the exciting work done at the firm. For those who only want to do interesting criminal and white-collar defense work, Kaplan Marino is the place to be. The firm gets great cases. Unlike other white-collar attorneys in Los Angeles who handle both civil and criminal matters, at Kaplan Marino the firm is dedicated exclusively to the practice of criminal law, both state and federal, local and national. All cases are handled with a team approach. All employees get immediate hands on experience from the initial client interview, working up the case, pretrial litigation, settlement discussions and trial. Kaplan Marino embraces recent technology creating cutting edge presentations used to resolve cases and to use in trial. This creative approach embraces the ideas and input of everyone involved in the case.

KAUFMAN LEGAL GROUP
A PROFESSIONAL CORPORATION

KAUFMAN LEGAL GROUP APC

The Kaufman Legal Group is and always has been committed to diversity and inclusivity. The makeup of the firm’s personnel reflects this fact. Particularly during this period of extended work-from-home, the firm has strived to maintain connections and working relationships despite the distance. Every week the firm holds an all-firm Zoom meeting, which both allows the opportunity to discuss pressing firm matters in a forum-like setting, but also celebrate important milestones and victories together like the recent Dodgers World Series win.

Women and diverse members of the firm are included in all manner of leadership and decision-making positions. They are key in making hiring decisions, determining promotions and performance-based wage increases, and tackling strategic challenges that may face the firm. In addition, Kaufman Legal Group represents a number of non-profit organizations promoting equity and inclusion including: ACLU of Southern California; Advancement Project; California Calls; California Coalition for Higher Education; California Community Foundation; Community Coalition; California Legislative Black Caucus Policy Institute; Courage Campaign; Hollywood Chamber of Commerce; LAANE (Los Angeles Alliance for a New Economy); Latino Legislative Caucus Foundation; Liberty Hill; Los Angeles Area Chamber of Commerce; United Way of Greater Los Angeles; Working Californians Research Fund; and many others.



LOS ANGELES BUSINESS JOURNAL
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LA'S TOP FIRMS TO WORK FOR

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 litigates and tries complex commercial and white collar cases, regulatory matters, appeals, and international disputes. With a team of some of the most experienced and respected trial lawyers in the nation, we focus on high-stakes cases. Our elite trial advocacy and experience inform all aspects of our litigation strategy and create winning opportunities for achieving optimal results for each client before, at, and after trial.

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MOST ADMIRED LAW FIRMS TO WORK FOR

LARSON LLP**LARSON LLP**

At Larson LLP, the firm 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 26 attorneys—including eight partners—and 17 staff members—including six legal secretaries, a robust billing department, an office administrator, a marketing director, and a community outreach and pro bono coordinator. The firm's growth and retention are due in part to its positive work environment and firm culture.

When the firm expanded its Los Angeles office in 2019, it was intentionally designed to foster a collegial environment, shunning large partner offices and corner offices for community gathering spaces. Before COVID-19, employees would gather in the kitchen to eat lunch or enjoy happy hour while watching sporting events. An afternoon ping-pong or foosball tournament in the lounge was not uncommon. The team holds annual off-site attorney retreats and staff retreats, providing employees time to strengthen their relationships and also unwind with family members. So collegial is the firm's culture that it has even hosted a wedding in the office! The firm is also dedicated to community service and participates in group volunteer activities.

MAYER BROWN**MAYER BROWN LLP**

Mayer Brown offers numerous resources and activities supporting a positive work environment. In October 2020, the firm coordinated Global Well-Being Month and 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. All presentations were conducted by respected psychologists and psychiatrists.

Mayer Brown strives to foster a workplace environment that welcomes, respects and embraces differences and in which every lawyer has an equal opportunity to succeed and reach his or her full potential. The firm continues to seek and promote innovative and effective ways to increase the number of diverse students interested in law school and to recruit diverse law students and lateral lawyers. Ethnically diverse, women and LGBTQ lawyers are deeply involved in Mayer Brown's recruiting efforts as interviewers and Recruiting Committee members. The firm also ensures that all of its associates receive challenging work assignments and the necessary career guidance to reach their full potential as practicing lawyers. The firm's efforts take on many forms, including national and local office diversity programs.

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 partners seek to grow the firm organically, by promoting the associates who deliver exceptional results, and strategically, by seeking experienced lateral hires, who benefit from a robust onboarding process. Downtown Los Angeles partner Bethany Lukitsch, one of the LABJ's 2020 "Top Women Attorneys" chairs the firm's recruiting committee.

In addition to the many benefits and programs offered by the firm, 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. Overall the programs and benefits the firm offers help create a positive work environment conducive to providing clients with exceptional service and the firm's lawyers with a high level of satisfaction. Perhaps one of McGuireWoods' associates put it best: "It's the best place to work with the best people to learn from. They are all nurturing and caring. They want you to succeed and they invest their time in you so that you can succeed. McGuireWoods is second to none."



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.



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LOS ANGELES BUSINESS JOURNAL

Reaching more than 250,000 Los Angeles Business Leaders

MOST ADMIRE LAW FIRMS TO WORK FOR

MILLER | BARONDESS LLP

MILLER BARONDESS, LLP

Miller Barondess, LLP is a 40-lawyer firm that has served the Los Angeles community since 2006. Skip Miller founded the firm along with his two sons, Dan and Jim, and partners Brian Procel and Sasha Frid. Miller Barondess focuses solely on litigation, including trials, appeals and arbitrations. The firm represents individuals, businesses, and public and private entities through all phases of litigation, from pre-litigation counselling to appellate proceedings. The firm's lawyers are diverse and versatile, and are highly sought out for trials having successfully represented clients in nearly every industry. The firm's focus on complex civil matters along with its strong appellate practice makes it a one-stop-shop for litigation.

Miller Barondess has experienced substantial growth in its client base and attorney staff over the last two years. The firm attributes its growth to the recruitment and retention of top talent; the strength of its training program; its model of lean case staffing; and, most importantly, its victories. The Miller Barondess team achieves winning results for clients—many of which are profiled in the media. Consequently, the firm has sustained its existing client base and acquired many new clients. During the pandemic, the firm made no layoffs, furloughs or staffing cuts, and made no salary cuts.

**MINTZ**

Mintz is consistently named one of the “Best Places to Work for LGBTQ Equality” by the Human Rights Campaign. This year Mintz received its 13th consecutive perfect score on the annual Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality, administered by the Human Rights Campaign Foundation. The 2020 CEI survey evaluated LGBTQ-related policies and practices including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs, and public engagement with the LGBTQ community.

Mintz was also 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 consistently rated among the best of the best by clients, legal peers and publications for the firm's work, culture and leadership. In 2018 and 2019 Mintz was named Working Mother Best Law Firm for Women and was certified by the Women in Law Empowerment Forum as a Gold Standard Firm. It was also recognized as one of “The Best Law Firms for Minority Attorneys” for 2019.

**NIXON PEABODY LLP**

Nixon Peabody is an admired firm because it attracts the brightest, most ambitious, most talented minds in the legal industry, and provides them with many reasons to stay. With 16 offices in the U.S. and abroad, the firm strives to create a collaborative local culture in LA, while leveraging the resources and connections of a geographically diverse AmLaw 100 firm. Nixon Peabody hires exceptional people, and recognizes its responsibility to keep them happy, healthy, and excited to come to work each day.

Its competitive benefits and compensation are an important part of the story, but what truly sets Nixon Peabody apart is its commitment to creating a positive, dynamic work environment that allows all of its attorneys and staff to maximize their potential. This obligation has become even more critical as the firm navigated the rapid and unprecedented shift to remote work as a result of the COVID-19 pandemic. From managing partner to associate, from seasoned attorney to new staff member, the firm is fully invested in the personal and professional success of every Nixon Peabody team member. The team believes in one another, and knows that together they can accomplish anything.

MOST INNOVATIVE MOST INCLUSIVE MOST ADMIRE

At Nixon Peabody LA, we recruit the brightest, most ambitious minds in the legal industry, and we give them reasons to stay.

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MOST ADMIRERED LAW FIRMS TO WORK FOR

Ogletree Deakins

Employers & Lawyers. Working Together.

OGLETREE DEAKINS

Particularly strong in professional development and inclusion, Ogletree Deakins supports each business resource group with resource allocation that includes mentoring, training, professional development, and business development opportunities. Additionally, the firm leverages the annual shareholder meeting and all attorney retreat to host events and retreats for these groups. Ogletree Deakins' Biennial Retreat for Diverse Attorneys brings together all diverse attorneys (ODBAR, ODA3, ODAAdelante, ODAlliance, Differently-Abled, and Veteran) together to network and learn from each other. The firm holds the David Jones Memorial Fitness Challenge annually to honor the firm's first Black shareholder, which culminates with a 5K walk/run during the Attorney Retreat. This year's challenge was held virtually and raised funds for the Equal Justice Initiative.

Ogletree Deakins Women's Initiative constantly seeks new avenues to support its women attorneys' business and leadership opportunities. This effort has led to Ogletree Deakins' progressive movement towards assisting its women attorneys in attaining the highest leadership levels in the firm. Ogletree Deakins also has a very active LGBTQ+ business resource group, ODAlliance, with various annual Pride events. The firm's Hispanic and Latinx attorney group, ODAAdelante, created and implemented a mentorship program for Hispanic attorneys. Diverse education/training is provided to all firm employees.

Pircher, Nichols & Meeks LLP

The Real Estate Law Firm

PIRCHER, NICHOLS & MEEKS LLP

For more than 35 years, Pircher has supported its greatest asset, its people, by fostering a collaborative environment rooted in empathy and acceptance. The firm maintains a close group of highly experienced attorneys with shared values, allowing for better knowledge-sharing and a strong culture of equity.

The firm's diversity efforts start internally, specifically promoting inclusive operating principles. Pircher supports ongoing inclusion within the firm through its long-standing mentorship efforts. The firm brings associates into client relationships early in their careers—through direct contact with the clients, strong practice support and increasing responsibility—to nurture and develop both the client relationship and associates' growth. Pircher is also committed to continuing to bring individuals with diverse backgrounds and perspectives into its team. In recent years, recruiting efforts alone have significantly expanded the languages fluently spoken by Pircher's attorneys—English, Greek, Italian, Spanish and Farsi. The firm is active in higher education as well, supporting the recruitment of diverse up-and-comers in the legal profession. Pircher is committed to training the next generation of legal professionals through programs such as the annual Real Estate Joint Venture Challenge and partners serving as lecturers at Los Angeles-based law schools.

RAINESFELDMAN

RAINES FELDMAN LLP

One of few law firms to be consistently nominated as one of Los Angeles' Best Places to Work overall, Raines Feldman is committed to building and maintaining a firm culture that promotes connection, enriches the lives of its members, and enhances the success of its clients. Raines Feldman wants everyone who works at the firm to realize who they are, know their talents, and reach their potential. That process is a team effort on all of our parts and the firm takes it seriously. Raines Feldman helps its team members become the person and professional that they were meant to be. The firm also pushes each other to be the best at truly helping clients and each other.

The legal business is highly competitive and combative. Raines Feldman welcomes the competition from outside the firm and embraces it. Inside Raines Feldman, however, the firm does not see its team members as competition or a threat. On the contrary, one person's victory is all of the team's victory. When each of the team members rises, they all rise. The team works to prop one another up and support each other to the extent possible.

Inclusive and Supportive Culture



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MOST ADMIRE LAW FIRMS TO WORK FOR

RAMO LAW PC

RAMO LAW PC

Ramo Law is a boutique firm comprised of people of different race, gender and socioeconomic backgrounds with a common passion and goal of providing the best quality service in the entertainment law industry. Employees understand the competitive nature of the industry and treat each call, e-mail and interaction with care to ensure the firm retains its reputation as one of the best in the business. The culture of the firm is that its people work hard but know how to laugh and play hard as well. Historically (pre-COVID), Ramo Law 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 Remo Law was not able to retreat in Palm Springs this year, and will not be hosting its annual firm potluck or holiday party, the firm has found creative ways to bond and boost morale – including themed Zoom calls, a virtual retreat with swag care packages, and virtual team happy hours.

ReedSmith
Driving progress
through partnership

REED SMITH

Reed Smith is a dynamic international law firm, dedicated to helping clients move its businesses forward. With offices spanning the United States, Europe, Asia and the Middle East, the firm is an entity as diverse as the continents across which it practices and the clients that it serves. Reed Smith recognizes, however, that diverse structure alone does not define true diversity. The firm strives to realize the true value of its constituents – attorneys, staff, and clients – by fully integrating their unique talents and perspectives into every aspect of the business.

Reed Smith is passionate about diversity and inclusion. Its core values are at the heart of everything it does, representing who the firm is and who it wants to be: "Integrity - Quality - Teamwork & Respect - Performance - Innovation & Improvement." The mission is focused on the recruitment, retention, promotion and professional development of the firm's diverse talent. It is actively transforming its culture through "tone at the top" messaging and innovative programming focused on inclusive behavior and actions. Also, the Women's Initiative Network of Reed Smith is a thriving community of lawyers dedicated to further enhancing our workplace to more effectively develop, reward, engage, and attract women lawyers.

ScaliRasmussen

SCALI RASMUSSEN, PC

Many law firms have a strict hierarchy, however, Scali Rasmussen prides itself a team player workplace. Everyone works together and everyone pitches in when needed. When you can find the managing partner answering phones at reception, you know you came to a place with no pretentious claims. Working with people who are experts in their practice areas and pushing the envelope of their industry is exciting. Being a part of that is exciting. Chris Scali runs the firm like a family business. That means that everyone at the firm looks out for each other, most of them have each other's cellphone numbers and spend time together during non-work hours, attorneys and staff together. This ethic makes the firm particularly well-suited to help its clients and their own family businesses.

The firm makes as point to give back to its community as well, supporting a number of worthwhile organizations, such as the Morningstar Girls' Sport Programs, where it raised money to outfit girls in low income, high minority areas of LA; Dress for Success, where it raised money to dress homeless women for job interviews; and many others, including being active members of the LGBT Bar Association and its annual gala.

ENGINEERING PRODUCT LIABILITY ECONOMICS FINANCE GOVERNANCE ACCIDENT RECONSTRUCTION MANAGEMENT CONSTRUCTION MANAGEMENT MECHANICAL ENGINEERING SCIENCE HEALTH & SAFETY INVESTIGATIONS PRODUCT ENGINEERING DAMAGE & DEFECTS FORENSIC ECONOMICS CONTRACTS HEALTH & SAFETY SEXUAL HARASSMENT UNLAWFUL DETENTION NUCLEAR ENERGY CONSTRUCTION LITIGATION INSURANCE WRONGFUL TERMINATION COMMERCIAL LITIGATION ACCOUNTING MARINE ECONOMIC DEVELOPMENT ENVIRONMENTAL TOXICOLOGY FIRE MOLD MEDICAL MALPRACTICE INTELLECTUAL PROPERTY ACCOUNTING PREMISE LIABILITY MARKET ANALYSIS MORTGAGE TRANSPORTATION SERVICES MARIJUANA/CBD/HEMP MARKETING MERGERS & ACQUISITIONS COMPLIANCE CONSUMER PROTECTION RISK MANAGEMENT INTERNATIONAL TRADE CONSTRUCTION CORROSION HEALTH & SAFETY INVESTMENTS AVIATION DEVELOPMENT FINANCING ARCHITECTURE FAILURE ANALYSIS TELECOMMUNICATIONS HEALTH & SAFETY MEDICAL COMPUTERS WIND SECURITY SERVICES EMPLOYMENT ENERGY HYDROELECTRIC NATURAL RESOURCES CLASS ACTION EQUIPMENT & MACHINES PRODUCT TESTING WARNING LABELS COMPUTER SCIENCE FORENSICS ENGINEERING BANKING TECHNOLOGY ONLINE AUCTIONS FINANCE ENGINEERING WORKERS COMP MANUFACTURING ETHICS ENGINEERING PROPERTY VALUATION TRAFFIC SAFETY MEDICAL & SAFETY PREMISES LIABILITY OCCUPATIONAL HEALTH & SAFETY ENVIRONMENT CIVIL ENGINEERING CONSTRUCTION PREMISES LIABILITY LABORATORY TESTING LIFE SCIENCES ASBESTOS CLEAN UP PETROLEUM & OIL INDUSTRY ENERGY BIOMECHANICS HUMAN FACTORS INTELLECTUAL PROPERTY ACCIDENT RECONSTRUCTION SCHOOL AND EDUCATION BIOLOGY ELECTRONICS INFORMATION TECHNOLOGY MARIJUANA/CBD/HEMP FAILURE ANALYSIS COMPETITION COMPLIANCE CONSUMER PROTECTION ECONOMICS FINANCE GOVERNANCE INTERNATIONAL TRADE MANUFACTURING CONSTRUCTION MANAGEMENT MASS TORTS SCIENCE HEALTH & SAFETY INVESTIGATIONS FORENSIC ECONOMICS CONTRACTS DELAYS DEVELOPMENT FINANCING ARCHITECTURE SEXUAL HARASSMENT UNLAWFUL DETENTION NUCLEAR OIL & GAS SOLAR TOXICOLOGY HEALTH DATA

CORPORATE CONTRACTS ACCOUNTING ECOMMERCE DATA MAPPING MEDICAL ELECTRICAL ENGINEERING STRUCTURES MATERIALS & CORROSION ENGINEERING PROPERTY VALUATION FINANCING FINANCIAL REAL ESTATE ALTERNATIVE ENERGY MEDICAL & SAFETY PREMISES LIABILITY INVESTIGATIONS ACCOUNTING EMPLOYEE DATA ENVIRONMENT CIVIL ENGINEERING SAFETY ENVIRONMENTAL & SCIENCE METALLURGY PREMISES LIABILITY INVESTIGATIONS INTELLECTUAL PROPERTY BENEFITS ASBESTOS CLEAN UP PERSONAL INJURY PERSONAL INSURANCE BIOMECHANICS HUMAN FACTORS INVESTIGATIONS COMPUTERS SAFETY VALUATION BIOMECHANICS ENERGY APPRAISAL INFORMATION TECHNOLOGY BUSINESS BANKRUPTCY COMMERCIAL CONTRACTS LIABILITY ECONOMICS FINANCE ENGINEERING INVESTIGATIONS CONSTRUCTION MANAGEMENT SCIENCE PRODUCT ENGINEERING FORENSIC ECONOMICS ACCOUNTING NUCLEAR OIL & GAS SOLAR ENERGY COMMERCIAL LITIGATION ENGINEERING ENVIRONMENTAL & SCIENCE LICENSING MEDICAL MALPRACTICE REMEDIATION SOIL POLLUTION DAMAGES ACCESS TO JUSTICE APPELLATE CONSTRUCTION PRODUCT ENGINEERING LIABILITY RETAIL SECURITIES ANTITRUST PROTECTION LITIGATION INTERNET MEDIA MARKETING SHIPPING MEDICAL ELECTRICAL ENGINEERING INSURANCE MATERIALS & CORROSION POLLUTION FIRE & EXPLOSION ALTERNATIVE ENERGY EMPLOYMENT EMPLOYEE DATA MINING WATER RESOURCES SCIENCE PROPERTY DAMAGE METALLURGY INVESTIGATIONS PRODUCT LIABILITY LAW & LEGAL CLASS ACTION NATURAL RESOURCES ENVIRONMENTAL TOXICOLOGY COMPLIANCE REGULATORY SAFETY VALUATION DAMAGES INVESTIGATIONS COMPUTER SCIENCE CYBERSECURITY & PRIVACY ANTITRUST LAW & LEGAL TECHNOLOGY BANKRUPTCY BUSINESS ACTIONS TELECOMMUNICATIONS ENGINEERING PRODUCT LIABILITY WORKERS COMP CONTRACTUAL DISPUTES ETHICS MECHANICAL ENGINEERING INVESTIGATIONS MANUFACTURING PROPERTY VALUATION TRAFFIC PRODUCT ENGINEERING INVESTIGATIVE ENERGY MEDICAL & SAFETY PREMISES LIABILITY OCCUPATIONAL HEALTH & SAFETY ENERGY MEDICAL EMPLOYEE DATA PHARMACEUTICAL ENVIRONMENT CIVIL ENGINEERING CONSTRUCTION

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MOST ADMIRERED LAW FIRMS TO WORK FOR

SheppardMullin**SHEPPARD MULLIN RICHTER & HAMPTON LLP**

Sheppard Mullin prides itself as being a family friendly law firm that values the importance of not only its attorneys, but the entire support system, from assistants in the office to extended family at home. Sheppard Mullin consistently takes a holistic approach to wellness; 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 of the new wellness programs supplement the improvements that the firm has implemented in its core benefits, such as covering nutritionists for all medical plans. In particular, one of the most recent wellness programs 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.

SIDLEY**SIDLEY AUSTIN**

More than 150 years after the founding of the firm, Sidley today comprises a diverse group of legal professionals from many cultures, backgrounds, and perspectives dedicated to teamwork, collaboration, and superior client service. Forging enduring relationships with the business community, while remaining attuned to the dynamic legal landscape, Sidley understands and works to fulfill the needs of its global clients. The firm prides itself on serving this varied and high-caliber group of market leaders, many of whom are pioneers in their respective industries and professions.

The firm has built a reputation for successfully representing clients on complex transactional, regulatory and litigation matters spanning a range of legal areas. From its offices in the commercial, financial, and regulatory centers of the world, we harness our knowledge to provide thoughtful advice for the myriad legal and business challenges that our clients face. Companies, clients, and other organizations have long recognized Sidley as a leader in diversity and inclusion. Since 2006, Sidley has awarded approximately 30-35 scholarships annually to college juniors and seniors interested in attending law school through the Sidley Prelaw Scholars Program. As of 2020, the firm has named 458 Sidley Scholars and invested more than \$2 million into diversifying the legal pipeline through this program.

SKLAR KIRSH**SKLAR KIRSH LLP**

Sklar Kirsh LLP is a corporate, real estate, entertainment, litigation, and bankruptcy law firm founded by attorneys from nationally and internationally recognized firms. The firm has a proud "no screamer" policy and is committed to making the office a friendly, supportive, positive, and safe place to work. Attorneys and staff fraternize both in and outside the workplace (there is no "us vs. them" mentality between attorneys and staff), and the culture is familial and casual (the year-round casual dress code is an example of this). There is a focus on the team at Sklar Kirsh and everyone works to support both the clients and one another in delivering outstanding legal service. The staff is highly collaborative and cross-trained to provide support across departments and positions.

Outside of normal working hours, Sklar Kirsh has focused on team-building activities since its founding in 2013. The firm hosts an annual Summer Party, Karaoke night, Escape Room night, Halloween costume contest/bowling night, and Holiday party, in addition to regular associate happy hours, firm-wide potlucks, and sports-related contests. Both founders, Jeff Sklar and Andrew Kirsh, are huge proponents of these events, and the high level of partner participation demonstrates the firm's commitment to work-life balance and a collegial environment.

S&M**STUBBS ALDERTON & MARKILES, LLP****STUBBS ALDERTON & MARKILES, LLP**

Stubbs Alderton & Markiles understands that both monetary, and tangible benefits like health insurance can't be the only things to incentivize employees. The firm has fostered a culture of inclusion, where the usual hierarchy between attorneys and staff isn't felt. The management team and partners have implemented fringe benefits such as annual tech gifts, elaborate annual holiday parties for staff and their families, providing 20 pound turkeys for each employee at Thanksgiving, gift cards for going above and beyond, and other acts of recognition. The management team also encourages continuing education and showing initiative to grow ones career in the position that they are in. Many of the firm's staff have promoted to other positions within the firm. This team mentality within the firm creates an incentivized environment where employees thrive.

Stubbs Alderton & Markiles' diversity and inclusion initiatives are also ever-evolving. Currently, the firm has a Women Attorney Committee that meets regularly to give associate attorneys mentorship from the more senior attorneys and partners. The firm also has solidified partnerships with organizations focused on diversity and inclusion for entrepreneurs, including Black Investors Club, Pledge LA and others.

40th Anniversary TRUCKER HUSS ERISA AND EMPLOYEE BENEFITS ATTORNEYS SAN FRANCISCO + LOS ANGELES**TRUCKER HUSS, APC**

Trucker Huss prides itself as being a law firm that values a personal and collaborative approach to its work environment. Its team of attorneys are not only respected experts in the field, but they are also sincerely interested in helping all members of the team make the most of their experience.

Trucker Huss provides personal attention and service, and a collaborative approach to everything that it does as a firm. With more than 25 attorneys practicing solely in employee benefits law, Trucker Huss is one of the largest employee benefits specialty law firms in the country. Its in-depth knowledge and breadth of experience on all issues confronting benefit plans, and their sponsors, fiduciaries and service providers, translate into real-world, practical solutions for its clients. The firm has built its reputation on providing accurate, responsive and personal service, which has resulted in seven of its senior or retired attorneys being inducted as fellows of the American College of Employee Benefits Counsel (an invitation-only organization of nationally-recognized employee benefits legal experts with 20 or more years of experience). In addition to quality legal services, the firm is committed to supporting and recognizing its attorneys and staff.

WILLENKEN**WILLENKEN LLP**

Willenken is an elite minority-owned, majority-women law firm that truly cares about its attorneys and staff. The firm breathes 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, holiday lunches (both staff and alumni included), and now due to the pandemic virtual trivia, twice weekly tele-coffees, and happy hours. So far during the pandemic, the firm has delivered cupcakes, popsicles, doughnuts, lunches, and other sweet treats to its attorneys and staff to keep up spirits. Unlike many firms where such treats are "attorney-only," Willenken makes sure to deliberately include staff as a way to show appreciation and build morale within the firm.



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



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

Over 25 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.



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MOST ADMIRE LAW FIRMS TO WORK FOR

**WOOD SMITH HENNING & BERMAN, LLP**

WSHB was founded in 1997 with two offices in California. The firm has had tremendous organic non-merger growth to currently over 300 attorneys in 29 offices in 17 states. The firm represents a large and diverse group of regional and international clients ranging from individuals to Fortune 500 corporations. WSHB offers its attorneys stability in the sense that no one client makes up more than 6% of the firm's work. The firm has expertise in handling a wide variety of practice areas which continue to grow.

Since inception, WSHB has focused on building a culture of collaboration and teamwork which is shared today across all of its offices. Internal competition for clients – often the hallmark of many firms – is not promoted or rewarded. "No yellers or screamers" was a founding principle and is still a guiding one today. The firm has backed this with a compensation system that does not focus on the "origination" formula which has been the bane and disruptor of so many partnerships. Rather, WSHB compensates and promotes its lawyers based on their contribution to the overall success of the firm with a heavy focus on teamwork, collaboration and building clients and market share for the greater good of all WSHB employees.

**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 is 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 Yukevich is a firm that's known for high productivity, our leadership is committed to sharing the fruits of everyone's labor through competitive compensation and benefits, generous bonuses, and clear career development pathways.

Yukenich | Cavanaugh prides itself on being a welcoming and friendly workplace built on commitment to clients, colleagues, their families, and the communities in which Yukenich | Cavanaugh 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 are also impressive. The firm is committed to wiping out hunger in Los Angeles and is highly engaged with the Los Angeles Regional Food Bank, raising over \$350,000 in donations for the cause, something every employee can feel proud of.

"Courage is the most important attribute of a lawyer. It is more important than competence or vision. It can never be an elective in any law school, and it should pervade the heart, the halls of Justice and the chambers of the mind."

- Robert F. Kennedy

Nonprofits are Looking for More from Banks than Banking

Consultative financial and operational advice paired with hands-on assistance can help them become stronger, more efficient and more resilient.

By JAMES DO

These are uncertain times for nonprofits. Most are heavily reliant on grants, endowments, corporate support, government assistance and individual donations to support their missions and programs.

For some organizations, support and fundraising are stronger than ever as donors have stepped in during these challenging times. However, many more are facing increased

mobilize as many volunteers as before. In a Nonprofit Finance Fund survey, 64% of 465 respondents said they are experiencing threats to their long-term financial stability.

While PPP loans and supplemental unemployment benefits have provided some relief, the environment remains challenging, with uncertainties surrounding ongoing COVID-19 cases, a new presidential administration and the pandemic's global economic impact.

In response to COVID-19, nonprofits have transitioned most of their fundraising to virtual formats, with social media, video conferencing and online hosting platforms enabling activities such as virtual galas, runs, walks, silent auctions, peer-to-peer fundraising, crowdfunding and others. But, while these efforts can be effective, the loss of in-person activities is significant.

deliver program services with the resources they currently have.

To help create and execute those plans, they're looking to corporate and individual donors, corporate and private vendors, public agencies and financial institutions. Many turn to their banks to help identify areas for improved efficiency, to mitigate risk and increase connectivity with other organizations and, in some cases, for hands-on participation.

In the Southern California region, Banc of California provides that needed expertise and consultative service. A regional bank with a community bank culture is deeply connected to community organizations and nonprofit businesses throughout the region, providing access to financing and consultative financial services that regional and local organizations can rarely get from major national banks.

According to Jay Sanders, president, Private and Specialty Banking, a banking partnership goes above and beyond banking services. "Nonprofit organizations have similar objectives and goals, but each is independently unique and different in how it executes and achieves its goals. Part of our role in a banking partnership is asking hard questions to truly understand our clients' underlying challenges and identify opportunities to maximize their efficiencies so they can continue delivering relevant social impact over the long term."

Banks can connect like-minded organizations for their mutual benefit.

One of the most important benefits of working with a bank specializing in nonprofit banking is the potential for being introduced to other organizations with similar goals, for consultation or joint efforts. James Do, Banc of

Like all businesses, nonprofits need strategic financial planning to survive times of uncertainty and to thrive when the crisis is over.

Many nonprofits are looking for partners who can help them reshape how they operate.

Like all businesses, nonprofits need strategic financial planning to survive times of uncertainty and to thrive when the crisis is over. That also means assessing their business models, reflecting on social purposes, identifying economic viability and assessing capacity to

California Senior Director and Head of Nonprofit Banking, believes that this is an important and sometimes underappreciated benefit. "We promote the idea of sharing best practices and, when appropriate, actual collaboration promoting shared causes," he asserts. "It raises general awareness and can help grow the pie."

Access to expertise and assistance can be as valuable as access to capital.

To Jay Sanders, the key is access not just to capital, but to expert advice. "That's why we're strong in the nonprofit space. It's embedded in our core vision and values. We take great pride in supporting organizations and activities that enhance the quality of life in the communities where our customers and employees work, live and do business. And because of that, we have invested and built a dedicated infrastructure to support our nonprofit clients."



James Do is head of Non-Profit Banking at Banc of California. His focus has been in the non-profit banking sector for the past decade, working with both smaller regional and larger national non-profit organizations. He can be contacted via James.Do@bancocal.com or at (424) 239-2796.

For more information about Banc of California's nonprofit services, visit Bancocal.com/LAnonprofit or contact James Do.

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demand for services coupled with significant disruptions to their funding streams. A recent survey of 1,000 California nonprofits by the California Association of Nonprofits found that nonprofits are experiencing "...financial fears, difficulties with government contracts, and deep suffering in communities"—24% had laid off or furloughed staff, 12% had reduced compensation and 26% have been unable to