

LOS ANGELES BUSINESS JOURNAL
LEADERS OF INFLUENCE

MOST ADMIRABLE LAW 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 world’s 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.

The “most admired” law firms have a specific set of qualities that make them great places to work, whether you are an attorney or a member of the supporting team. This section collects some of the very best of them and shares why they are so admired by their own employees as terrific firms at which to work.

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

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**AKIN**

Understanding the importance of a healthy work-life balance, Akin has designed and implemented innovative programs like the Mental Health Advisor program, as well as flexible work arrangement policies for its lawyers and US business services employees in which employees can explore flexible work options such as hybrid work arrangements and/or reduced hours arrangements, along with technology resources for lawyers who work remotely.

Examples include Akin's Mental Health Advisors, a free, voluntary and confidential consultation program with licensed professional counselors to improve work/life integration, increase resiliency and reduce stress. The firm's reduced work schedule policy allows lawyers to work reduced schedules and remain on partnership track, reflecting the firm's commitment to providing a workplace that enables lawyers to fulfill parenting and family care responsibilities or to pursue activities designed to enhance professional development or stature in the legal community, while continuing to work as a productive and valued Akin lawyer. Further, the firm's policy specifically allows for lawyers working a reduced work schedule to remain eligible for counsel and partnership promotion, and it has a significant track record of promoting women who have availed themselves of the policy. It also offers a hybrid work program which plays an important role in providing excellent client service at the highest levels while also providing additional flexibility to its lawyers.

**BRYAN CAVE LEIGHTON PAISNER LLP**

Bryan Cave Leighton Paisner (BCLP) understands the value of a diverse workforce and believes people perform at their best when they can truly be themselves at work. The firm aims to create an inclusive environment where all our employees are valued, motivated and able to be themselves. BCLP is dedicated to fostering an environment where everyone feels celebrated for their difference. With this in mind, BCLP offers programs that support employees with disabilities, families and careers, gender representation, LGBTQ, social mobility, and wellbeing, to name a few.

BCLP's parental leave is generous for both attorneys and employees, particularly when compared to other US firms. The firm also encourages its attorneys and employees to recharge by taking time off. It also offers work from home flexibility. The firm's team is accountable and supportive of one another, and appreciates the fact that BCLP offers educational programming in support of growth and development, and promotes within when skills are the right match. Making BCLP a diverse and inclusive firm is considered the responsibility of every lawyer and member of the firm's staff. The firm approaches diversity as one team, looking for innovative and impactful approaches, and seeking opportunities to demonstrate commitment.

**BUCHALTER, APC**

At Buchalter, firm leadership 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 clients. The firm, in fact, insists upon parity of opportunity and compensation.

Buchalter remains steadfast in its commitment to the well-being of every employee by implementing a range of thoughtfully crafted policies, initiatives and events. Buchalter actively fosters an environment that encourages personal and professional development. Moreover, this dedication to cultivating a sense of community extends beyond individual office locations, ensuring a unified and connected workforce throughout the firm. 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. Buchalter also provides an array of perks, such as monthly birthday and anniversary celebrations and a weekly breakfast. The firm also hosts a yearly summer picnic at a fun location, an end-of-year holiday party. Buchalter also provides a fantastic health care plan in which the firm pays 100% of the premiums.

**COX, CASTLE & NICHOLSON LLP**

Cox Castle recognizes that its people are the firm's greatest asset and encourages varied perspectives and experiences in its workplace. There are a variety of factors that set Cox Castle apart and make it the most admired place to work, including the fact that the firm supports a safe, secure and welcoming workplace for all. Individuals with diverse backgrounds enrich the firm's work environment, add value to the legal services it provides, enhance its culture and connect the firm to its clients and communities. The firm continuously strives to create a positive work environment that encourages and accepts diversity and inclusivity. The firm's DEI Committee holds events and speaker sessions that reinforce awareness about the issues impacting marginalized groups.

Cox Castle recently partnered with Habitat for Humanity in Los Angeles and the East Bay, where lawyers and staff helped build homes for those in need. The firm believes in providing learning, education and training programs to help enrich its attorneys' careers. Cox Castle provides formal and informal mentorship support and guidance to help its associates hone their practice-related and leadership skills. Attorneys are also strongly encouraged to participate in industry and trade organizations, real estate conferences and other professional endeavors outside of the firm.

**CROWELL & MORING LLP**

Crowell & Moring is committed to the well-being of all firm employees. In addition to a robust well-being program that aligns with the ABA Well-Being Pledge, the firm has adapted to the ongoing pandemic and offers a number of work life balance programs and policies. These include enhanced parental leave policies that support working parents as they navigate new circumstances within their families. The firm also offers flexible schedules that provide employees with the support to adapt their work to meet their circumstances.

Crowell & Moring has developed team-building committees, including the LA Life Committee and Firm Life Committee, which develop programming and events to support the office. The firm's Diversity Speaker Series serves to educate employees on key issues that enhance understanding of colleagues, clients, as well as local and global communities. Firmwide mental health speakers, including a three-part Resilience Training program, have been offered during the ongoing pandemic to help individuals remain committed and strong amidst personal and professional challenges. The firm also consistently invites and receives feedback from its employees expressing appreciation for the supportive communication from firm leadership that emphasizes the importance of a work life balance and promotes the importance of utilizing these programs. Such programs have been well-received.

**D.LAW**

D.Law maintains an unwavering commitment to fostering a workplace where employees thrive, and their contributions are celebrated. With a strategic presence across 18 locations sprawled throughout California, D.Law establishes itself as an authoritative figure in the legal services landscape. This statewide footprint not only solidifies the organization's position but also signifies its dedication to making a meaningful impact in the communities it serves. At the heart of D.Law's distinction lies its robust workforce, a collective of over 100 dedicated professionals who exemplify the organization's commitment to excellence. United by a shared vision, this team has effectively navigated and conquered more than 4,000 cases, showcasing D.Law's profound understanding of legal intricacies and its resolute dedication to client success.

D.Law's architectural brilliance takes center stage at its headquarters, a sprawling 25,000 square foot space that seamlessly blends sleek design elements with stone flooring. This thoughtfully designed space is further enhanced by premium finishes and state-of-the-art amenities that underscore D.Law's commitment to providing a workspace that inspires creativity and collaboration. Beyond the tangible, D.Law offers an array of intangible benefits that enrich the lives of its employees. With breathtaking 360-degree views of the San Fernando and San Gabriel Valleys, employees are treated to a constant source of inspiration.

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**DTO LAW**

Beyond its superb team of attorneys, enviable client list, and case results that speak for themselves, DTO is deeply respected for its commitment to representing and supporting underrepresented groups. In a fiercely competitive field, DTO serves as an inspiration for professionals and firms to commit to a more diverse and inclusive legal industry. DTO — named for its mission: “Driven To Outperform” — pushes its attorneys to reach their full potential. The firm’s associates are granted responsibility early on to allow them to develop their skills through practice. Partners work with associates and junior partners to teach them about business development so that they, too, can develop their own books of business. DTO walks the walk when it comes to creating an atmosphere that is collaborative and diversity-rich, aiming for excellence without ego.

The firm out-serves competitors by going above and beyond what is expected of it. DTO regularly researches various legal publications for issues relevant to clients, and shares with them updates on issues they are currently facing or may face in the foreseeable future. This proactive and aggressive approach allows the firm to anticipate and prepare for any challenges or concerns clients may face. Though it’s still a “young” firm, DTO’s growth since its inception has been steady and significant.

**DYKEMA GOSSETT PLLC**

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

As part of the Dykema’s commitment to professional and personal development, Dykema is consistently offering departmental and firm-wide training. Dykema also provides financial support during leave time taken for childbirth and family bonding purposes. Member and non-member attorneys, government policy advisors, officers and directors are eligible for up to 16 weeks of salary continuance benefits for childbirth and parental bonding. Additionally, this past December, Dykema’s LA office moved into a new, highly collaborative workspace located at 444 S. Flower Street in downtown LA. The office was designed with an eye toward efficiency and flexibility. The goal was to create an inviting space for the firm’s employees, clients and the community.

**FISHER PHILLIPS**

The culture at Fisher Phillips fosters a collegial atmosphere that seamlessly integrates over 500 attorneys across the country. As one of the largest labor and employment law firms in the US, the firm is constantly providing its attorneys and staff with challenging, sophisticated and meaningful work.

Fisher Phillips’ people are considered the firm’s most valuable assets and developing them is a priority. The firm understands that legal talent has more choices and wants to be the go-to labor and employment firm for attorneys 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 our clients’ needs. In addition to providing its attorneys the tools they need to succeed in the office, Fisher Phillips provides them with opportunities to give back to their communities. The Los Angeles office is an active participant in engaging with organizations across the city to make the community a better place and adopted a family this past holiday season to ensure they were able to enjoy the festivities.

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

Fragomen is the world’s leading single-focus provider of immigration services and support. The firm’s position in the industry, vast, diverse resources and firm culture inspire significant loyalty among its legal professionals. Fragomen has fostered a fast-paced, dynamic and forward-thinking environment, and employs talented professionals who share collective pride and enthusiasm for what they do. Fragomen’s people are as intelligent and driven as they are passionate and caring.

Fragomen invests in numerous incentive programs for our staff. Some of the firm’s ongoing initiatives include mobility opportunities, which are a differentiator in the firm’s employee value proposition; “RISE”—Fragomen’s employee recognition platform; a robust bonus plan; a flexible remote working policy; manager development training; a performance management program; and pro bono and volunteer activities. Additionally, new employees are immediately granted full access to the firm’s learning management system, which holds more than 5,000 legal substantive, leader/management, soft skill and proprietary recorded training sessions. Firm leadership has fostered a culture of inclusion from day one, and having it as an active priority at every level, from the firm-wide Executive Committee to each of the 56 offices and each individual attorney team, has been key.

**GIBBS GIDEN LOCHER TURNER SENET & WITTBRODT**

Gibbs Giden Locher Turner Senet & Wittbrodt (Gibbs Giden) is comprised of experienced, dedicated, passionate people and offers the opportunity for professional development. Gibbs Giden hires attorneys who want to be an integral part of the firm into the future. The firm offers career 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. The firm offers competitive pay, excellent benefits, inviting offices, multiple locations, and a friendly and supportive work environment with opportunities for advancement.

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

**GLASER WEIL FINK HOWARD JORDAN & SHAPIRO LLP**

Glaser Weil is called upon regularly to represent high-quality clients in complex matters that are geographically diverse and often critical to the client’s mission or bottom line. For a midsize firm, Glaser Weil’s attorneys consistently outperform much larger law firms. Its attorneys operate in leaner teams, which results in deeper experience and rewarding work. The firm treats its employees as individuals, not as numbers, and in turn, they treat the clients the same. Offering a genuine opportunity to thrive within a merit system allows attorney and non-attorney employees of all backgrounds and experience levels to flourish in their careers. It also engenders a sense of mutual respect for each person’s contributions and allows for a more personalized feedback process for employees to strengthen their performance.

In Glaser Weil’s 35-year history, it has never implemented layoffs unrelated to a specific individual’s performance. The firm offers personal and professional development activities. From DEI activities to firmwide community service events, internal CLE programs and associate development committee outings to Dodgers games, Glaser Weil consistently offers engaging programming to its employees — both billing and non-billing professionals. The firm fosters an environment that promotes long-standing careers. Seven of Glaser Weil’s current partners have been with the firm since day one.

Defense
Dedication
Dignity
Diligence

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**GREENBERG GLUSKER LLP**

Greenberg Glusker is more than a team. The firm sees itself as a family and invest in activities and resources that make team members feel valued and that provide everyone with the opportunity to form close bonds across all levels. Additionally, the firm highlights work anniversaries – or “workiversaries” – in the newsletter and provides custom cookies that have the number of years of service as a celebration. In alignment with expressing gratitude, the firm does a week-long celebration annually in honor of Administrative Professionals Day to show appreciation for our administrative staff. This has included massages, donut walls, raffles, barista bars, crepe bars, breakfasts during which the attorneys serve staff, and more.

Greenberg Glusker also hosts a variety of events to provide opportunities to meet or form stronger relationships with co-workers. Aside from weekly attorney lunches as well as happy hours, these events have taken the form of Dodgers games, private movie screenings, mini golf competitions, the annual family July 4th breakfast, cider tastings in the fall, pumpkin carving contests, trick-or-treating within the office, Thanksgiving potlucks, ugly holiday sweater contests, chocolate tastings, and more. These events have also included volunteer opportunities, as Greenberg Glusker encourages and provides many opportunities for philanthropy.

**HAHN & HAHN LLP**

Hahn & Hahn LLP, a certified Women Owned Business Enterprise, is a leader in the California business and legal communities. Founded in 1899, the firm represents institutional clients of all sizes, entrepreneurs, innovators, business owners, family offices, charitable organizations and high net worth individuals in their corporate, real estate, employment and financing matters, as well as commercial, employment and real estate litigation, eminent domain, bankruptcy and restructuring, estate planning and family law issues.

Throughout Hahn & Hahn’s history, the firm has upheld its traditions of philanthropy, volunteerism and community collaboration. Hahn & Hahn lawyers have served in elected and appointed offices, including state senator and Superior Court judge, and in a variety of trustee, board, and committee leadership positions, including five past presidents of the Pasadena Tournament of Roses Association. The firm has partnered with the Pasadena Tournament of Roses Association and the Rose Bowl Game for close to 20 years. The firm is also proud of its workplace culture and considers its mutual respect and collaborative spirit to be one of the firm’s greatest strengths. Many of the firm’s employees have dedicated their entire careers at Hahn & Hahn, and continues its relationship with those even after they have retired by inviting them to firm celebrations.

**HANSON BRIDGETT LLP**

Hanson Bridgett’s Los Angeles office is one of the most diverse amongst AmLaw 200 law firms. It places a strong emphasis on employee health and wellness, and its leadership demonstrates genuine care and concern for employees. The firm provides a variety of resources to support wellness and has a robust remote work policy. Employees appreciate the firm’s social impact initiatives and DE&I efforts. Team members value the firm’s culture of transparency and open communication.

Hanson Bridgett has a focus on providing ongoing development opportunities for everyone. The firm celebrates victories and foster a culture of gratitude and appreciation. The firm has a warm, friendly, team-oriented environment where everyone is welcome and implements innovative ways of working through modern and flexible experiences that empower our attorneys and administrative professionals to deliver quality work above and beyond expectations. Even prior to the pandemic, the firm’s dynamic workforce initiative offered flexibility and resources, such as a robust home office set-up, to work remotely as successfully as possible. The initiative evolved into an agile model, scaling and evolving as a firm, based on extensive feedback and communication shared and gathered from personnel. In addition, the firm is a committed partner and socially responsible member of the communities where team members live and serve.

JENNER & BLOCK**JENNER & BLOCK, LLP**

Jenner & Block is dedicated to nurturing a strong and positive work environment. The firm is able to do this successfully by living by its values of excellence, collaboration, diversity and inclusion, and pro bono and public service, all of which helps unite the firm across practices, titles and offices. The firm is made up of litigators behind some of the most significant victories from the trial level to the US Supreme Court. California companies and those doing business in the state hire Jenner & Block to handle their most complex and pressing matters. The LA office secured several major wins during the past year across industries and practices, including a multibillion-dollar arbitration win in November 2022 for client Fox Corporation against Flutter Entertainment, sports betting company FanDuel’s parent company.

Whether they are big or small cases, Jenner & Block’s lawyers are committed to tackling any challenge that comes their way. The firm also advocates for the rights of those most in need by providing essential legal services. In January 2021, the firm launched its five-year commitment to provide \$250 million in free legal assistance through 2025. As of May, the firm had provided just over \$150 million toward that goal.

LARSON**LARSON LLP**

Larson is a young firm that was established in 2016 with a team of 11 attorneys and a small support staff. In just over seven years, the firm has grown to more than 40 attorneys — including 12 partners and more than 30 staff members. The firm has achieved this growth and retention by fostering a positive work environment and inclusive firm culture.

In 2019, Larson expanded its Los Angeles office to create a more welcoming and collaborative environment. Instead of large partner and corner offices, the firm added spaces where employees can come together to enjoy lunch and take in the beautiful views of Downtown Los Angeles. The team also uses these areas to celebrate birthdays and host swearing-in ceremonies for newly admitted California Bar associates, which are conducted by founding partner and former US District Judge, Stephen Larson. Due to growth, Larson will be relocating to a different floor within the same building later this year, where it will occupy the entire floor. This new space will provide more opportunities for collaboration and additional offices. Larson also hosts biennial employee retreats, alternating firm-sponsored getaways between staff and attorneys each year. This year, Larson will be sending staff and families to the La Quinta Resort & Club in Palm Springs.

**LIEBERT CASSIDY WHITMORE**

Liebert Cassidy Whitmore is a full service labor, employment and education law firm that provides comprehensive, responsive and highly competent legal advice, representation, litigation services, negotiations and training to public entities, educational institutions and nonprofit organizations throughout California. The firm has offices in Los Angeles, San Francisco, Fresno, San Diego and Sacramento.

In addition to its competitive compensation packages, including generous annual bonuses for all staff and attorneys, work-life balance is a priority at LCW, and the firm supports its employees through various programs. The Employee Assistance Program (EAP) offers confidential and free resources to help employees navigate personal challenges. The firm also offers a generous work-from-home program, and eligible employees can benefit from a flexible sabbatical program. Employees appreciate the numerous opportunities to collaborate with colleagues across the firm, including social events like summer socials, book clubs, retreats and full firm holiday party as well as the ability to work with different partners, serve on committees or mentor summer associates. They also appreciate and value one another and the contributions each employee brings to the table. In addition to impressive diversity numbers, the firm also encourages members of the firm to look outward in improving access to under-represented individuals.



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MAYER BROWN LLP

In December 2022, in order to accommodate continued growth on the West Coast, Mayer Brown relocated to a larger office space in LA. The newly designed space has improved amenities and is more efficient. Employee wellness is a key focus as well as increased collaboration. When building the new space, a top priority was to create communal rooms where employees could socialize and collaborate on firm projects. All offices were equipped with ergonomically correct workstations, including electric standing desks and dual monitors.

From its annual Global Well-Being month to the monthly well-being seminars and counseling services as well as flexible work arrangements and hybrid work schedules, Mayer Brown offers numerous resources and activities supporting a positive work environment. The LA office is 73% diverse, making it one of the firm's most diverse offices. Through DEI efforts, the firm strives to foster a workplace environment that welcomes, respects and embraces differences and in which everyone has an equal opportunity to succeed and reach their full potential. The firm focuses on four key areas – recruiting, retention, promotion and communicating its commitment to DEI in a transparent way. 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.



MCGUIREWOODS LLP

McGuireWoods is a firm with diverse and talented leadership that is dedicated to the growth of its attorneys' practices and the development of their careers through training and mentoring. The firm seeks to grow 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 overseen by the firm's novel Lateral Partner Integration Committee.

In addition to a wide array of benefits offered to employees, the McGuireWoods offices in downtown Los Angeles and Century City bring the lawyers together by hosting a number of events throughout the year to benefit the community. Since 2019, lawyers in McGuireWoods' Los Angeles offices have partnered with Bank of America and CRLA to hold CLE training and pro bono expungement clinics. Clinic volunteers work in teams to help low-income individuals complete and file petitions to expunge misdemeanor criminal records, which opens doors to employment, housing and benefits and reduces recidivism. The most recent clinic was held June 8, 2023, in Ventura County. Overall, the programs and benefits the firm offers help create a positive work environment conducive to providing clients with exceptional service and the lawyers with a high level of satisfaction.



MEYERS NAVE

Defined by its people, Meyers Nave serves clients in their most strategically important and highest profile work across the state of California. With decades of celebrated legal triumphs, dedicated employees, and precedent-setting work, the Meyers Nave team prioritizes client service in the interesting, challenging and meaningful work that is shaping the California legal landscape while making a difference in the community and a shared commitment to the value of life beyond work. The firm's path to success is guided by three fundamental and enduring principles – impress clients, inspire employees and involve the communities. Meyers Nave dedicates itself to improving diversity and inclusion in the workplace, in the legal profession, and in the communities it affects. The firm upholds the values that define it and the work it has achieved to help make the world a better place for everyone.

Meyers Nave is driven by the fundamental tenet that it can do well by doing good. In the LA area specifically, the firm has tallied numerous wins in pro bono, Eminent Domain, litigation and land use matters with a strong public interest. The firm is particularly proud of its recent work representing the Tongva Taraxat Paxaavxa Conservancy in one of the first private land returns to Native Americans in the Los Angeles area.



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2023 Most Admired Law Firms To Work For



Local Focus
Global Reach

Willkie Farr & Gallagher LLP is an international law firm of approximately 1,200 attorneys with offices in Brussels, Chicago, Frankfurt, Houston, London, Los Angeles, Milan, New York, Palo Alto, Paris, Rome, San Francisco and Washington. The Firm is headquartered in New York City at 787 Seventh Avenue.

1,200 Lawyers worldwide

13 Offices

BRUSSELS CHICAGO FRANKFURT HOUSTON LONDON LOS ANGELES MILAN NEW YORK PALO ALTO PARIS ROME SAN FRANCISCO WASHINGTON



Yukevich | Cavanaugh is honored to be named for the 4th year in a row to be among the **Most Admired Law Firms** to Work for by the Los Angeles Business Journal for 2023



2020 2021
2022 2023



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, Jeffrey W. Caligiuri, Justin M. Marvisi, David V. Moore, Hassan Elrakawaby

Over 28 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 respected 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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**MICHELMAN & ROBINSON, LLP**

M&R has been built upon a foundation of exceptional people—women and men of differing backgrounds, cultures, ethnicities and orientations, all working together toward a common goal: the best interests and success of the firm’s clients. The firm places an outsized emphasis on inclusion, personal and professional development, training, advancement and, for its legal professionals, attorney branding. To be a partner at M&R is to be a partner at a different kind of law firm—one with a nuanced approach to law and business that distinguishes it from the rest of the pack. The firm’s commitment and focus on client service and legal excellence, client inclusion and client industries set the tone for the partner experience, as does its investment in marketing and business development and a workplace environment that champions entrepreneurship, innovation and collaboration.

M&R is also an exceptional home for associates. The firm handles litigation and transactions on behalf of a nationwide clientele, but unlike its competitors, M&R does so in a rather unique way—by knowing clients’ businesses inside and out. That spells opportunity for associates, who not only develop into outstanding attorneys, but also become industry authorities along the way. Associates are the beneficiaries of M&R’s robust training and educational platforms—the firm’s proprietary Trial Advocacy Program (TAP), among them.

**MILLER BARONDESS, LLP**

Miller Barondess, LLP is a litigation, trial, and appellate firm that represents commercial banks, health-care companies, private equity funds, governmental entities, and some of the most prominent corporate, entertainment, and public entities on their most high-stakes matters—advising clients on strategic considerations at every stage. The firm, consisting of 45 lawyers and 31 staff members, fosters a well-rounded and supportive environment, with teamwork and client satisfaction among its top priorities. This team-based approach encourages a culture of collaboration and mentorship.

Associates join Miller Barondess to be among the best and brightest and to work on complex, high-end, innovative matters. They are trained to think like partners, to be creative and aggressive, and to take ownership of their cases. Associates are given challenging work from day one while benefiting from personalized training and coaching on business development and networking. They also benefit from one-on-one coaching in effective courtroom advocacy, interacting with opposing counsel, taking/defending depositions, drafting/arguing motions and examining witnesses at trial. In addition, the Associates Committee provides an avenue for them to play a role in shaping the firm’s future. In January 2023, Miller Barondess relocated to new, larger office space that has increased employee satisfaction, with perks such as a well-stocked Café, a Game Room, and onsite paid parking.

**MINTZ**

Dedicated to public service, Mintz was named a recipient of the National Legal Aid and Defender Association (NLADA)’s 2023 Beacon of Justice Award and has received this award several times over the past decade as it continues to dedicate significant effort to increasing inclusion and diversity at the firm and the wider legal community, addressing racism and injustice in the US and driving greater civic engagement. Mintz is also an active supporter of the National Multiple Sclerosis Society (MLS) and was honored with the 2022 Corporate Milestones Award.

Mintz hosts several successful DEI events firm-wide including: She’s the Boss events – an event to inspire future female leaders; West Coast Women in Tech; the annual Women’s Event held at Shutters; and the Mintz Votes initiative to inspire people to vote and volunteer for elections. In addition to Coffee Mondays, Peloton Rides and Mindfulness Meditations, the firm participates in a monthly “Fandom for a Cause!” encouraging employees to wear their “Fandom” attire to their office social gathering and make a small donation to a chosen charity. Active in community service, Mintz gives back and supports local charitable and community organizations. The Los Angeles office hosts an annual “Lawyer for a Day” program for lower income/immigrant LA City school kids.

Culture of Inclusion and Support

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MUNGER, TOLLES & OLSON LLP

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

The quality and importance of the firm’s work enables it to be selective in its recruiting, attracting some of the sharpest legal minds and top professionals in the country. A majority of incoming attorneys join after serving judicial clerkships for the Supreme Court and from federal and state courts across the country. The firm has extraordinarily low turnover. On the attorney side, many of the lawyers begin their careers with the firm as summer associates. The firm has generous retirement benefits – at a level seldom seen outside of government – and compensation plans, both of which incentivize people to stay.



NORTON ROSE FULBRIGHT

Every person at Norton Rose Fulbright is treated with respect, supported with extensive resources and training, and exposed to a broad range of experiences. The firm provides law students, practicing lawyers and business services personnel with abundant opportunities to share their knowledge and passion for the law with clients and colleagues.

Norton Rose Fulbright is committed to building a diverse workforce and creating an inclusive environment where everyone can thrive. Leadership is actively involved in managing the firm’s commitment to diversity and inclusion and fostering a culture that creates opportunities for everyone, provides a safe and respectful workplace and prohibits harassment in any form. The firm applies this same level of commitment in promoting the well-being of its lawyers and business services personnel and in serving the surrounding communities. It is Norton Rose Fulbright’s culture to recognize its people that have gone above and beyond their normal role to advance the firm’s diversity inclusion strategy, programs and employee networks. The firm monitors progress made on diversity, equity and inclusion goals by soliciting feedback from internal affinity groups. The firm also sponsors minority lawyer participation in professional development conferences, including the Minority Corporate Counsel Association’s Creating Pathways to Diversity Conference.



OLIVAREZ MADRUGA LAW ORGANIZATION LLP (OMLO)

Olivarez Madruga Law Organization (OMLO) is widely considered to be one of Southern California’s leading law firms, with a reputation for providing quality legal services to municipal, education and public agency clients. OMLO employees are driven and motivated by the critical need for legal representation among the public institutions that our firm serves, many of which lack resources. When new housing, retail, and public works projects come to fruition in the communities that make up OMLO’s clientele, the firm takes great pride in having helped make these projects happen.

OMLO’s culture encourages individual thought, provides positive working conditions, and fosters a progressive and proactive business environment. OMLO supports the LA Food Bank once a year. The firm demonstrates its appreciation of employees by hosting monthly birthday and anniversary celebrations, annual mixers, catering lunches on Fridays, and planning other activities throughout the year to keep team members connected with each other. OMLO recognizes that being the best in its field must also include being kind, caring, and inspired by community outreach. OMLO is a certified minority-owned law firm. More than half of OMLO’s employees belong to minority/ethnic groups, and six minority employees hold leadership positions.

OUR PEOPLE
OUR CULTURE
OUR CLIENTS

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OMEGA LAW GROUP

Omega Law Group offers its employees careers, not just jobs. The firm's leadership strongly believes in nurturing those who show a passion and willingness to learn. Omega Law Group supports this journey by offering a comprehensive onboarding process and robust training programs, setting the foundation for them to evolve into successful legal professionals. Employees at Omega Law Group appreciate that the firm sponsors breakfasts, lunches, and on-site chair massages for relaxation. The firm also provides tuition reimbursement for eligible courses and training and stages quarterly team events such as Top Golf, Happy Hour, sporting events and more.

The firm's commitment to employee satisfaction, however, extends far beyond organizing team events and offering free meals. Omega Law Group places a high value on acknowledging the efforts of the team and providing opportunities that shape their careers significantly. Furthermore, the firm's dedication to diversity, inclusion, and team empowerment has translated into exceptional legal services. Nearly 80% of the firm's attorneys are women, making Omega Law Group one of the few law firms in Los Angeles with a majority of female attorneys. Moreover, women constitute over 70% of the firm's legal staff, demonstrating their integral role within the firm. Also, a significant 87% of our workforce is comprised of individuals from minority or ethnically diverse backgrounds.



POL SINELLI

Polsinelli is an Am Law 100 firm with 22 offices nationwide, providing value through practical legal counsel infused with business insight with a focus on health care, real estate, finance, intellectual property, litigation, labor and employment, technology, private equity, and corporate transactions.

At Polsinelli, character and results both matter. The firm values effective management, creativity, entrepreneurship and diversity because its goal has always been to embody what a law firm should be rather than what big law often is. These values best enable opportunity for the firm's colleagues, clients and communities. Polsinelli demonstrates these values through client service, pro bono work, DE&I initiatives and a commitment to providing professional growth opportunities for all employees regardless of their position within the firm. Polsinelli has created an organization that treats everyone with the utmost respect – top to bottom and side to side. Enthusiastically diverse and unreservedly supportive of every lawyer and professional staff member of the firm, the firm continuously invests in its people to help them achieve their personal and professional goals. Polsinelli holds high expectations while possessing a sincere desire to offer humanity, compassion, and true partnership to its clients and each other within the team. Polsinelli employees know they are supported regardless of who they are or what position they hold.



RAINES FELDMAN LITRELL LLP

Raines Feldman Littrell offers a comprehensive and flexible employee benefits package including a competitive salary with an end of year bonus, medical, dental, vision care and life insurance. The firm also provides paid vacation, firm holidays, personal and sick days, short and long-term disability benefits, and healthcare and dependent care flexible spending accounts.

Raines Feldman Littrell holds numerous events throughout the year, including monthly birthday celebrations; a "famous" themed annual summer party at the founding partner's home with a DJ and dancing; a Halloween party with costume and pumpkin carving contests; a festive annual holiday party (with our traditional ugly sweater contest); a family-style Thanksgiving potluck lunch; monthly happy hours; monthly breakfasts; and annual individual lunches with staff and the founding partner. Raines Feldman Littrell has bi-annual company-wide meetings, and trainings with lunches and special events for associates. To keep healthy and reduce stress, the firm also offers weekly in-office and Zoom yoga sessions. Raines Feldman Littrell is always looking to increase work-life balance options for employees of the firm. One enhanced benefit it offers its attorneys is managed time off that doesn't place a specific cap on the number of vacation days they take. The firm has an active DEI Committee that is comprised of key stakeholders across the firm.

Baker McKenzie's Los Angeles office is honored to be included in the **Los Angeles Business Journal's 2023 List of the Most Admired Law Firms To Work For!**



Perrie M. Weiner
Partner-in-Charge
of Baker McKenzie's Los Angeles
office and Chair of the Firm's
North America Securities Litigation Group

Over the past three years, our Los Angeles office has grown from 4 to over 54 lawyers and professional staff.

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REED SMITH

Reed Smith is a dynamic, client-focused, international law firm with a diverse and inclusive workforce of more than 1700 lawyers and 3300 total employees in 31 offices spanning the United States, Europe, Asia and the Middle East. 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 promoting diversity, equity, and inclusion and women’s career advancement in business and law.

Reed Smith’s 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. Over the past decade, Reed Smith has emerged as a recognized brand for driving client-facing knowledge and innovation in the legal industry, be it providing clients with new shared-service solutions, or launching new technologies that support their business, legal, and knowledge management objectives. Also, in July 2022, the firm announced the launch of its global ESG practice, which comprises 60 transactional, environmental, corporate, regulatory and disputes lawyers.



SANDERS ROBERTS LLP

In 2008, Sanders Roberts was founded by two trial attorneys, Justin Sanders and Reginald Roberts, Jr. Both Sanders and Roberts came from big law and hoped to operate a boutique law firm that could compete with other major firms. However, Sanders and Roberts wanted a firm where talented individuals could reach their full potential while maintaining a work life balance.

Today, the lawyers at Sanders Roberts pride themselves on not just being great litigators, but also great trial lawyers. To achieve this, the firm strives to put its employees first. The most common feedback the firm has received about its internal operations is that the employees love who they work with. Sanders Roberts brings out the best of people through the proper support and mentorship. The firm continuously fosters an open door and team environment where employees are not only happy but motivated to provide the best services to clients. In addition to providing competitive market rates, bonuses, and other benefits including paid time off and 401K for all employees, Sanders Roberts has implemented policies and procedures to foster a work life balance and ensure diversity and inclusion. For example, Sanders Roberts has encouraged employees to work remotely both before and after the COVID-19 pandemic.



SIDLEY AUSTIN LLP

Sidley Austin has built a reputation for successfully representing clients on complex transactional, regulatory, and litigation matters. More than 150 years after the founding of the firm, Sidley today comprises a diverse group of more than 2,300 lawyers in 21 offices around the world. Sidley earned a perfect 100% score on the Human Rights Campaign Foundation’s Corporate Equality Index for the 15th year in a row in 2022 and has, once again, earned the ranking and distinction of being named a “Best Place to Work for LGBTQ+ Equality.”

Sidley’s mission is to continually attract, retain, and promote to partnership and leadership outstanding lawyers who reflect the global marketplace and the communities it serves. The firm has long provided unique opportunities for women in the legal profession, embracing uniqueness in background, experience, and viewpoints for a greater wellspring of talent. This credo has led Sidley to become both a successful global law firm and a professional services workplace where women thrive. The chair of Sidley’s Management Committee, Yvette Ostolaza, is the firm’s first female management committee chair and also the first woman or Hispanic to lead any top six AmLaw revenue firm. The firm is also passionate about making a meaningful impact by fostering positive change in many ways.



Fisher Phillips is Growing!

With more than 50 attorneys in our Los Angeles and Woodland Hills offices combined, almost 600 attorneys in 41 offices across the United States and Mexico, Fisher Phillips is an international labor and employment firm providing practical business solutions for employers’ workplace legal problems. We regularly advise and counsel clients on issues surrounding wage and hour, employment discrimination and harassment, litigation, workplace safety, immigration, trade secrets and non-competes, and more.



Todd B. Scherwin

Regional Managing Partner
Los Angeles/Woodland Hills
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LOI: MOST ADMIRABLE LAW FIRMS TO WORK FOR

**STRIS & MAHER LLP**

Stris & Maher LLP is an award-winning litigation boutique with a nationwide practice based in LA. The firm litigates a wide range of major business disputes—often to verdict or judgment. A certified women-owned firm, Stris & Maher actively recruits diverse staff and attorneys and works to create policies to retain diverse hires, with the understanding that a multitude of backgrounds and voices will improve our firm and reflect our clients' commitment to a diverse workforce. The firm also encourages its team members to devote hundreds of hours annually to high-impact pro bono initiatives that promote and enhance diversity.

Stris & Maher encourages not only partners to do this important work, but associates as well. Associate Colleen Smith, for example, currently represents Planned Parenthood in a pro-bono matter challenging as unconstitutional the Idaho Attorney General's threat to prosecute health care professionals who assist their patients in accessing out-of-state abortion care. While the firm takes its work very seriously, the people that work there do not forget the importance of fun in creating an inclusive environment. Stris & Maher strives to bring the whole firm together at least once a year. In last year's trip, firm attorneys and staff and their family members were treated to an all-expenses-paid VIP tour of Disneyland.

**WILLENKEN LLP**

Willenken is an elite, minority-owned, majority-women law firm that truly cares about developing and supporting its diverse employees' careers, professional development, as well as their mental and physical health. The firm breathes a positive, collaborative, and entrepreneurial environment and offers competitive salaries, benefits, and perks, as well as a positive work life balance.

Willenken's lawyers are given the opportunity to gain unparalleled, hands on, substantive legal experience in terms of opportunities for trial work, oral argument and case leadership, as well as fostering client relationships, and actively participating in business development initiatives to gain new skills to further develop their careers. At Willenken, leadership believes in and provides real support to developing lawyers as the means to developing the firm, not the other way around. Willenken hosts quarterly full-firm (staff included) events. A few examples are museum tours, cooking classes, trivia competitions, bowling, escape rooms, ice cream socials, chocolate tastings, flower arranging classes, magic shows, and holiday lunches. Since many of the firm's attorneys and staff members also have active family lives, the firm intentionally schedules these events only during working hours. If possible, the firm closes, because it wants its employees to enjoy the events and understand that its people may have family obligations after regular working hours.

**WILLKIE FARR & GALLAGHER LLP**

Willkie is an elite international law firm of approximately 1,200 lawyers based in 13 offices in six countries. The firm represents companies across a wide spectrum of business areas and industries. The Los Angeles office opened in September 2021 and has quickly expanded to more than 80 attorneys focused on corporate and M&A transactions, private wealth, tax and litigation.

Among the hallmarks of Willkie's core values and culture is its longstanding commitment to serving the underprivileged, promoting social justice, and supporting the communities in which the team lives and works. As a firm, Willkie cultivates an inclusive and diverse workplace, and seeks to inspire all employees to serve as stewards for each other, the clients and the broader community. Willkie is dedicated to the advancement of environmental, social and corporate governance goals at the firm and in the communities it serves. Willkie takes great pride in the volume and variety of work the firm performs on a pro bono basis to serve the underprivileged and promote social justice. Willkie is a member of the Law Firm Antiracism Alliance, Alliance for Asian American Justice, and Lawyers for Racial Justice, among other organizations. Willkie's deep sustainability commitment is demonstrated in its innovation and leadership in environmental stewardship.

YOKA | SMITH



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YOKA | SMITH

YOKA | SMITH, LLP

YOKA | SMITH the focus is representing businesses in high-exposure lawsuits in a variety of legal practice areas. From its offices in Los Angeles and Irvine, attorneys from the firm represent clients in jurisdictions across the country. The businesses YOKA | SMITH represents trust the team's years of real trial experience and commitment to representing them in the most complex lawsuits, including commercial disputes, product liability, class actions and complex torts, catastrophic personal injury and environmental liability claims. Since YOKA | SMITH's founding, the focus has always been, and continues to be, trying cases. The team is experienced and focused on efficiently and effectively representing its clients in the courtroom in complex lawsuits. The law firm has been repeatedly selected as an All Star Go-To Law Firm.

The employees at YOKA | SMITH appreciate the competitive salaries; bonuses; profit sharing; 100% employer paid benefits (employees & dependents); monthly social events; flexible & remote work arrangements; auto and cell phone allowance. Another perk is flexible and remote work arrangements; onsite parking; and free food and drinks. Over half of the firm's professional and non-professional staff are women and leadership actively recruits female candidates. The firm works to maintain a respectful, supportive, flexible workplace.

YC YUKEVICH | CAVANAUGH

YUKEVICH | CAVANAUGH

While Yukevich | Cavanaugh is a firm that's known for high productivity, its leadership is committed to sharing the fruits of everyone's labor through competitive compensation and benefits, generous bonuses, and clear career development pathways. Yukevich | Cavanaugh is a firm where "everyone knows your name." Camaraderie is built throughout the firms between support staff, attorneys and partners.

Yukevich | Cavanaugh prides itself on being a welcoming and friendly workplace built on commitment to its clients, colleagues, their families, and the communities in which it serves. While the firm's over the top parties and employee appreciation awards, lunches, retreats, birthday celebrations, and anniversaries are well known in the legal community, the corporate giving projects may be more under the radar. The firm is committed to wiping out hunger in Los Angeles and is highly engaged with the Los Angeles Regional Food Bank, recently raising funds to serve 1,000,000 meals for the people of Los Angeles by fund raising with other law colleagues and is something the firm is very proud of. The firm also gives generously to the College Success Foundation, an organization that works to dismantle the inequalities that limit opportunities for students so that race, socioeconomic and first-generation status do not predict their future.

Baker McKenzie.

BAKER MCKENZIE LLP

The Los Angeles office, as well as the broader North American and global regions of Baker & McKenzie, take great pride in the fact that the firm's personnel are of the highest caliber, have strong academic and professional backgrounds and provide superior legal services to their clients. For these reasons, the firm is committed to compensating and incentivizing personnel at levels commensurate with peer firms across North America. This policy is designed to attract, motivate and reward high-performing individuals and to ensure that base salaries and bonus awards are competitive within each of the firm's markets. The firm provides uniform standards for bonus eligibility and rewards across offices and has worked to increase transparency (for associates and employees of the firm). Individual performance is also routinely rewarded.

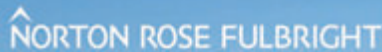
Baker McKenzie has a robust agile working policy to facilitate access to a range of flexible working arrangements while continuing to meet the needs of the firm's global business. The program focuses on enabling remote working, alternative hours, time off, and less-than-full time arrangements, and is available regardless of gender and role. To help people stay connected while working remotely and across multiple offices, the firm has launched a number of active internal groups on its Workplace enterprise connectivity platform.



We are proud to be named among the **2023 Most Admired Law Firms** by the *Los Angeles Business Journal*

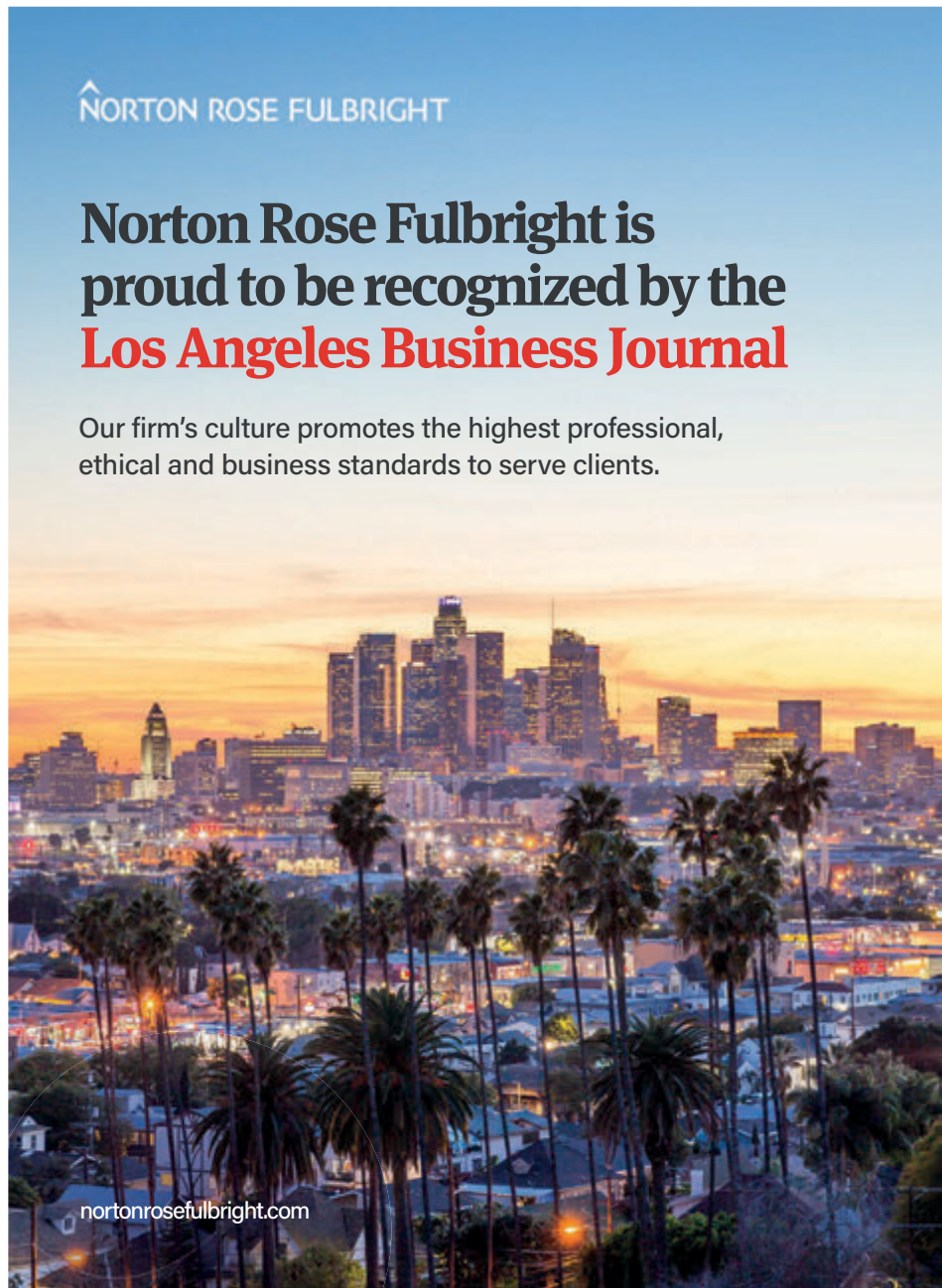
Greenberg Glusker is a full-service law firm in Los Angeles, California with clients that span the globe. For 65 years, the firm has delivered first-tier legal services, rooted in understanding clients' intricate business needs and personal concerns. With tailored solutions driving outstanding results,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

GreenbergGlusker.com



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Our firm's culture promotes the highest professional, ethical and business standards to serve clients.



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LOI: MOST ADMIRED LAW FIRMS TO WORK FOR

State Bar Approves Measures to Improve Civility in the Legal Profession

At its meeting in late July, the State Bar of California's Board of Trustees approved proposed measures to improve the civility of attorneys who are authorized to practice law in California. The proposed changes, which now go to the California Supreme Court for review and approval, are based on recommendations of the California Civility Task Force, a diverse group of more than 40 lawyers and judges. The group was sponsored by the California Lawyers Association and the California Judges Association.

- The changes include:
- Amendments to California Rule of Court 9.7 to require lawyers to annually affirm or reaffirm their civility oath;
 - A new State Bar Rule 2.3 to implement the changes to the oath; and
 - Amendments to the Rules of Professional Conduct to make incivility a basis for discipline.

"Civility matters not simply because lawyers are examples to others on how to engage competing ideas and interests," the task force's final report states. "It matters because our system of justice simply cannot function fairly and reliably with systemic incivility."

Since 2014, anyone admitted to practice law in California has taken an oath that includes, "As an officer of the court, I will strive to conduct myself at all times with dignity, courtesy and integrity." However, most prac-

ticing attorneys took the version of the oath before 2014 that did not include this language.

The new proposed rules are designed to reinforce the oath's aspirational language, ensure that all California attorneys affirm that they are bound by it, and support the intentions of the oath with corresponding ethical rules.

In other actions at the July meeting, the Board:

- Approved changes to the Conflict of Interest Code for the Board of Trustees. The proposed amendments, which now go to the Chief Justice of California for review and approval, adopt the model conflict of interest code of the Fair Political Practices Commission (FPPC) and conform the code to the Political Reform Act, the landmark law that created the FPPC. The amendments will require Trustees to report financial interests on their Form 700s (Statements of Economic Interest) more comprehensively than currently, including reporting all financial interests that may foreseeably be affected materially by any decision they make or participate in.
- Approved to circulate for a 45-day public comment period proposed changes to the Rules of Court related to evaluating candidates for appointment as State Bar Court judges and State Bar Trustees. Under the direction of the California Supreme Court, the rule changes



would require the committees who evaluate and recommend candidates for these appointments to collect information on and consider candidates' actual and potential conflicts of interest.

The State Bar of California's mission is to protect

the public and includes the primary functions of licensing, regulation and discipline of attorneys; the advancement of the ethical and competent practice of law; and support of efforts for greater access to, and inclusion in, the legal system. Learn more at calbar.ca.gov.

LOS ANGELES BUSINESS JOURNAL

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