

BRANDED CONTENT

OCTOBER 30, 2023



LOS ANGELES BUSINESS JOURNAL
**CORPORATE
COUNSEL
AWARDS 2023**

**HONOREES
& FINALISTS**



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Letter from the Publisher



Welcome to our annual special section honoring the leading general counsel attorneys in the Los Angeles area for 2023. Considering the fact that the Los Angeles region has long been known for its status as a hub for legal thought leaders and expert attorneys, being a standout in the in-house field for our many iconic businesses in the region is particularly impressive.

Our celebration of these examples of corporate legal leadership excellence took place as part of our Corporate Counsel Awards live digital event on Wednesday, October 25, 2023.

The Los Angeles Business Journal honored the accomplishments and significant roles that these in-house business attorneys play in the success of their enterprises.

Candidates in various categories were recognized for exceptional legal skill and achievement across the full spectrum of responsibility, exemplary leadership and for contributions to the Los Angeles community at large.

In the following pages we share biographical information on the honorees and finalists from what was a truly inspirational event and shed some additional light on some of the premier examples of corporate counsel practitioners among us today.

We hope you enjoy this special section, which contains some unique insights on what exactly it means to be a leading in-house attorney in today's business climate.

Best regards,

Josh Schimmels
Publisher & CEO



We are proud to sponsor the LA Business Journal Corporate Counsel Awards 2023.

Congratulations to Guillermo Tello,
a 2023 Leader of Influence,
Labor & Employment Attorney.

Guillermo Tello
+1 213.417.5149
gtello@clarkhill.com

clarkhill.com



Honoring the leaders of our legal community

Congratulations to **Billie Pierce**, Vice President and Deputy General Counsel-Employment at Prime Healthcare, a 2023 Corporate Counsel Award finalist.

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2023 NOMINEES



TINA ANSARIPOUR
Corporate In House Counsel
Phonexa



KERRY AZAZI
Chief Administrative, Compliance
and Legal Officer
HRC Fertility



JILL BASINGER
Chief Legal Officer
Discovery Land Company



ARIK BETESH
General Counsel
Pearpop



JOSHUA BIRD
General Counsel
Hawkins Way Capital



LAUREN BOYD
Chief Legal Officer
LaTerra Development



BRANDON BRAGA
General Counsel
The Agency



EDWARD CASTRO
Global, Associate General Counsel
Cushman & Wakefield



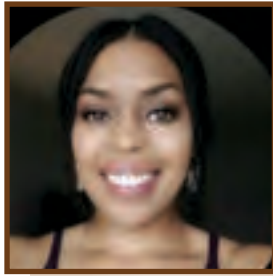
TERRI WAGNER CAMMARANO
Senior Vice President; General Counsel
Cedars-Sinai



STEPHEN CHU
Chief People and Legal Officer
InStride



DANA CLAUSEN
General Counsel
Partner Engineering and Science, Inc.



COURTNEY COLLINS
Senior Corporate Counsel
Microsoft Corporation



JOE CONNAUGHTON
General Counsel
Los Angeles Football Club (LAFC)



JOHN ERIKSON
Managing Director; Head of Legal
Wedbush Securities



JOHN FARRELL
General Counsel
Endemol Shine North America



LIZ FEDEROWICZ
General Counsel
Expa



CARTER GOETZ
In House Counsel
Del Mar Seafoods



LISA GOK
Chief Legal Officer
Cetera Financial



ERIK GRAHAM-SMITH
General Counsel
FloQast



CAMILLE TOWNSEND GRANVILLE
Lead Counsel
Airbnb



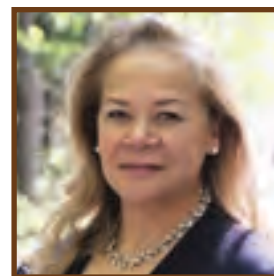
JOHN GREEN
VP, Global Content
Motion Picture Association



JAEGA HARALAMBUS
VP; Corporate Counsel
Skydance Media



MEGAN HAYATI
Vice President, Assistant Secretary
& Counsel
Wedbush Securities



JACKIE HAYES
Executive Vice President of Legal for
Studios & Networks
Warner Bros. Discovery



CYNTHIA KAO
SVP, Business and Legal Affairs
Pluto TV

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ADMINISTRATION

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2023 NOMINEES



VIVIAN KIM
Chief People Officer; General Counsel
Hanmi Bank



CHRISTINE KUREK
Global Employment Counsel
Verily Life Sciences LLC



NICOLE LANG
Executive Vice President, Worldwide
Industrial Relations & Production Safety
Paramount Pictures



DAVID LANZER
General Counsel; Corporate Secretary
Rexford Industrial Realty, Inc.



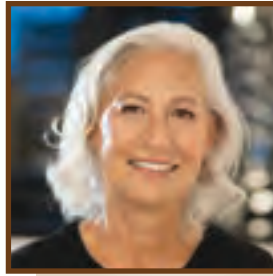
TANYA MENTON
Vice President, Litigation
The Walt Disney Company



EDGAR MKRTCHIAN
General Counsel and Chief Compliance Officer
Commonwealth Asset Management



DAN NABEL
Senior Director,
Associate General Counsel
Riot Games



MARLENE NATIONS
Senior Vice President, Legal Affairs;
General Counsel
SoFi Stadium and Hollywood Park



CHRISTOPHER NORTON
Chief Legal Officer
World Oil Corp.



BILLIE PIERCE
Vice President; Deputy General Counsel;
Chief Employment Counsel
Prime Healthcare



ROB RADER
General Counsel; Corporate Secretary
Ovation LLC



JUAN REDIN
Senior Deputy General Counsel
Metropolitan Water District of
Southern California



LISA SMOLINISKY RICHARDSON
Executive Vice President, Business &
Legal Affairs; Associate General Counsel
Fox Corporation



ROY ROSENTHAL
Chief Legal Officer; Corporate Secretary
Scopely



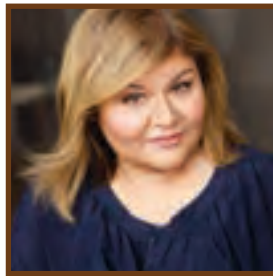
ROBERT RUBENSTEIN
Vice President; General Counsel
Moldex-Metric, Inc.



DAVID RUIZ
General Counsel; Partner; Chair of Appellate Law
(Strategy, Writs and Appeals) Team
Manning Kass



SANJESH SHARMA
Assistant General Counsel, Patents
Johnson & Johnson Surgical Vision,
Inc. (formerly Abbott Vision)



LANA SHNEYDINA
Corporate Counsel
Sunbit



JEANNINE TAYLOR
Deputy General Counsel
Keck Medicine of USC



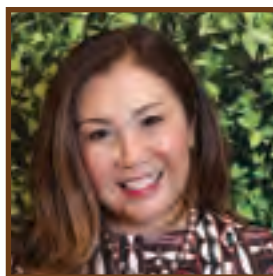
JO TAYLOR
Chief Legal Officer
Belkin International



STEFANI THOMAS
General Counsel
Alliant Capital



KAY TIDWELL
EVP; General Counsel; Chief Risk Officer
Hudson Pacific Properties



NANCY WHANG
General Counsel
Clean Power Alliance



TERI WITTEMAN
Chief Legal Officer; Secretary
Beyond Meat



SERENA YUN
General Counsel
Birdi Systems, Inc.

Greenberg Glusker is a proud sponsor of the
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Greenberg Glusker is a full-service law firm in Los Angeles, California with clients that span the globe. For 65 years, the firm has delivered first-tier legal services, rooted in understanding clients' intricate business needs and personal concerns. With tailored solutions driving outstanding results, we go beyond the practice of law; we become committed partners in our clients' success.

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- Intellectual Property
- Litigation
- Private Client Services
- Real Estate
- Sports
- Tax





2023 HONOREES & FINALISTS



CORPORATE COUNSEL OF THE YEAR - PUBLIC COMPANY HONOREE

VIVIAN KIM

Chief People Officer; General Counsel
Hanmi Bank

Vivian Kim began her law career as an associate at Dykema Gossett, LLP in 2011 where she managed a wide range of complex business and intellectual property litigation matters, including patent, copyright, trade secret and right of privacy claims, class action defense and real estate disputes. After five years at the firm, she was approached by an acquaintance from the Korean American Bar Association of Southern California to apply for an opening at Hanmi Bank, where today, she serves as general counsel and chief people officer.

Kim has grown her skillset with the bank over the last seven and a half years. She joined the bank as a vice president and corporate counsel and is now its general counsel, corporate secretary and chief people officer for the \$7.4 billion-asset bank.

Kim has taken a leadership role in advancing the company's public profile and philanthropic initiatives. In the last 24 months, she has spearheaded the bank's ESG efforts, led the company in transforming its communication efforts, organized and orchestrated Hanmi's 40th anniversary celebrations including the NASDAQ bell ringing ceremony in December 2022, launched the Credit Trainee Program (now in its second year) to help train the next generation of bankers, revamped the annual employee evaluation process, enhanced employee benefits offerings (including health benefits and vacation policies), improved the on-boarding and off-boarding process and led projects to comply with new pay transparency regulations.

Additionally, Kim was also actively involved in Hanmi's Payment Protection Program during the COVID-19 pandemic.



EDWARD CASTRO

FINALIST

Associate General Counsel;
Regional Legal Office, Americas
Cushman & Wakefield

As associate general counsel (AGC) and regional legal officer of the Americas, Edward Castro has broad and important responsibilities within C&W both regionally and across the globe. Organizationally, he serves as Legal Officer on Americas Executive Committee, with business-line CEOs from all service lines, which oversees all of Cushman & Wakefield's operations in North and South America. Castro also has global responsibilities, managing a team situated in and overseeing North America, EMEA, APAC and South America, to support the firm's global operations and initiatives for C&W's Brokerage and Capital Markets service verticals, including Agency Leasing, Capital Markets, Tenant Representation, Valuation and Appraisal, Strategic Consulting, Diligence Advisory and Equity Debt and Structured Finance.

Castro is routinely asked to provide strategic guidance and summarize, brief and collaborate with company leadership on high profile engagements and other matters as to economic and reputational risk analysis.



JACKIE HAYES

FINALIST

Executive Vice President of Legal
for Studios & Networks
Warner Bros. Discovery

For 25 years, Jackie Hayes has played a vital role shepherding the legal team for one of Hollywood's most iconic and oldest running studios. As executive vice president of legal for studios & networks at Warner Bros. Discovery, Hayes provides strategic and counsel to the company's leaders. Hayes' legacy WarnerMedia team navigated the intricate legal landscape surrounding AT&T's sale of WarnerMedia assets to Discovery, Inc., to form Warner Bros. Discovery. For a process that began in 2021, Hayes worked with Discovery teams to achieve critical milestones and develop an integration process to bring the companies together to create the premier, standalone global entertainment powerhouse.

In April of 2022 upon completion of the merger, Hayes' purview was expanded and now includes oversight of the legal function for Warner Bros. Pictures, Warner Bros. Television, the HBO and Max programming units, as well as the Turner and Discovery Networks and programming units.



SANJESH SHARMA

FINALIST

Assistant General Counsel, Patents
Johnson & Johnson Surgical Vision, Inc.
(formerly Abbott Vision)

Sanjesh Sharma serves as assistant general counsel, patents at Johnson & Johnson Surgical Vision, Inc. For more than a decade, Sharma has managed high-value, business-critical global patent portfolios for the Refractive and Laser Cataract Surgery product lines at Johnson & Johnson Surgical Vision, as well as at its predecessor Abbott Medical Optics. These product lines have pioneered innovation in the nearly \$70 billion, rapidly growing eye health segment. In 2022 alone, the Johnson & Johnson Vision franchise achieved sales of nearly \$5 billion. Sharma's strategic counsel helps guide the growth, development and protection of the company's assets.

Sharma works in close partnership with the business to craft and drive strategies for domestic and global patent filings, freedom-to-operate analyses, risk management, global litigation and Patent Office proceedings, due diligence around acquisitions and technology licensing, and the negotiation and execution of agreements. She has a proven ability in navigating high-stakes matters.



KAY TIDWELL

FINALIST

EVP; General Counsel; Chief Risk Officer
Hudson Pacific Properties

Kay Tidwell serves as executive vice president, general counsel and chief risk officer at Hudson Pacific Properties and reports directly to the company's chairman and CEO. In her day-to-day role, Tidwell advises the company on general corporate matters, including governance and compliance, litigation and settlement, intellectual property, negotiation and preparation of employment, consulting and confidentiality agreements, corporate housekeeping requirements, compensation plans, agreements with vendors, tenants and joint venture partners. She is responsible for drafting and reviewing SEC filings, including the company's periodic and current reports, proxy statements, registration statements and section 16 filings.

In her role, Tidwell works closely with financing, acquisition, disposition and leasing transactions, and manages and liaises with outside counsel, institutional partners and lenders. In 2020, Tidwell's role was expanded to include the title of chief risk officer, in which capacity she advises Hudson Pacific's Board of Directors and senior executives on legal matters.

Keck Medicine of USC and the **USC Office of General Counsel**
are proud to honor

Jeannine Taylor,

*Deputy General Counsel,
Keck Medicine of USC,*



as she is recognized by the
Los Angeles Business Journal
as a finalist for the 2023
Corporate Counsel of the Year.

Her outstanding work and dedication are focused on a
singular goal — allowing our teams to deliver world-class
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**Keck Medicine
of USC**

USC University of
Southern California



LOS ANGELES BUSINESS JOURNAL
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2023 HONOREES & FINALISTS



CORPORATE COUNSEL OF THE YEAR – LARGE PRIVATE COMPANY HONOREE

CHRISTINE KUREK

Global Employment Counsel
Verily Life Sciences LLC

Christine Kurek is global employment counsel at Verily Life Sciences LLC (a Google affiliate). Verily's mission is to bring the promise of precision health to everyone, every day. Verily launched from Google X in 2015 and is Google's sister company focused on life sciences. Kurek leads employment and labor law for Verily. Since joining in January 2021, she has successfully contributed to a number of corporate-wide initiatives, including the acquisition of SignalPath.

In her role, Kurek collaborates with stakeholders across the business to find creative and forward-thinking solutions for legal matters in the US and across international regions (including the establishment of various international offices). Prior to joining Verily, she was a vice president in the legal department at Activision Blizzard. She has extensive experience in employment, benefits, and litigation, and in August successfully obtained certification as a mediator at the Straus Institute for Dispute Resolution at Pepperdine University.

At Verily, one of Kurek's key contributions has been working to create a diversity accelerator program for legal interns. She collaborated with other key legal team members to create a summer program where Verily partners with law firms to employ diverse, rising 2L law students. The team recently completed its second successful summer, with four interns employed with four different law firms. Verily is working to help expand the program to other companies, as well. In doing so, Verily hopes to enhance the pipeline of diverse students with its partner law firms to develop the best future lawyers to work in the profession, and hopefully again with Verily.



TANYA MENTON FINALIST

Vice President, Litigation
The Walt Disney Company

Tanya Menton oversees a variety of litigation matters for The Walt Disney Company and its parent company, ABC Media Networks, handling large complex disputes and smaller matters with equal dedication and skill. Menton joined Disney's legal team in 1996 and has guided the company through an ever-changing scope of legal challenges. In her 27 years at Disney, she has negotiated several favorable settlements, navigated tricky employment issues and handled numerous HR matters – a job which might be outside of her official scope of work – but her ability to resolve these matters with ease is a testament to her commitment to Disney and her agility and aptitude as a lawyer.

Menton plays the role of in-house litigation counsel to perfection, combining her impressive legal insight and experience, with her understanding of the company's culture and overall goals, to collaborate with outside counsel and develop winning strategies.

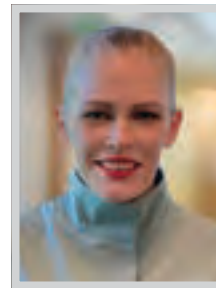


DAN NABEL FINALIST

Senior Director; Associate General Counsel
Riot Games

Dan Nabel leads the legal function for games, intellectual property and commercial litigation at Riot Games. He began his career at Greenberg Glusker LLP successfully litigating numerous cases in diverse areas such as real estate, business and intellectual property. His proficiency extends to academia, where he teaches "Video Game Law" at USC Gould School of Law and co-authored the notable work "Video Game Law in a Nutshell." Nabel is also co-founder of the blog GAME CHANGERS, a video game law blog.

Nabel previously directed the Intellectual Property & Technology Law Clinic at USC Gould, supervising law students in public interest cases. His leadership resulted in the first-ever Digital Millennium Copyright Act exemption for agricultural machinery repair, a landmark decision in intellectual property law. His commitment to the legal community is further emphasized by his role as president-elect for the Los Angeles Copyright Society.

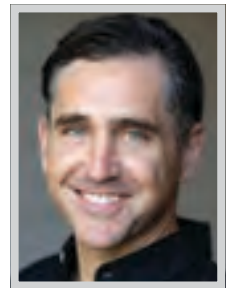


BILLIE PIERCE FINALIST

*Vice President; Deputy General Counsel;
Chief Employment Counsel*
Prime Healthcare

Originally joining Prime Healthcare as assistant general counsel six years ago, Billie Pierce rapidly progressed up internal ranks as senior litigation counsel, associate general counsel, chief employment counsel, deputy general counsel and finally vice president. She now leads Prime's legal teams on employment, OSHA, workers' compensation and immigration and works closely with all specialty teams within the legal department and Prime's Executive Leadership to further Prime's goal of "Saving Hospitals, Saving Jobs and Saving Lives."

The COVID-19 pandemic led to an immediate shift in Pierce's focus as she delegated litigation management to her team and focused entirely on aiding Prime's leadership in meeting challenges, protecting Prime's workforce and providing care to the communities Prime serves. As a member of Prime's COVID-19 Task Force, Pierce worked tirelessly to support hospital leadership and frontline caregivers and ensure they had the support and resources necessary to serve their communities.



ROY ROSENTHAL FINALIST

Chief Legal Officer; Corporate Secretary
Scopely

2023 has been a banner year for video game company Scopely. Besides debuting a blockbuster new mobile franchise, "MONOPOLY GO!" which became the #1 mobile board game launch of all time, the company also closed on one of the biggest acquisitions in the history of video games, with the acquisition of Scopely by the Savvy Games Group for \$4.9 billion. These achievements would not have been possible without the leadership of Roy Rosenthal.

Since joining Scopely in 2015 when the business had approximately 50 employees (it now has more than 2000), Rosenthal's legal acumen, diligence, creativity and expertise have been invaluable to protect and exponentially expand the business through investments and acquisitions. Rosenthal is one of the key minds behind Scopely's much-admired M&A machine, closing deals and collaborating with many of the biggest names in entertainment and tech.

**Banijay Americas
Congratulates**

John Farrell

**And The 2023 Corporate
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Americas**



2023 HONOREES & FINALISTS



CORPORATE COUNSEL OF THE YEAR – MID-SIZED PRIVATE COMPANY
HONOREE

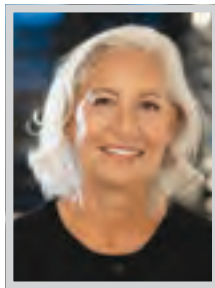
STEPHEN CHU

Chief People and Legal Officer
InStride

At InStride, Stephen Chu has filled in for different leadership roles, from serving as interim head of sales to interim co-CEO while InStride searched for the right person to fill each role. These roles afforded him the opportunity to learn about the different sides of InStride's business and people, knowledge that is invaluable to him as chief legal and people officer. Chu adheres to the doctrine of over-preparing, particularly when it comes to knowing the business, and believes that in order to be a successful executive leader, you need to know the business far beyond just the legal implications.

Chu's ability to build strong teams has been critical to his success and the companies with which he's worked. For his legal teams, he starts by looking for lawyers with broad-based corporate and commercial experience that have a desire to one day be General Counsels themselves, then mentors them so they can achieve that goal.

Contributing to InStride's bottom line, Chu ushered in the use of Ironclad Clickwrap to provide a seamless sign-up experience for the 3,500+ delivery service providers who contract with Amazon to provide the so-called "last mile" service of delivering packages to customers. Amazon invites these independently owned businesses to join their Next Mile program, managed by InStride, wherein Amazon pays 100% tuition for thousands of online education options that delivery drivers can enroll in. InStride's legal team had considered building their own contract lifecycle management tool to manage these and other contracts, but instead saved considerable time and money by implementing this third-party tool.



MARLENE NATIONS

FINALIST

Senior Vice President of Legal Affairs;
General Counsel
SoFi Stadium and Hollywood Park

Marlene Nations has over 40 years of legal expertise and has significant experience in commercial real estate. Nations is the senior vice president of legal affairs and general counsel for SoFi Stadium and Hollywood Park. Nations played and continues to play an important role in the development and operation of Hollywood Park, the 298-acre mixed-use sports and entertainment destination that is home to SoFi Stadium, YouTube Theater and American Airlines Plaza, as well as retail, office, residences and additional park space under development. In this role, Nations is responsible for all legal and risk management operations across SoFi Stadium and Hollywood Park.

Nations was an instrumental part of the team that pioneered the construction and opening of the first NFL stadium in Los Angeles in nearly a century, SoFi Stadium. Nations played a key role in developing documents, services, plans and roadmaps for the operation of the two-team stadium.



ROBERT RUBENSTEIN

FINALIST

Vice President; General Counsel
Moldex-Metric, Inc.

Like the products Moldex manufactures, Rob Rubenstein represents protection, durability, reliability, creativity and a dedication to solving problems. Rubenstein began his career in Chicago in 1994, serving for many years with large law firms. He realized he could add more value as a lawyer working more closely with business decision makers and in high growth companies. His career has focused on companies that provided deep experience and opportunity to solve complex problems in corporate deal making, government regulation and investigations, international business, asset and brand protection, cyber security threats and internal involvement with business operations including oversight of human resources and internal and external audit issues facing finance departments.

Rubenstein brought his 24 years of experience and multiple skill sets to Moldex in early 2021. Now he oversees the company's legal function, which includes directly managing intellectual property and litigation and HR issues.



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PARK

SoFi Stadium

SOFI STADIUM AND HOLLYWOOD PARK CONGRATULATES MARLENE NATIONS

CORPORATE COUNSEL AWARDS NOMINEE

Thank you for your
dedication and leadership!





2023 HONOREES & FINALISTS

CORPORATE COUNSEL OF THE YEAR - GROWING PRIVATE COMPANY
HONOREE

LANA SHNEYDINA

Corporate Counsel
Sunbit

Lana Shneydina exemplifies the personal and professional qualities of grit, passion, commitment and integrity. She moved from Ukraine to the US in 2004, having to learn and adapt to a brand new, complicated legal system while considering her professional path forward. Ultimately she dedicated herself to the areas of consumer protection and consumer finance, having always wanted to support everyday global citizens however she could, due in part to her human rights and global development background.

That mindset guided Shneydina to a goal of helping companies build fair, transparent and compliant products and platforms, for win-wins in which consumers and companies alike can benefit. More specifically, she wanted to help bring to life a consumer-facing organization with a culture of compliance at its core, to drive ethical, people-focused products and decision-making.

Shneydina found the perfect opportunity to achieve those goals in Sunbit, at the time an early-stage startup seeking to offer point-of-sale financing services to consumers with unprecedented fairness and transparency. She knew she could contribute to Sunbit's offerings and culture from the start, and accepted the company's offer to join in 2016.

Shneydina got to work educating the business on compliance and consumer-friendly practices as related to product features, consumer screening, internal processes/procedures and policies. Quickly, she built a strong legal and compliance function in the organization, leading a team of four lawyers and 11 compliance personnel. Her efforts contributed to Sunbit achieving a \$1.1 billion valuation in 2021. More importantly, she has helped foster a firm-wide consumer and compliance-centric culture that informs all Sunbit decisions and priorities.

Waymaker congratulates

JOHN GREEN

Vice President, Global Content Protection Counsel
at Motion Picture Association

and the rest of the nominees for the
Los Angeles Business Journal's
2023 Corporate Counsel Awards




WAYMAKER
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JOSHUA BIRD
FINALIST
General Counsel
Hawkins Way Capital

As general counsel at Hawkins Way Capital, a real estate entity with roughly \$2 billion assets under management, Joshua Bird’s legal acumen is both extensive and exceptional. Based in Los Angeles, his dual prowess in legal and real estate fund management has consistently driven projects, resolved intricate problems and steered legal issues to successful conclusions. Combining a strategic business approach with a philanthropic initiative, Bird was also a leading force behind the company founding a nonprofit organization called FCL Services, Inc. and continues to manage its strategic execution.

Prior to joining Hawkins Way Capital, Bird was counsel in Greenberg Glusker’s Real Estate Group representing owners, developers and operators, especially in hospitality-related matters. His experience ranged from commercial project acquisitions to real estate financing, from condo-related work to the formulation of strategic partnerships.



CARTER GOETZ
FINALIST
In House Counsel
Del Mar Seafoods

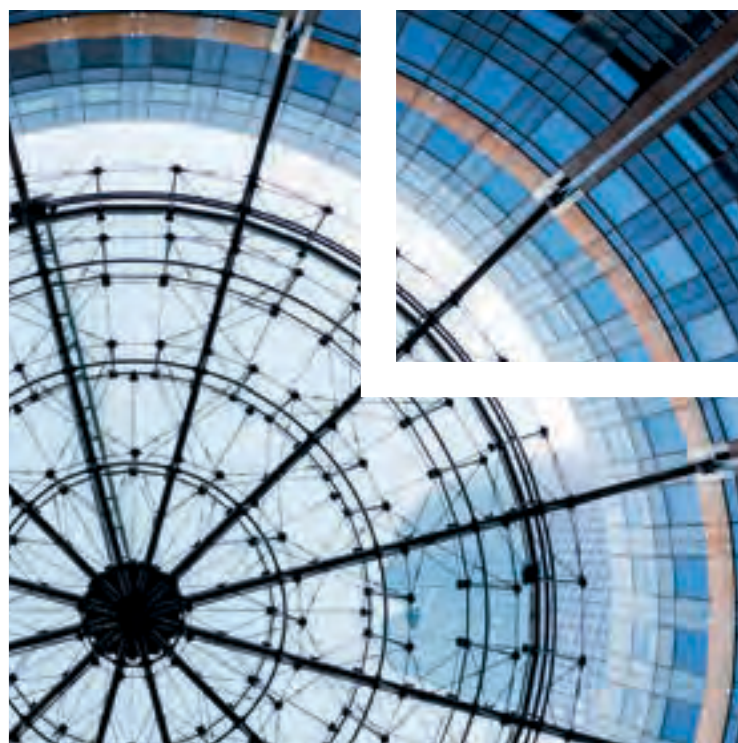
Carter Goetz’s professional journey is a testament to his remarkable adaptability and unwavering dedication. Initially a prominent attorney at Howard & Howard, he was presented with a game-changing proposition from Del Mar Seafoods’ CEO. The offer to lead the sale of the California-based seafood enterprise compelled Goetz to transition from legal counsel to an in-house role.

Goetz’s influence has far-reaching implications, from securing Del Mar Seafoods’ fiscal future through term debt refinancing, amassing monthly savings exceeding \$80,000, to propelling a legacy company towards modernization. His problem-solving skills have resonated profoundly with a corporate culture that champions self-reliance. Goetz’s imprint is synonymous with innovation, resilience and an unwavering commitment to driving success, making him an indispensable in-house counsel. His financial acumen has extended to renegotiating labor contracts, delivering substantial six-figure savings in a single production cycle, and orchestrating a transformative bank debt restructuring that revitalized the company’s financial landscape.



Loeb & Loeb extends a heartfelt congratulations to its esteemed friends and clients who have been honored in the *Los Angeles Business Journal’s* Corporate Counsel Awards 2023.

We applaud your outstanding leadership, unwavering commitment to your company’s growth and success, and your significant contributions to the broader Los Angeles community.



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2023 HONOREES & FINALISTS



NONPROFIT / GOVERNMENT / MUNICIPAL CORPORATE COUNSEL OF THE YEAR HONOREE

JUAN REDIN

Senior Deputy General Counsel
Metropolitan Water District of Southern California

Juan is senior deputy general counsel at the Metropolitan Water District of Southern California (MWD), where since July 2019, he provides invaluable strategic advice and counsel to mid- and senior-level management regarding debt administration, project finance, power issues, and diversity and inclusion efforts.

MWD is a wholesale water provider in Southern California. It is the largest supplier of treated water in the US serving nearly 19 million people across 5,200 square miles over six counties. MWD faces a variety of long-term challenges in providing continued adequate, reliable and high-quality water supplies within Southern California. While MWD contains large amounts of water storage to mitigate against such drought conditions, reduced demand from water shortage contingency plans could result in lower revenues. To address this possibility, MWD is proactive in analyzing opportunities to lower costs.

Redin has been instrumental in supporting MWD's efforts to address these various challenges by providing zealous representation and strategic advice on its debt structure and critical capital improvement program. For example, Redin is lead in-house counsel representing MWD in its issuance of \$258 million of Water Revenue Bonds to finance refurbishments and improvements to its distribution system, including the 242-mile Colorado River Aqueduct.

Redin also developed a combined tax-exempt fixed rate and taxable VRDB refunding transaction that was innovative, seamlessly executed and produced significant refunding savings relative to conventional alternatives. The innovative solution was to advance refund its 2015 Authorization Series A and 2016 Series A Bonds without incurring the higher costs of taxable fixed rate bonds.

LOS ANGELES FOOTBALL CLUB LOS ANGELES FOOTBALL CLUB LOS ANGELES FOOTBALL CLUB LOS ANGELES FOOTBALL CLUB

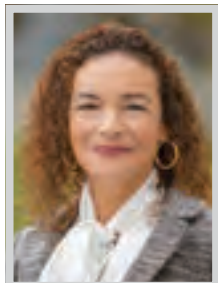


LAFC CONGRATULATES OUR OWN

JOE CONNNAUGHTON

AND ALL THE 2023 CORPORATE COUNCIL AWARDS HONOREES

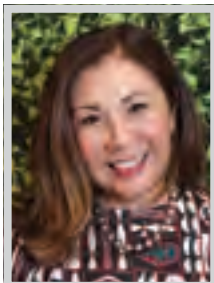




JEANNINE TAYLOR
FINALIST
Deputy General Counsel
Keck Medicine of USC

Jeannine Taylor has been with Keck Medicine since it was established in 2009. She holds the highest legal position dedicated to Keck Medicine, manages USC's health sciences legal team and administers the health sciences legal fellowship program for USC Gould School of Law graduates. She also provides legal support for Keck Medicine of USC, assisting with major corporate acquisitions and affiliations and managing projects as lead counsel across the health system.

Over the years, Taylor has led the legal department through many achievements as the health system has grown and transformed. Her recent professional achievements include overseeing the formation of a new health system board, which empowers Keck Medicine to react more nimbly to the ever-changing health care field. She also facilitated Keck Medicine's recent affiliation with Arcadia Methodist Hospital, which has expanded access to care for residents in the San Gabriel Valley.



NANCY WHANG
FINALIST
General Counsel
Clean Power Alliance

Nancy Whang serves as the general counsel for Clean Power Alliance (CPA), a not-for-profit clean energy provider for 35 communities throughout Los Angeles and Ventura counties that leads the nation in serving the most customers with 100% renewable energy. Whang oversees CPA's legal function across the entire organization including energy procurement, board governance, credit agreements, public records, regulatory and policy, contract negotiations, customer communications and employment.

Whang represented and oversaw CPA's legal interest in the launch of CPA's first ever municipal non-resource Clean Energy Project Revenue Bond issued through the California Community Financing Authority. The nearly \$1 billion bond issuance is expected to reduce CPA's renewable energy costs by approximately \$66.7 million over the initial eight-year period, or an average of \$8.3 million annually. A second prepay bond was issued in June 2023 and is expected to reduce CPA's renewable energy costs by \$31.9 million.



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Hanmi Bank congratulates all the nominees, and we're especially proud of our own, **Vivian Kim, Executive Vice President - General Counsel & Chief People Officer**, for being named as a finalist for the LBJ Corporate Counsel Awards.



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2023 HONOREES & FINALISTS



RISING STAR OF THE YEAR HONOREE

CAMILLE TOWNSEND GRANVILLE

Lead Counsel
Airbnb

Camille Townsend Granville is lead counsel with Airbnb where she advises business leaders regarding day-to-day employment matters, personnel, employee relations issues and long-term risk mitigation and management strategy. She provides practical and strategic advice to Airbnb’s executives, talent team and other internal clients on all aspects of labor and employment law. She also served on Airbnb’s global Diversity & Belonging leadership team where she was responsible for global employee engagement efforts and diversity strategy; she also currently sits on the Airbnb Legal Team’s Inclusion Diversity Equity and Accountability (IDEA) committee where she chairs its pipeline initiatives.

Outside of her work, Granville has shown a longstanding commitment to diversity and inclusion work and hopes to carry that work forward with vigor, open years and a people-centric approach. As a Black woman who also has a disability, Granville knows first-hand how important this work is. Her work in the diversity space has been carried forward in a wide range of initiatives.

Previously, Granville was assistant County counsel for Los Angeles County and oversaw the Labor & Employment Division, a team of 17 lawyers responsible for advice and counsel for human resources professionals including performance management, labor relations, employee relations, hiring practices, employee classification issues, employment contracts, family and medical leaves, accommodations, terminations, benefits and reductions in force.

Granville has had articles published in journals such as the Public Law Journal; the California Public Employee Relations Journal; the Los Angeles/San Francisco Daily Journal; and the Association of Workplace Investigations Journal.



CONSIDER THE BAR RAISED.

Congratulations Nicole A-J. Lang, EVP, Worldwide Industrial Relations & Production Safety at Paramount Pictures, on being nominated for the 2023 Los Angeles Business Journal Corporate Counsel Awards. Your leadership, commitment and passion in all that you do inspires us all!

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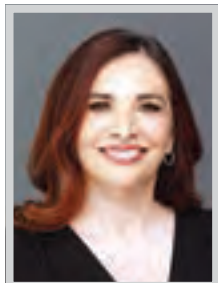


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LOS ANGELES BUSINESS JOURNAL
Corporate Counsel Awards 2023

CORPORATE COUNSEL OF THE YEAR
Growing Private Company

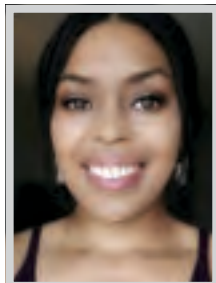
CONGRATULATIONS TO ALL THE NOMINEES,
including our own,
ROB RADER,
General Counsel and Corporate Secretary



JILL BASINGER
FINALIST
Chief Legal Officer
Discovery Land Company

As the first chief legal officer of Discovery Land Company, a leading developer of luxury private residential communities, clubs and resorts, Jill Basinger uses her impressive experience as a former partner at renowned law firms and her expertise at negotiation and conflict resolution to further her company’s success. Her special talent is identifying the human elements underlying business and legal disputes and resolving them before they become major problems.

Basinger’s illustrious career is a testament to her exceptional legal and interpersonal skills. Her exceptional trial advocacy skills have consistently delivered favorable verdicts, earning her widespread acclaim as an aggressive and effective litigator. Her creative problem-solving abilities and tenacious dedication to her clients have resulted in numerous favorable settlements. Colleagues regard her as a conscientious attorney who tackles challenging facts head-on, transforming them into opportunities to achieve the best outcomes.



COURTNEY COLLINS
FINALIST
Senior Corporate Counsel
Microsoft Corporation

Courtney Collins has been in-house counsel at Microsoft since March 2021 supporting Microsoft’s Software and Developer Platform’s business unit. She is a technology lawyer and over the last twelve years has dedicated her practice in-house, working as legal counsel at Amazon, Scopely, Harman International and Microsoft. Her focus at Microsoft is on strategic commercial transactions with many of Los Angeles and Silicon Valley’s leading digital native companies.

Collins has helped structure many strategic engagements focusing on cloud-based services. She is at the forefront of licensing Microsoft’s expanding artificial intelligence offerings and helping to educate on the benefits of artificial intelligence and capabilities of large language models generally. Collins demonstrates significant impact both in terms of creativity in deal-making and also process improvement. A feature of her work over the years is creating simplified, streamlined contracting processes.



Congratulations

BILLIE PIERCE, ESQ.

Vice President, Deputy General Counsel
& Chief Employment Counsel

2023 Corporate Counsel of the Year

finalist nomination by the
Los Angeles Business Journal



Prime Healthcare





What Businesses Need to Plan for in 2024

From the shifts in e-commerce litigation to the impending implementation of the Corporate Transparency Act, below are some key legal updates from the experts at Greenberg Glusker that are crucial for businesses to be aware of as 2024 approaches.

CORPORATE TRANSPARENCY ACT Update by Arthur Moore, Corporate & Tax

The Corporate Transparency Act (CTA) will come into effect on January 1, 2024, and impose new federal reporting requirements on many business entities operating in the US. While there are exceptions for certain highly regulated entities and large operating companies, most business entities formed by a filing with a secretary of state's office will be required to disclose to FinCEN certain information about the entity and personal identifying information about the individual creating the entity and the beneficial owners of such newly created entity. The CTA will also require that such information be updated and/or corrected within 30 days of any changes to the initially reported information.

AVOIDING THE CONSEQUENCES OF GREENWASHING

Update by Sedina L. Banks and Sherry Jackman, Environmental

"Green marketing" can be an effective tool in a company's marketing and corporate public relations strategies as environmental sustainability becomes more important to consumers. However, companies must also exercise caution to ensure that green marketing claims do not inadvertently slip into the deceptive realm of "greenwashing," which can expose companies to private and public lawsuits and reputational damage. Companies should consider a few principles as part of their green marketing campaign strategy to avoid the consequences of greenwashing.

First, green marketing claims must be factually supported and legally allowed. A company cannot make a green marketing claim based on aspirations or euphoric-sounding taglines. There are numerous laws and regulatory guidance that can potentially impact a company's green marketing claims that companies must consider. Second, companies should avoid unqualified environmental benefit claims such as "eco-friendly" or "all natural." Such ambiguity in terms, without qualifying information, renders a company potentially liable for greenwashing. Finally, it is important for companies to periodically review and reassess a green marketing campaign to ensure that it is still factually accurate and legally compliant.

MORE SICK LEAVE UNDER HEALTHY WORKPLACES, HEALTHY FAMILIES ACT

Update by Karina B. Sterman, Employment

California's new Paid Sick Leave (PSL) requirement raises the minimum number of paid sick leave days that employers must provide employees from three to five days per year. The new law goes into effect on January 1, 2024, and continues to permit employers to apply either the "accrual" method or the "front loaded" method for their paid sick leave policies. However, under the new law, the accrual method requires at least 24 hours/3 days of PSL or general PTO by the 120th day of employment and at least 40 hours/5 days by the 200th day of employment. The "front loaded" method remains the same but for the higher number of hours/days. While you're deciding which method to apply next year, also remember to update



the LC Section 2810.5 Notice to Employee to ensure it reflects your new policy.

REPRODUCTIVE LOSS LEAVE

Update by Wendy Lane, Employment

Beginning January 1, 2024, private employers with five or more employees are required to provide employees with up to five days of time off following enumerated reproductive loss events, including failed adoption and surrogacy, miscarriage, still birth or unsuccessful assisted reproduction. Unless an employer's own policies provide otherwise, the leave may be unpaid, although an employee may use vacation or sick leave to receive pay during their absence. Employees are not required to provide documentation in support of a leave request under this law, and all requests for such leave must be kept confidential. Although leave must be provided for each reproductive loss event, the employer is only required to provide up to 20 days of leave in a 12-month period. Leave must be taken within three months of the reproductive loss event but need not be taken on consecutive days.

WAVE OF E-COMMERCE LITIGATION

Update by Ira Steinberg, Litigation

By now most businesses are aware that a relatively small number of repeat litigants and firms

The coming wave of e-commerce litigation is plaintiffs invoking anti-wiretapping laws to litigate data privacy. Their theory is that websites that allow third-parties to access communications with visitors are aiding and abetting wiretapping by the third-parties.

are filing hundreds of claims asserting that websites are not accessible to the visually impaired. These suits seek relief under the Americans with Disabilities Act as well as state disability access statutes. Courts are increasingly cracking down on the most egregious ADA abusers. California courts, for example, have issued a series of rulings emphasizing that only genuine customers, and not serial litigants, have standing to bring a disability access claim. The US Supreme Court has entered the fray, hearing argument this term in a case challenging standing under the ADA for "testers," individuals who visit a site specifically for the purpose of testing compliance and bringing litigation.

The coming wave of e-commerce litigation is plaintiffs invoking anti-wiretapping laws to litigate data privacy. Their theory is that websites that allow third-parties, such as chat-bot

and session replay operators, to access communications with visitors are aiding and abetting wiretapping by the third-parties. The rapidly solidifying legal consensus is that third-parties that only use the data they obtain to provide services to the website owner are not third-party interceptors under the wiretapping laws because they are akin to agents of a party to the communication and subsumed within the party they serve. On the other hand, third-parties that exploit data for their own benefit can be independent actors engaged in wiretapping. Businesses can immediately mitigate their risk of such wiretapping claims by engaging counsel to review contracts with e-commerce vendors to ensure that the limits on the use of customer data are legally compliant.

Learn more at [GreenbergGlusker.com](https://www.GreenbergGlusker.com).

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Artificial Intelligence in Resume Review: A Powerful Tool That Creates Compliance Risk

By SHAREEF FARAG

With the increased availability and popularity of career aggregation websites, the process of mass applying to job positions without reviewing the necessary qualifications — or even knowing what the jobs entail — is as simple as clicking a button. Human resources departments, in turn, save money and time by utilizing artificial intelligence (AI) to engage in automated resume sorting, evaluating resumes for key terms and utilizing “knock-out” questions to winnow applicant pools.

However, when barriers to apply for jobs are lowered, employers and employment agencies receive significantly more applications. A job that once received fewer than a hundred applications might now receive thousands. To deal with this deluge, HR departments have inevitably been forced to rely on AI to sort applicants.

But are the tools working? Many employers report that they believe that qualified, highly skilled candidates have been vetted out of the applicant pool by automated technology because they did not match the exact criteria in the job description.

In addition, few employers feel that the vendors they utilize for resume analysis functions are transparent about their methods to prevent discrimination or bias. There are many examples of AI engaging in apparent discrimination because the AI had not been trained with data that included diverse sets of people. Discrimination arises mainly because companies rely on limited historical data sets. These data sets most commonly use data collected from previous decades; however, in many industries, data from previous decades may reflect decades of potential discrimination.

The takeaway is not that AI should never be used, but rather that AI is not a “magic bullet.” When used responsibly and within certain boundaries to help a company’s human capital be more strategic, AI can actually prove to be highly useful to employers. For example, AI trained with diverse data sets could help combat issues of implicit bias by sorting resumes without including names in its resume analysis, unlike a human reviewer who would implicitly consider the name at the top of the resume.

Legal regulation is coming. Illinois recently amended its Illinois Artificial Intelligence Video Interview Act to require employers who rely solely on AI to determine whether an applicant will receive an in-person interview to collect and disclose certain demographic information to the Illinois Department of Commercial and Economic Opportunity.

New York City was the first jurisdiction in the United States to add notice and audit requirements for AI. Under those requirements, an employer or employment agency may not use an Automated Employment Decision Tool (AEDT) unless (1) the tool has been subject to a bias audit completed by an independent auditor no more than one year prior to the tool’s use; and (2) a summary of the most recent bias audit and the distribution date of the tool has been made publicly available on the employer’s or the employment agency’s website prior to the use of the tool. Bias audits are subject to explicit requirements depending on how the tool operates.



In 2021, the Equal Employment Opportunity Commission (EEOC) launched an agencywide Artificial Intelligence and Algorithmic Fairness Initiative to ensure the use of AI, machine learning and other emerging technologies used in hiring and employment decisions complies with federal civil rights laws enforced by the agency.

California, New York and New Jersey have each introduced bills similar to those in the NYC AEDT law. California’s bill would impose on employers obligations similar to the NYC AEDT law to evaluate the impact of an automated decision tool through an impact assessment, provide notice regarding its use and provide for the formation of a governance program. The bill further prohibits a deployer of an automated decision tool from using it in a way that contributes to algorithmic discrimination.

In July, Senate Democrats introduced the No Robot Bosses Act. The bill would bar employers from using automated programs alone to make employment decisions and would require them to implement training on such systems. Similar to the NYC law, the bill would also require employers to have humans oversee automated programs and regularly test and validate the programs for bias and discrimination.

In addition to the Federal Trade Commission, the Department of Justice and the Consumer Financial Protection Bureau all have indicated they will apply existing discrimination laws to developing AI, and the National Labor Relations Board General Counsel has indicated that automated surveillance and management tools might violate the National Labor Relations Act.

So, what do employers who need to utilize AI to sort through an avalanche of resumes need to know?

• KNOWLEDGE IS POWER

Have a basic understanding of the AI being used, even if the company outsources the

The takeaway is not that AI should never be used, but rather that AI is not a “magic bullet.” When used responsibly and with certain boundaries to help a company’s human capital be more strategic, AI can actually prove to be highly useful to employers.

algorithms.

If HR departments outsource their AI programs, they should thoroughly vet the program and discuss bias concerns with third-party vendors, who should provide transparency as to how their AI works.

Consider consulting outside experts with AI-specific knowledge to discuss the pitfalls of AI resume review.

• AI IS A WORK IN PROGRESS

Carefully consider initiatives that handpick candidates who fall outside the scope of the AI resume pull, regardless of whether the AI seems to be skewed.

• GIVE PEOPLE A CHANCE

Consider interviewing candidates who do not meet all the qualifications that AI was programmed to find, as such additional qualifications might still indicate satisfactory job performance.

• CONSIDER BACK-END EFFECTS

HR departments should monitor whether the AI appears to be pulling members of only one ethnicity or gender.

• DO NOT “OVER TAILOR” AI PROGRAMS

Often, AI programs can get too specific when HR departments add skills and qualifications to a job description when the job does not actually require these skills. This results

in AI assessing too many baseline factors (e.g., requiring a college degree, requiring no gaps in resumes, etc.) and yielding inaccurate results.

• KEEP A PAPER TRAIL

Whether or not HR departments design their own AI or deploy third-party AI, they should document how the AI is used and the usual outcomes.

When in doubt, consult with counsel. The attorneys at BakerHostetler stand ready to assist.

Shareef Farag is a partner with BakerHostetler. Learn more at bakerlaw.com.





Redefining Excellence in Education

In the heart of Los Angeles, the USC Gould School of Law stands as a pillar of legal education, distinguished by a rich legacy of innovation and clinical training. Founded in 1900 as Southern California's first law school, USC Gould has played a pivotal role in shaping the legal landscape at the local and national levels.

Today, as a top 16 law school nationwide and top three in entertainment, USC Gould is recognized and renowned for educating leaders across industries, sectors and businesses.

Offering a dynamic learning environment, both on-campus and online, USC Gould's multi-disciplinary degree programs include: the Juris Doctor (JD); Master of Dispute Resolution (MDR); Master of Laws (LLM); LLM in Alternative Dispute Resolution; LLM in International Business and Economic Law; LLM in Privacy Law and Cybersecurity; Master of International Trade Law and Economics (MITLE); Master of Science in Innovation Economics, Law and Regulation (MIELR); Master of Comparative Law (MCL) and the new Bachelor of Science in Legal Studies.

In addition, USC Gould launched a new chapter of leadership training seven years ago, with the online Master of Studies in Law (MSL) degree. The MSL is a groundbreaking program, specially designed for professionals in any role – or any career – to gain a robust

understanding of legal concepts and issues related to their fields.

UNLOCKING YOUR CAREER POTENTIAL

From contracts and compliance, to finance and health care, to cybersecurity and IP, a number of today's roles and responsibilities intersect with legal topics, more than ever before.

As the business landscape has evolved, legal education has changed as well, with USC Gould at the forefront. Through the MSL program, the USC Gould School helps professionals in a variety of roles enhance their business expertise with an essential legal education.

Business owner and MSL graduate Gabe Hagen explained, "USC Gould had a program designed for working adults and programs specific to compliance and financial regulation. The program caliber was top-notch, and the instructors and small class sizes allowed for a truly immersive learning opportunity."

TAILORED FOR PROFESSIONAL SCHEDULES

In the MSL program, students have the convenience of completing the degree 100% online, and the flexibility to study part-time — making it an ideal format for working pro-

fessionals. No LSAT or GRE test is required; no prior law degree is required either. Generous scholarships are available and considered for all applicants.

Taught by leading experts and practitioners, the MSL degree enables graduates to contribute to their roles and amplify their career impact with a more thorough understanding of the law.

Further, the benefits extend far beyond the classroom. Graduates of the MSL program gain access to the lifelong and worldwide Trojan Family network, which spans more than 14,000 USC Gould alumni.

STRENGTH IN SPECIALIZATION

MSL students can specialize their educational experience by pursuing a certificate aligned with their area of interest. These certificates can be completed at no additional cost, as part of the MSL program.

Certificate programs include: Business Law; HR Law; Compliance; Entertainment Law; Financial Compliance; Privacy Law and Cybersecurity; Health Care Compliance; among other areas.

In recent weeks, USC Gould announced new certificates in Law and Government and Technology and Entrepreneurship Law. As industries continue to undergo rapid transformation in the digital age, these cutting-edge

graduate certificates are designed to equip professionals with the essential knowledge and skills needed to navigate the ever-evolving landscape of law, technology and governance.

To learn more about the USC Gould School of Law's innovative MSL program, visit gould.law/msl.

EXPLORE CORPORATE OPPORTUNITIES

How can a corporate partnership benefit both careers and companies? Organizations can support their home-grown talent as well as promote employee retention and skills development, through custom partnerships with the USC Gould School of Law. USC Gould collaborates with numerous organizations that offer scholarship savings to employees, including for the online Master of Studies in Law (MSL) for professionals in any career or role.

Benefits for corporate partners and their employees include personalized application support, one-on-one academic advising and more.

To explore partnership opportunities or to learn more about partner benefits, contact: corporatecustomed@law.usc.edu — or visit gould.law/corporate.

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Staying Ahead of Employment Law Developments, Issues and Challenges

Guillermo M. Tello is one of Clark Hill's rising leaders. Since his arrival at the firm in the summer of 2019, Tello has been instrumental in the firm's growth of its California labor and employment practice. His experience and success representing clients in high stakes employment litigation has made him a true and trusted "go-to" employment litigator for the most difficult cases. His litigation experience includes obtaining full defense jury trial verdicts and arbitration awards, and successfully resolving complex class actions and PAGA representative actions.

LAW SPOTLIGHT

Tello also counsels' clients on day-to-day California employment law issues, provides training and legal support to human resources, and assists clients in implementing new

policies and procedures including alternative workweek schedules.

To provide the best possible day-to-day counsel services, Tello stays current on all California employment law developments. For instance, he has been closely tracking California's ongoing efforts to restrict, limit or discourage employers from seeking enforcement of arbitration agreement.

California's latest effort to discourage employers from seeking enforcement of arbitration agreements is in the passing of Senate Bill No. 365. SB-365 amends California's Code of Civil Procedure section 1294 to eliminate employers' right to an automatic stay of the trial court proceedings upon the filing of an appeal from an order denying a petition to compel arbitration.

By eliminating the right to an automatic stay, a right which existed prior to SB-365, employers who are denied the right to compel

arbitration pursuant to the terms of any arbitration agreement signed by their employees, may be forced to continue to litigate the employee's claims in state court even after filing an appeal, which will undoubtedly significantly increase the cost of litigation for employers.

While SB-365 is purportedly limited to only those agreements that are not subject to the Federal Arbitration Act (FAA), the application of SB-365 may still implicate agreements that should be subject to FAA. For example, if a trial court denies a petition to compel arbitration, in part, on the basis that the agreement is not governed by the FAA and the employer appeals the trial court's ruling, including on the grounds that the agreement is indeed governed by the FAA, will California courts rely on SB-365 to deny a stay of the trial court proceedings pending the appeal? If yes, and assuming the agreement is found to be subject to FAA on appeal, would the denial of

stay not violate the employers' right to a stay of the trial court proceedings as the US Supreme Court held was required in *Coinbase, Inc v. Bielski*, 599 US 736 (2023).

Whether a business is facing threatened or asserted employment claims, or simply seeks advice on day-to-day management of its personnel, Tello and the rest of Clark Hill's labor and employment team are ready to assist.

Guillermo M. Tello, member, Clark Hill, LLP can be reached at (213) 417-5149 or gtello@clarkhill.com.



Clark Hill, LLP is honored to be a Gold Sponsor of the Corporate Counsel Awards. Learn more at clarkhill.com.

Women General Counsel See Compensation Improvements

Racial and ethnic minority women reported higher median total cash compensation than their peers for the first-time ever, and non-minority women in multi-lawyer departments reported the highest median compensation of any group, potential trends ACC will continue to monitor.

The "2023 Law Department Compensation Survey," released by the Association of Corporate Counsel (ACC) and Emsight International, LLC, showed first-ever signs that the gender pay gap among general counsel may be shifting in favor of women – both minority and non-minority.

Data from the ACC Law Department Self-Reported Compensation Survey, based on responses from 445 general counsel throughout the United States, showed that:

- When sorting by gender alone, men and women reported the same median total cash compensation.
- Among all general counsel without regard to law department size/setting, minority women reported a median total cash compensation of \$325,000, eight percent higher than their peers.
- Women in multi-lawyer departments reported earning 19.5 percent more than men and only 3 percent less than men in single-lawyer departments.
- In multi-lawyer departments, non-minority women reported earning about 36 percent more than both non-minority men and minority women and more than 50 percent higher than minority men.
- Minority women reported earning 19 percent more than non-minority men in single-lawyer departments and minority men lagged all others in single-lawyer departments by upwards of 37 percent. Minority men did not fare much better in multi-lawyer depart-

ments where their median compensation was greater than 10 percent behind all others.

"ACC's compensation survey represents a large cross-section of companies in the US and for the first-time shows that non-minority women who achieve the coveted GC spot in multi-lawyer departments are among the highest paid and compensation levels for women of color general counsel exceeded their peers for the first time in the history of ACC's compensation surveys," said Veta T. Richardson, president & CEO at the Association of Corporate Counsel. "These survey results suggest that progress is being made to address the long-time gender pay gap. I celebrate these women whose ability, leadership, and awareness have enabled them to achieve the role of general counsel and negotiate higher compensation."

"I am pleased to see that their compensation levels are rising to reflect the value they bring," added Richardson. "But the devil is always in the details and one year's data cannot be interpreted to mean the gender pay gap has been completely eliminated, especially for positions below the GC level and when compensation for minority male GCs so significantly falls below all others. However, it is good news that we're seeing some progress and I look forward to the day when discussions about pay disparity are no longer necessary."

The "2023 Law Department Compensation Survey" is one of the largest and most comprehensive Safe Harbor Compliant compensation data sets available for in-house legal professionals.

The ACC Law Department Self-Reported Compensation Survey is based on responses from 1,963 in-house legal professionals throughout the United States. This self-reported data is used to create the Executive



'These survey results suggest that progress is being made to address the long-time gender pay gap. I celebrate these women whose ability, leadership, and awareness have enabled them to achieve the role of general counsel and negotiate higher compensation.'

VETA T. RICHARDSON
Association of Corporate Counsel

Summary (available to everyone). The Full Survey Report includes all jobs and covers companies of all revenue sizes enabling individual law department professionals to bench-

mark their own compensation and career planning.

For further information, visit aacc.com.