



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 – MANY 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.

LOI: MOST ADMIRED LAW FIRMS TO WORK FOR


BAKER MCKENZIE

Baker McKenzie's Los Angeles office, led by partner-in-charge Perrie Weiner, as well as the broader North American and global regions of Baker & McKenzie LLP, take great pride in the fact that its personnel are of the highest caliber, have strong academic and professional backgrounds, and provide superior legal services to clients. Over the short course of four years, the firm's Los Angeles office has seen record growth and has grown from 4 to over 63 lawyers and business professional staff. But the firm grows qualitatively, and in a measured way, to assure complete and successful integration, and to maintain the LA's office firm culture of friendship and collaboration.

More recently, the firm onboarded the entire Munger, Tolles & Olson Corporate Department – perhaps the greatest lateral acquisition of the decade – which only reinforces the legal prowess, but more importantly, the firm's attractiveness as one of the very best places to work in the Los Angeles legal market.

The firm continues to attract and retain top talent and is committed to compensating and incentivizing its personnel at levels commensurate with peer firms across North America. This policy is designed to attract, motivate and reward high-performing individuals.

**BLOCK LLP**

Block is committed to offering a competitive and rewarding compensation package that reflects the firm's dedication to attracting and retaining top talent. Block believes that by providing a comprehensive salary and benefits package, along with robust support programs, the firm can ensure the well-being and satisfaction of its employees.

Block offers a competitive base salary that aligns with industry standards for plaintiff's law firms. Its compensation structure is designed to reward excellence and hard work, with annual salary reviews to ensure its packages remain competitive and reflective of market trends. In addition to base salaries, Block provides generous performance-based bonuses. These bonuses recognize and reward exceptional work, successful case outcomes, and contributions to the firm's overall success.

The firm also provides a comprehensive benefits package that supports the health, well-being, and financial security of employees. Key benefits include extensive health insurance plans, including medical, dental, and vision coverage. Block's wellness programs include gym memberships, mental health support, and regular health screenings to promote overall well-being. The firm also supports its employees' long-term financial planning with a robust 401(k) plan, featuring employer matching contributions to help employees build their retirement savings.


BUCHALTER, APC

As a firm, Buchalter believes that it has an ethical imperative to encourage and ensure that every individual in the firm is granted the opportunity to excel. The firm provides a platform for all to pursue success and to take pride in providing the highest quality of legal services for its clients. The firm insists upon parity of opportunity and compensation. Buchalter continues to prioritize the personal and professional well-being of all employees and establishes policies, initiatives, and events specifically geared towards personal and professional development as well as maintaining a sense of community within the firm, even when they are apart. Education programs, mentoring opportunities, diversity & 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 provides an array of perks, such as monthly birthday and anniversary celebrations, weekly breakfasts, summer picnics at a fun location, and holiday parties. Buchalter also provides a great health care plan in which the firm pays 100% of the premiums.

Buchalter is committed to recruiting top talent and prioritizes employee retention. The firm prides itself on providing employees with competitive salaries and comprehensive benefits at all levels.


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 an admired place to work. For example, Cox Castle 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 knows that everyone has implicit biases and that those biases will not change overnight. But Cox Castle's hope is that with continued reinforcement and information, there will be a positive lasting impact in the way that people interact with and treat each other. In recognition of Juneteenth in 2023 and 2024, Cox Castle partnered with Habitat for Humanity in Los Angeles for a day of community service.

The firm believes in providing learning, education and training programs to help enrich its attorneys' careers.


CROWELL & MORING LLP

Crowell & Moring is an international law firm that represents a wide variety of clients in litigation and arbitration, regulatory and transactional matters. One of the firm's founding principles is a commitment to pro bono service and diversity, which fosters a supportive and positive work environment.

Each office has a committee comprised of attorneys and staff to plan social events throughout the year—from March Madness events to weekly lunches, happy hours, an annual summer family picnic, and holiday party. Crowell & Moring also hosts community service days throughout the year, as well as a wellness fair and annual pro bono awards forum. The firm also celebrates milestone anniversaries of staff members, from those that have been with the firm for five years to 40 years plus. The Los Angeles office also hosts many alumni events for its attorneys, as well as Board Management meetings.

Crowell's summer associate program for law students is an introduction to what it's really like to be a lawyer at the firm. The program provides opportunities for the law students it hires to learn, grow and develop, and for summer associates to demonstrate how their talents and perspective will enrich the community.


D.LAW

D.Law strives to design a supportive environment that helps its team focus on the work, while also incorporating essential amenities that lets everyone relax, unwind and have fun together. This includes state-of-the-art kitchen and dining facilities, inspiring art and furniture, areas for recreation and relaxation, and an overall aesthetic that reflects a commitment to the needs of the team.

D.Law works with top architects, artists, designers and craftsmen to create a workplace that encourages focus, inspires creativity, enables communication and facilitates fun. The firm also hosts musical performances and other cultural events that help make the offices an intersection of work and culture — a place where artistic, intellectual and professional inspiration combine to enrich the team members' lives while helping motivate them to attain their shared goals.

D.Law's people come from all types of backgrounds, with a wealth of life experiences. They come from many different places from around the world, and this diversity is an important element of the firm's strength. The team is spirited and tenacious, but never aggressive or unethical. The firm's attorneys are compassionate and humble, not elitist or arrogant. They are authentic and approachable, knowledgeable and principled.

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D.Law

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DAVIS WRIGHT TREMAINE LLP

Davis Wright Tremaine, a nationally recognized law firm with a strong presence in the Los Angeles area, exemplifies what it means to be among the most admired firms through its unwavering commitment to fostering an inclusive, supportive and dynamic workplace. Its work-life balance, wide range of diversity initiatives, and deeply collaborative and inclusive environment not only attract top talent but also cultivate loyalty and long-term growth. Many lawyers and staff members at the LA office have been with the firm for more than 20 years, and DWT opened its second LA office in Culver City in January 2023 — a sign of its growth and how embedded it is in the area.

At the heart of the firm's culture is a genuine dedication to fostering an environment where all talented individuals — including and especially those who are traditionally underrepresented in the legal profession — can achieve their personal and professional goals.

As one of the firm's most diverse offices, the Los Angeles office exemplifies DWT's mission to have its employee base reflect the diversity of the surrounding community. That's reflected in its leadership ranks: 67% of the executive committee, 60% of practice group chairs, and 50% of partners-in-charge are diverse.



DTO LAW

Founded in 2019 by former Big Law attorneys, DTO Law was born from a visionary aspiration: to create a nationwide, preeminent minority-owned law firm that clients would entrust with their most significant cases. This mission, deeply rooted in a commitment to excellence and inclusion, has propelled the firm's remarkable growth. Starting with five attorneys, DTO has expanded to 20 lawyers across three offices in just five years.

What makes DTO an admired place to work is its commitment to creating an environment where excellence thrives alongside a supportive, inclusive culture. The firm's core values include unyielding excellence in work product, a strong commitment to teamwork, and appreciation for law as a lifetime profession rather than a burnout-inducing grind. DTO focuses on assembling a team of amazing people with whom one would want to spend time outside of work.

DTO invests heavily in its employees' growth and development. It provides opportunities for attorneys to attend over thirty conferences annually and encourages them to contribute to their professional networks through presentations, moderation and thought leadership. Mentorship is central to DTO's culture, with partners working closely with associates and junior partners on both casework and business development skills.



DYKEMA GOSSETT PLLC

Dykema's attorneys and other professionals have a remarkably strong emphasis on teamwork. The firm encourages collaboration and mentorship opportunities, which 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. As part of the firm's commitment to professional and personal development, Dykema consistently offers departmental and firm-wide training. In recent years, the firm hosted live firmwide webinars discussing race and the cultural differences in America and addressing how to protect mental health, resolve ambivalence towards self-care, and initiate the change process to release detrimental habits.

Dykema is pleased to provide financial support during the 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 while administrators, paralegals and staff are eligible for up to 16 weeks of partial salary continuance benefits for childbirth and parental bonding. The firm also sponsors a comprehensive well-being program aimed at enhancing the physical, mental, emotional health and financial health of its employees.



FISHER PHILLIPS

The culture at Fisher Phillips fosters a collegial atmosphere that seamlessly integrates over 600 attorneys across the country. As one of the largest labor and employment law firms in the US, Fisher Phillips are constantly providing its attorneys and staff with challenging, sophisticated and meaningful work. The coronavirus pandemic presented an opportunity for the attorneys at all levels to work together to provide creative and effective solutions to clients' unprecedented workplace problems.

Fisher Phillips has a unique credit system that incentivizes attorneys to share work with other lawyers. The system fosters a team-based approach. In this system, work is counted towards both the originator and the attorney handling the matter. Consequently, there is an unlimited amount of internal credit available to members of the teams that handle the client's matters. Part of the bonus structure for both attorneys and paralegals includes merit-based bonuses for outstanding client service.

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 the firm 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.



FOLEY & LARDNER LLP

Foley & Lardner LLP is widely recognized as one of the most admired firms to work for, thanks to its commitment to fostering a positive, inclusive and supportive work environment. Employees at Foley & Lardner appreciate the firm's dedication to professional growth, work-life balance and community engagement. This comprehensive approach to employee well-being and development creates a workplace culture where individuals feel valued and empowered to succeed.

One of the key aspects that makes Foley & Lardner a positive place to work is its robust support for professional development. The firm offers extensive training programs, mentorship opportunities and career advancement initiatives that help employees achieve their full potential. Additionally, Foley & Lardner prioritizes work-life balance, providing flexible work arrangements, generous paid time off and comprehensive health and wellness programs. This commitment to employee well-being ensures that staff can maintain a healthy balance between their professional and personal lives.

Foley & Lardner's national partnership with the Boys & Girls Club of America is a testament to the firm's dedication to making a positive impact both within and beyond the firm. This partnership enables Foley & Lardner employees to engage in meaningful volunteer opportunities, mentoring programs and community service initiatives.



GIBBS GIDEN LOCHER TURNER SENET & WITTBRODT LLP

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

Gibbs Giden hires attorneys who want to be an integral part of the firm into the future. The firm offers competitive pay, excellent benefits, inviting offices, multiple locations and a friendly and supportive work environment with opportunities for advancement. Gibbs Giden offers frequent opportunities for its attorneys to learn, train, grow, publish, market, network, socialize, excel and succeed.

Many partners at Gibbs Giden have been with the firm for all or most of their careers. Some are neighbors, some are law school classmates, some are childhood friends. These long-standing relationships make a noticeable difference in the work environment and the culture the firm fosters.



INSPIRED TO EXCEED.

More than 1,400 lawyers strong, there isn't a legal issue we haven't discussed or an industry segment into which we haven't delved, and we thrive on working together to find the right answer for our clients.

Honored to be recognized by LA Business Journal as one of the Most Admired Law Firms to Work For.

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GLASER WEIL FINK HOWARD JORDAN & SHAPIRO LLP

Glaser Weil is a great place to work for several key reasons. These qualities permeate beyond the halls of the firm’s offices and are core reasons it is able to achieve consistently excellent client results and attract top talent.

Glaser Weil offers meaningful work opportunities because the firm 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. The attorneys operate in leaner teams, which results in deeper experience and rewarding work. All the firm’s attorneys are integral to its success.

Glaser Weil views employees as individuals, not as numbers, and in turn, they treat the clients the same way. 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 the firm’s 36-year history, it has never performed layoffs unrelated to a specific individual’s performance.



GREENBERG GLUSKER LLP

Greenberg Glusker is more than a team. The firm sees itself as a family and invests in activities and resources that make the team members feel valued and that provide everyone with the opportunity to form close bonds across all levels.

One way in which Greenberg Glusker accomplishes this is by promoting a culture of gratitude. For example, each year, the firm hosts a number of activities for its staff the week of Administrative Professionals Day to thank them for their service, including chair massages, a barista bar, gift cards and a breakfast served by the attorneys.

For its attorneys, Greenberg Glusker hosts an annual weekend-long retreat at an offsite location, where attendees have the opportunity to enjoy hosted dinners, spa services and excursions. The firm also highlights work anniversaries for all employees. Those who are celebrating a work anniversary receive a newsletter shoutout, a treat paired with a card signed by Greenberg Glusker’s managing partner, and an award at the holiday party. The firm even has a “Thursday Thanks” section of its newsletter, where employees can give shoutouts to co-workers for a job well done or for being a great person to work with generally.



HAHN & HAHN LLP

Hahn & Hahn is a leader in the California business and legal communities celebrating 125 years of providing steadfast legal counsel to Southern California businesses and individuals. 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.

More than a mere aspiration in the life of the firm, Hahn & Hahn embraces diversity as one of its six core values with more than 85% of its personnel identifying as women and/or members of traditionally marginalized groups. By reflecting the complex tapestry of the community, Hahn & Hahn is better positioned to serve its diverse needs.

Service is another one of Hahn & Hahn’s core values and has been embedded in the firm’s traditions since its founding in 1899. The firm honors its community through public and private service, sponsorship of non-profit organizations and volunteerism. Each of the firm’s lawyers and professional staff dedicate their time and talents to one or more meaningful causes.



Fisher Phillips is Growing!

With 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.



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HANSON BRIDGETT LLP

Hanson Bridgett’s Los Angeles office is one of the most diverse among all AmLaw 200 (midsized) law firms. The firm places a strong emphasis on employee health and wellness, and leadership demonstrates genuine care and concern for employees. Employees and recruits deeply appreciate the firm’s social impact initiatives and DEI efforts as well.

This year is the 10th anniversary of Hanson Bridgett’s LA office, and the firm is upgrading its office space and moving into the CalEdison building — nearly doubling its square footage. The move is both an investment in LA’s downtown community and a celebration of the inclusive culture the firm has worked hard to build and foster. Despite very flexible remote options, the office is a place people want to be to connect with and learn from each other. It represents the firm’s deep culture of transparency, open communication and collaboration. Employees greatly appreciate that the firm prioritizes wellness, mentorship and ongoing development opportunities for everyone.

As the first law firm recognized as a certified B Corp, Hanson Bridgett is committed to the communities where its employees live and work and consider it part of its professional obligation to serve justice by encouraging and supporting pro bono and social impact work.



JENNER & BLOCK LLP

This year, the LA office of Jenner & Block achieved a significant milestone. After operating in DTLA for 15 years, the firm expanded its presence and opened an office in Century City. Century City was a natural step in the firm’s evolution and growth. But with deep litigation roots, Jenner remains firmly planted near the courts in Downtown LA. An interoffice structure prioritizes cohesion and professional development. New, midlevel and senior associates are all still located downtown. This maintains the office’s strong mentorship culture, where the more experienced teach newer associates to thrive.

Clients throughout California call on Jenner’s award-winning litigators, trial lawyers and dealmakers because of the firm’s ability to deliver excellence in their most complex and pressing matters.

In November 2023, a team led by LA and Century City Office managing partner Brandon Fox secured a first-of-its-kind jury verdict, holding the nation’s largest egg producers and industry groups liable for conspiring to inflate egg prices. The jury awarded \$17.7 million in damages, an amount the plaintiffs are entitled to have trebled to \$53 million under federal law. The verdict was the first and only that held these groups and businesses liable for their antitrust violations.



KAPLAN MARINO

Kaplan Marino stands out as a premier boutique law firm, seamlessly blending high-caliber legal practice with an exceptional workplace culture. The firm, which specializes exclusively in white-collar criminal defense, is renowned for its unparalleled expertise and has earned a prestigious Band 1 Ranking from Chambers USA. This recognition underscores the firm’s reputation for excellence in handling complex cases involving clients’ constitutional rights and freedoms.

One of the defining characteristics of Kaplan Marino is its intimate and nurturing work environment. A converted home-office setting, carefully designed to foster a family-like atmosphere, is a testament to the firm’s commitment to creating a supportive and collaborative workspace. This unique setting not only ensures privacy for high-profile clients but also enhances the sense of community among staff.

Weekly team lunches, which resemble family dinners, are a hallmark of Kaplan Marino’s culture. These gatherings are more than just meal times; they are opportunities for employees—from legal assistants and law clerks to paralegals and partners—to connect on both a professional and personal level. This tradition strengthens relationships, promotes open communication, and reinforces the collaborative spirit that is central to the firm’s success. At Kaplan Marino, professional growth and development are deeply embedded in the firm’s values.

We are proud to be recognized among the **2024 Most Admired Law Firms** by the *Los Angeles Business Journal*.

At Stradley Ronon, we’ve spent almost a century working with private and public companies to achieve cutting-edge results in matters ranging from sophisticated corporate transactions to complex commercial litigation. With more than 200 lawyers across the United States, our firm is well positioned to address the full spectrum of our clients’ needs.



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**KEYSTONE LAW GROUP, P.C.**

Keystone Law Group is not a typical law firm. Over the past decade, the firm has broken away from industry norms, emphasizing collaboration and valuing every voice. The Keystone journey has been marked by expansion, innovation and unwavering commitment to excellence.

For Keystone attorneys, the firm offers flexible billable hour requirements which allow them to have a better work life balance. Unlike traditional firms, career progression for attorneys at the firm doesn't hinge on the developing a book of business, though the firm supports those who wish to. Partners at Keystone also actively share opportunities and interesting work, giving non-partners the chance to handle important hearings, settlements conferences and client communications.

The ratio of attorneys to non-attorneys has increased every year, and as of July 2024 the firm is at a 1:1 ratio. As Keystone has built its departments over the past two years, the firm has looked to promote from within. For example, one of Keystone's employees began as a receptionist, was promoted to legal assistant, and is now the operations manager. Celebrating its ten-year anniversary, Keystone maintains a boutique ambience despite growing from five to nearly 50 employees. A commitment to employee experience and fostering a collaborative environment attracts and retains top talent.

**LAGERLOF, LLP**

Lagerlof, LLP is one of Los Angeles' top general practice and private wealth law firms. As the largest law firm in Pasadena, and with offices in Encino, El Segundo and Seattle, Lagerlof is committed to serving clients all throughout the West Coast with specialization in a variety of law practices, ranging from trust administration and estate planning to corporate law and tax strategy among others. While continuing to grow, and with over 115 years of history and nearly 1,000 years of combined attorney experience, Lagerlof remains unwaveringly dedicated to serving clients with an exceptional experience.

Internally, Lagerlof believes in supporting employees at all levels and providing a clear structure and the tools to strategically plan for career growth. The firm has also positioned itself with tech advancement to offer hybrid and remote positions to support work-life balance. In addition, the firm supports employees through educational and career advancement workshops, professional development and leadership webinars, DEI training, and more.

The firm also created a charitable extension called Lagerlof Cares. Lagerlof Cares is a nonprofit built on the belief that as a prominent leader within the community, Lagerlof is responsible for giving back to its neighbors beyond standard business practices.

**LARSON LLP**

Larson is a young firm that was established in 2016, with only a team of 11 attorneys and few support staff. In just over seven years, the firm has grown to more than 40 attorneys—including 15 partners—and more than 30 staff members. Larson has achieved this growth and retention by fostering a positive work environment and inclusive firm culture.

In October last year, Larson moved to the full 30th floor of 555 S. Flower Street, where it has nearly 35,000 square feet of office space. The new, expanded offices offer more extensive resources, including various collaborative workspaces for trial preparation, remote court hearings, arbitrations and depositions. Enhanced gathering places support the firm's robust and diverse office culture and reflect the firm's commitment to an in-office work culture. Community spaces include a lounge area which promotes casual and collegial interaction and a main conference space with a retractable glass wall that opens into the reception lobby, making it an ideal space for firm and outside events.

While many law firms sponsor attorney retreats, few reward their staff on the same scale. Larson is proud to host biennial employee retreats, alternating firm-sponsored getaways between staff and attorneys each year.

Baker McKenzie.

Baker McKenzie's Los Angeles office is honored to be included (once again) in the **Los Angeles Business Journal's 2024 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 4 years, our Los Angeles office has grown from 4 to over 64 lawyers and professional staff.



MAYER | BROWN

MAYER BROWN

Mayer Brown’s Los Angeles office is not just a place of employment; it is a space that supports its staff’s health and professional growth, making it an exceptional place to work. The firm’s modern office space fosters a culture of collaboration, which is evident in the layout and amenities provided.

From Mayer Brown’s annual ‘Global Well-Being’ month to its monthly well-being seminars and counseling services as well as its flexible work arrangements and hybrid work schedules, the firm offers numerous resources and activities supporting a positive work environment. The office enjoys hosting regular events to foster engagement. Events have included “Staff Appreciation Week” festivities; associate five-week group golf lessons; a Universal Studios picnic; book clubs; an Adopt-a-Family tradition during the holidays (the firm adopted eight last year and will be doing the same this year).

At 78% diverse, Mayer Brown’s LA office is one of the firm’s most diverse. Through its 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.



McDERMOTT WILL & EMERY

McDermott, Will & Emery believes that exceptional legal work begins with a supportive and thriving environment. The firm’s total rewards model reflects a commitment to both financial rewards and holistic well-being so that a firm-wide community that thrives can be created. The firm provides a market leading family formation benefit that supports all types of family formation journeys, including fertility treatments, adoption, surrogacy, menopause, and those dealing with low testosterone.

McDermott was among the first firms to offer billable credit for mindfulness and well-being activities, and continues to lead the industry in its commitment to prioritizing mental and physical health. The firm prides itself on being radically transparent. Every month, the chairman presents the full financials to the entire law firm, so the team can work together to meet the firm’s goals.

McDermott also conducts an engagement survey each year and all employees are encouraged to provide honest feedback. That feedback is taken, addressed and then measured throughout the year through regular touchpoints to keep the firm accountable and share progress. One of the biggest firm-wide community initiatives is an annual “Days of Service” where the team partners with Rise Against Hunger and other local organizations.



MEYERS NAVE

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 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. Aside from the team’s complex transactional and litigation work, Meyers Nave is committed to community service and advancement of the public good through actionable commitments to affect social responsibility.

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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 its clients. The firm places an outsized emphasis on inclusion, personal and professional development, training, advancement and, for its legal professionals, attorney branding.

For lawyers, M&R is a simply better place to practice. 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.

Management at M&R fully understand that its attorneys are only as good as the professionals who support them, which is why the very same resources available to lawyers can—for the most part—be accessed by the firm’s diverse and talented teams across departments, including accounting, human resources, IT, marketing, practice support (legal assistants and paralegals) and records and office services.



MILLER BARONDESS, LLP

Miller Barondess is a midsize law firm that specializes in high-stakes litigation and offers Big Law salaries and an employee-focused work experience. The firm has intentionally cultivated a family-oriented culture, prioritizing flexible work arrangements, PTO and parental leave. Located in the heart of Century City, employees enjoy unobstructed skyline views, free membership to a Kinetic fitness center, complimentary shuttle service to Westfield Mall, easily accessible onsite paid parking, and an onsite restaurant, including indoor-outdoor dining. Employees also enjoy an in-office game room, wellness rooms, two well-stocked cafés and weekly breakfasts, lunches and smoothies.

The firm’s enriching environment extends to social activities, including happy hours, holiday parties, firm outings, teambuilding activities, quarterly raffles, wellness events and ice cream socials. The firm continues its dedication to community involvement as a team by volunteering and supporting food drives and charity fundraising, including Our Big Kitchen Los Angeles (OBKLA), Hollywood Food Coalition, and Ride On Therapeutic Horsemanship. The firm also celebrates life events.

The firm hosts attorney-led MCLE presentations, including programs focusing on the well-being of attorneys in the workplace, specifically on aging and competency, managing stress, and identifying and understanding substance abuse issues.



MINTZ

Mintz’s commitment to public service is exemplified by receiving the National Legal Aid and Defender Association’s 2024 Beacon of Justice Award, an honor the firm has consistently earned over the past decade. Mintz’s efforts in increasing diversity, addressing racism and injustice, and promoting civic engagement are central to its mission. Mintz is also widely respected for its excellence in client service and workplace culture.

Mintz fosters a supportive and engaging work environment through activities like Coffee Mondays, Peloton Rides, Mindfulness Meditations and the Mintz Olympics Challenge through Walkingspree.

Mintz’s dedication to community service is evident in its numerous outreach programs. The Los Angeles office hosts an annual “Lawyer for a Day” program for lower-income and immigrant LA City school students. Attorney volunteers also participate in the New Los Angeles School’s Career Day, sharing insights and inspiring the next generation of legal professionals. Additionally, staff and attorneys actively support the Los Angeles Regional Food Bank through the Food from the Bar program. The firm’s Back to School Backpack Project, now in its 22nd year, is another testament to Mintz’s long-standing commitment to supporting local communities. This initiative provides essential school supplies to students in need, ensuring they have the resources to succeed.



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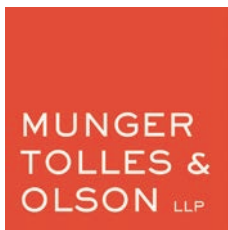


MUNCK WILSON MANDALA, LLP

MWM has always been a “family first” firm, led by a family-focused leader who values the benefits of having a supportive culture in the workplace. The firm has several traditions that have become a legacy of firm culture, such as a monthly cake day where the firm treats all employees to a variety of cakes and wishes all employees born that month a happy birthday.

MWM has two holiday parties a year—one at a local restaurant with fine food and a photographer for employee photos and one at the CEO’s private home where he invites all employees of the firm. There is an annual Fourth of July picnic, a Boss’ Appreciation and Staff Appreciation Week, and every Friday is ‘Jeans Day’ and the firm provides complimentary breakfast for all employees.

In 2020, when many firms cut staff, MWM not only kept all staff, but the management and attorneys took pay cuts to ensure the staff received full checks during the pandemic. All employees had been issued laptops and equipment so that they could work remotely, and the firm gave all employees the choice of when they felt comfortable to return to the office.



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 one of the most admired places to work.

MTO’s clients entrust the firm with matters of national and international importance, and 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 MTO’s work enables the firm to be highly selective in its recruiting efforts to attract some of the sharpest legal minds and top professionals in the country. The majority of incoming attorneys join MTO after their judicial clerkships, which tend to be from federal and state courts across the country, and most notably for the Supreme Court. On the rare occasion MTO recruits partner-level attorneys, they typically hail from the upper echelons of government including the White House, the DOJ and SEC. The firm has extraordinarily low turnover.



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 its communities.

It is embedded in Norton Rose Fulbright’s culture to recognize its people that have gone above and beyond their normal roles to advance the firm’s diversity inclusion strategy, programs and employee networks; and also monitor 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 Minority Corporate Counsel Association’s Creating Pathways to Diversity Conference, among others.

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OLIVAREZ MADRUGA LAW ORGANIZATION

OMLO is widely considered to be one of Southern California's leading law firms, with a reputation for providing the highest quality legal services to municipal, education and public agency clients. Firm employees are driven and motivated by the critical need for legal representation among the public institutions the firm serves. When new housing, retail and public works projects come to fruition in the communities that make up OMLO's clientele, the team takes great pride in knowing that it has played a part in helping these projects happen.

OMLO's culture encourages individual thought, provides positive working conditions, and fosters a progressive and proactive business environment. OMLO also makes donations to local organizations that support education and care for the minority community's success.

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 hires only the best attorneys, but recognizes that being the best in its field includes being kind, caring and inspired by community outreach. Firm leadership believes that OMLO's success over the last 12 years is directly linked to the talents, care and commitment of the firm's people.



OMEGA LAW GROUP, PC

Omega Law Group offers careers, not just jobs. The firm believes in nurturing those who show a passion and willingness to learn. To support this journey, the firm offers a comprehensive onboarding process and robust training programs, setting the foundation for them to evolve into successful legal professionals.

Perks such as free breakfasts, lunches and on-site chair massages help promote relaxation and well-being. Omega Law Group also offers tuition reimbursement for qualified courses and training, supporting employees' continuous learning and professional development. Omega organizes quarterly team events such as happy hours and sports events to foster camaraderie and team spirit. While these perks play a significant role in maintaining employee happiness, the firm's commitment to employee satisfaction extends far beyond organizing team events or offering free meals.

Omega Law Group highly values diversity and inclusion, welcoming individuals from all backgrounds, irrespective of ethnicity, gender, sexual orientation, socio-economic status and other dimensions of diversity. The leadership team reflects this commitment, with many leaders coming from underrepresented groups. The firm also places a high value on acknowledging the efforts of the team and providing opportunities that significantly shape their careers. An employee recognition program includes awards, bonuses and other incentives.



POLSINELLI

At Polsinelli character and results both matter. One of the fastest rising law firms on the Am Law 100, jumping more than 50 spots on the annual ranking in just over a decade, Polsinelli 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. Polsinelli believes these values best enable opportunities for colleagues, clients and communities. The firm 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 created an organization that treats everyone with the utmost respect – a true meritocracy where personnel effortlessly work shoulder-to-shoulder and across practices and offices, creating the opportunity for every individual to achieve their very best and thereby can do their best for clients.

Enthusiastically diverse and unreservedly supportive of every lawyer, staff and professional member of the firm, Polsinelli continuously invests in its people to help them achieve their personal and professional goals. The team members holds high expectations of themselves and each other, with a service mindset of going beyond – proactively anticipating needs and delivering more than requested.

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PROSKAUER ROSE LLP

Proskauer’s Los Angeles office, under the leadership of managing partner Bart Williams, is particularly noted for its vibrant culture and commitment to diversity and inclusion. The firm’s Diversity Task Force actively works to implement strategies that foster an inclusive workforce. The Women’s Sponsorship Program, celebrating its 10-year anniversary in 2024, pairs high-performing women associates with senior partners for mentorship and career development. This program, along with the Proskauer Women’s Alliance, builds strong connections and professional growth opportunities for women lawyers.

The firm’s dedication to employee well-being is reflected in its comprehensive wellness programs. Proskauer Unplugged allows associates to take well-being hours during Mental Health Awareness Month, and the Virgin Pulse Be Well Platform provides personalized well-being resources. The firm also offers generous parental leave policies, emergency childcare coverage and a partnership with Maven Clinic for family planning support.

Proskauer also prioritizes community engagement and corporate social responsibility. The firm collaborates with non-profits like Adopt-a-School, the LA County Bar Association’s Counsel for Justice, and The People Concern. These efforts focus on education, social justice, and economic empowerment, reflecting Proskauer’s commitment to making a positive impact on the community.



QUINN EMANUEL URQUHART & SULLIVAN, LLP

Founded in Los Angeles in 1985 with four lawyers, Quinn Emanuel now has 1100 lawyers with 35 Offices around the world. Los Angeles is still the firm’s headquarters, with 144 lawyers, and over 200 staff members based out of downtown. Its Los Angeles roots are shown every summer, with the annual firm summer party on the field at the iconic Rose Bowl.

Lawyers at Quinn Emanuel don’t have to wait 8 to 10 years to do interesting work. Every year, a new cadre of gifted young lawyers with their pick of job offers makes Quinn Emanuel their first choice. The emphasis is on quality, not quantity. The firm staffs leanly, which means many of the associates get to work on trials.

Quinn Emanuel believes unnecessary rules stifle creativity and prevent motivated new lawyers from serving clients. The lawyers expect to play a major role in significant cases — and the firm makes certain that they do. Quinn Emanuel places an additional junior associate on every trial and arbitration team — at no cost to the client. Quinn Emanuel is also dedicated to providing pro bono legal services to individuals and organizations throughout the world. Associates are welcome to initiate pro bono projects.



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 a 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.



LOI: MOST ADMIRED LAW FIRMS TO WORK FOR

RAMO LAW PC

RAMO LAW PC

Ramo Law cultivates a collaborative atmosphere where teamwork and open communication are celebrated in day-to-day operations. Dedicated to the growth and development of its employees, Ramo's leadership team believe it is important to never stop learning and growing.

From offering regular training sessions with industry experts, internal Lunch & Learns, interactive workshops, access to industry conferences and more, the firm is always finding ways to sharpen its collective skillset while expanding its network.

When the Ramo Law team isn't hard at work, it can be found engaged in a variety of team building and wellness activities. The firm sponsors happy hours, Pizza Fridays and Nosh & Talks and has brought in a masseuse and a mental health expert to help employees connect and destress. When attending major film festivals like Sundance, the team spends its free moments together on the Park City slopes or bonding at the firm's group cabin. Every August, Ramo Law also likes to celebrate its milestones with a company retreat week, taking on new and fun experiences like Escape Room competitions, mini golf galivants and poolside lounging. Finally, the firm rounds out each year with its annual holiday party attended by over 500 clients, colleagues and friends.

ReedSmith
Driving progress through partnership

REED SMITH

Reed Smith is a dynamic, client-focused, international law firm with a diverse and inclusive workforce of more than 1700 lawyers in more than 30 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. In March 2023, Casey Ryan became the firm's first woman global managing partner in the firm's 147-year history.

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.

A longtime pioneer of innovation, the firm's approach starts with client service and is reflected throughout the business, through its expanded practice group lineup, rapid deployment of specialized thought leadership to clients, client staffing solution, evolution of its industry-recognized DEI capabilities, and commitment to sustainability, among other areas.

RMO LLP

RMO LLP

At RMO LLP, the firm prides itself on fostering a workplace culture that goes beyond mere collaboration; it's a genuine camaraderie where colleagues care deeply about one another. This supportive environment is the bedrock upon which RMO has built its success. The firm believes that when people feel valued, supported and empowered, they can achieve extraordinary results together.

Central to RMO's ethos is the prioritization of employee well-being and satisfaction. The firm understands that a happy, healthy workforce is essential for maintaining a positive work environment and delivering exceptional results. RMO's values serve as guiding principles, shaping interactions with clients, colleagues, and the community. By leading with empathy, being authentic in its actions, fostering collaboration, and zealous efficacy in everything it does, the firm creates a workplace where everyone can thrive and succeed.

RMO is also committed to supporting the professional development and career advancement of its employees through various formal programs and opportunities. This comprehensive approach includes ongoing training, practice area pointers, continuing legal education courses, conferences and mentorship initiatives. RMO invests time, money, and resources supporting its team members to increase exposure and raise their profiles in the communities served.

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SHEPPARD, MULLIN, RICHTER & HAMPTON LLP

Sheppard Mullin prides itself on being a family friendly law firm that values the importance of not only its attorneys, but their entire support system, from assistants in the office to extended family at home. The firm's partnerships with benefit providers that support employees and their families include Bright Horizons for backup childcare; Milk Stork, a breast milk delivery service for traveling, breastfeeding mothers; Lyra Health, a workforce mental health benefit provider offering eight free therapy sessions per year to each employee and each member of their household; and, new this year, HomeThrive, which provides support for caregivers and their dependents.

Additionally, through Sheppard Mullin's Unplug & Recharge program, lawyers receive 40 hours of billable credit per year when they unplug from work to support their well-being. Sheppard Mullin is one of only a small handful of law firms that make time off both billable and bonus eligible to promote a healthy work-life balance and prevent burnout.

To further promote a positive work environment and provide opportunities for attorneys to give back to their communities, the firm fervently supports and encourages pro bono work for attorneys at all levels. Sheppard Mullin empowers its attorneys to pursue causes they are passionate about.

Skadden

SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP

The traits that fueled Skadden's rise to a global powerhouse — innovative, collaborative, client-centric — continue to define the firm's culture. The firm emphasizes a dedication to excellent client service and the highest ethical standards across a platform that fosters creativity and efficiency in all that it does. Skadden's effort on behalf of clients is matched by its commitment to diversity and public service, both of which are core elements of life at Skadden.

Diversity, equity and inclusion are fundamental to Skadden's success as a global law firm, giving it a wealth of perspectives from which to address its clients' most pressing issues across a wide spectrum of industries, geographies and cultures. The firm develops initiatives to specifically address DEI goals — including for recruiting, professional development, attorney retention and advancement, and cross-cultural awareness — while also continually inculcating inclusion principles.

Skadden's DEI strategy prioritizes fostering a sense of belonging and ensuring equitable access to opportunities. Internal support structures position Skadden to cultivate an equitable and inclusive workplace. The overarching goal of the firm's varying efforts is to develop a cadre of high-performing attorneys throughout its ranks and a culture of inclusion that is woven into the fabric of the firm.

SNELL & WILMER

SNELL & WILMER LLP

Snell & Wilmer seeks to attract, recruit, develop and retain the best talent by celebrating the unique identities of individuals, developing awareness through education and creating an inclusive culture of belonging. At all levels, the firm is focused, engaged and invested in fostering its core value: "One Community, Identity of Many." The firm believes that a diverse workforce is essential in its ability to serve its clients, firm and community.

Snell & Wilmer has been home to some of the West's leading attorneys and staff for over 80 years, and continues to recruit good new talent at all levels of the firm. Snell & Wilmer maintains an environment where personal growth and hard work are rewarded every day.

Snell & Wilmer attorneys and staff are engaged in a number of community, civic and industry-related activities. Each office takes pride in serving its communities by directly supporting local organizations and by encouraging and supporting the involvement of attorneys and staff in their community activities. At Snell & Wilmer, pro bono activities are considered to be an important professional responsibility. The firm strongly encourages all attorneys and paralegals to commit at least 50 hours per year to some type of pro bono activity.

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RAINES FELDMAN LITTTRELL LLP

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STRADLEY RONON STEVENS & YOUNG, LLP

Stradley Ronon has created a supportive, inclusive culture where its lawyers feel valued and are motivated to contribute to the firm’s success. This, in turn, has allowed the firm to achieve longevity in leadership and lawyer retention.

The firm has developed a formal mentoring program that provides a rewarding experience for both mentors and mentees. Each associate is paired with a partner or senior associate in their practice area who acts as a personal and confidential resource. The mentor takes an active role in introducing them to the firm’s people, practices and resources. Serving as an ongoing ally as the associate navigates their career, the mentor-mentee teams work together to set personalized goals and professional development plans. Additionally, many of the mentors also take an active interest in the personal lives of their mentees, providing guidance for life outside of the office to help them maintain a healthy work-life balance.

Associate training and mentoring are critical parts of this culture, which has helped the firm develop a team of associates who are professionally mature and experienced beyond their years. Stradley Ronon’s annual Excellence in Mentorship Award is presented to two individuals who have demonstrated a sustained commitment to outstanding mentoring.



STRIS & MAHER LLP

Stris & Maher LLP is an award-winning litigation boutique with a nationwide practice. The firm litigates a wide range of major business disputes—often to verdict or judgment. The firm 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 the firm and reflect clients’ commitment to a diverse workforce.

Stris & Maher also encourages its team members to devote hundreds of hours annually to high-impact pro bono initiatives that promote and enhance diversity. The firm 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.

Stris & Maher’s compensation is not lockstep, and its salaried attorneys’ annual compensation ranges from low to high six-figures. The firm provides its lawyers a highly competitive benefits package, which includes a 401(k) plan with guaranteed employer contributions, profit sharing plan, health benefit stipend, fully subsidized disability and AD&D plan, and more.



WILLENKEN LLP

Willenken stands out as a premier, minority-owned, majority-women law firm that is renowned for its steadfast commitment to cultivating a supportive and inclusive workplace. At the heart of its ethos is a dedication to nurturing the careers, professional growth and overall well-being of its diverse team members. Willenken believes that a positive work environment is not just about competitive salaries and benefits, but also about fostering a culture of collaboration, respect and inclusion.

Willenken attorneys enjoy unparalleled opportunities for hands-on legal experience, including substantial roles in trials, oral arguments and case leadership. The firm empowers its team with robust professional, marketing and business development training, equipping them to forge strong client relationships and advance their careers. Unlike traditional models, Willenken views its lawyers’ development as pivotal to the firm’s success, driving a commitment to provide substantial support and resources.

To further enrich its workplace culture, Willenken hosts a variety of professional events and team-building activities. These range from CLE programs and firm-wide meetings to engaging outings such as museum tours, cooking classes and escape rooms. The firm regularly schedules these activities during working hours, ensuring all team members, including staff, can participate without interruption to their personal lives.

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WILLKIE FARR & GALLAGHER LLP

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 its team members live and work. Willkie cultivates an inclusive and diverse workplace, and seeks to inspire employees to serve as stewards for each other, clients and the community.

Willkie is dedicated to the advancement of environmental, social and corporate governance goals at the firm and in the community. The firm 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 has partnered with the Law Firm Antiracism Alliance, Alliance for Asian American Justice, and Lawyers for Racial Justice, among other organizations. In 2023, over 500 Willkie attorneys worked on more than 667 pro bono matters.

Willkie is dedicated to serving and supporting its local communities. In 2023, the firm launched the Willkie LA Office Foundation, a philanthropic initiative aimed at supporting local nonprofits through monetary donations and volunteer opportunities for lawyers and staff. This initiative reflects the firm’s deep-rooted belief in community engagement, which resonates throughout the office and contributes to the office’s culture of giving back.



WOOD SMITH HENNING & BERMAN, LLP

Wood Smith Henning & Berman is committed to participating in and contributing to charitable events and activities. The firm encourages individual attorneys to participate in pro bono work and charitable organizations, including service as board members and in other leadership positions. The firm partners with established charitable organizations and has started its own initiatives as a firm.

Wood Smith Henning & Berman has partnered with its building industry clients to build homes for deserving individuals through Habitat for Humanity. For the last several years, each of the firm’s offices (41 in total) has adopted families selected by local social services organizations, provided complete Thanksgiving meals, and fulfilled their holiday wish lists. The firm has helped hundreds of individuals who otherwise would have gone without to enjoy the holidays.

The firm also offers a competitive salary package, including the potential for bonuses. The insurance package includes medical, dental, vision, disability, life and a flexible spending account. Also offered is a 401(k) retirement plan. Firm attorneys are also provided with unlimited PTO, paid maternity leave and a flexible work-from-home policy. In the firm’s two Los Angeles County offices, 87% of the firm’s attorneys and staff are diverse and the firm’s C-suite is 100% diverse.



YOKA | SMITH, LLP

YOKA | SMITH actively promotes from within, encouraging and supporting continuing education, providing regular mentoring and training for all employees, and paying employees’ professional dues and fees. The firm’s monthly “Fiesta Fridays” and training events promote a collegial and team-oriented work environment. Employees feel valued, appreciated and recognized for contributions. Gift certificates are given out for exemplary work performance and condolence gifts are delivered to employees who face illness or loss.

Since the firm’s founding, the focus has always been, and continues to be, trying cases. The team members are experienced and focused on efficiently and effectively representing clients in the courtroom in complex lawsuits.

YOKA | SMITH provides employees with highly competitive salaries; flexible work hours and schedules; remote work options for exempt and non-exempt staff; and 100% employer-paid health, dental and life insurance for employees and their legal dependents (Gold Base Plan). The firm also offers annual profit-sharing for all employees (the firm has paid profit-sharing every year since inception). Employees also enjoy up to five weeks of paid time off annually. Other employee perks include a monthly auto/parking allowance, monthly cell phone reimbursement, free snacks and drinks, an annual holiday extravaganza and the popular monthly “Fiesta Friday.”



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. It is truly a firm where “everyone knows your name.”

Camaraderie is built throughout the firm, between support staff, attorneys and partners. Yukevich | Cavanaugh prides itself on being a welcoming and friendly workplace built on commitment to clients, colleagues, their families, and the communities it serves.

While Yukevich | Cavanaugh’s over-the-top parties and employee appreciation awards, lunches, retreats, birthday celebrations and anniversaries are well-known in the legal community, its 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, raising enough in donations to provide two million meals to help feed Angelenos with food insecurity, something every employee can feel 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.

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