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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 top legal talent comes to LA to build their careers. But which firms are the most admired?

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

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

MOST ADMIRED LAW FIRMS TO WORK FOR

Akin Gump

STRAUSS HAUER & FELD LLP

AKIN GUMP STRAUSS HAUER & FELD LLP

Akin Gump is a large, global commercial law firm, with more than 900 lawyers practicing in offices throughout the United States, Europe, the Middle East and Asia. The firm is an admired place to work because of its reputation as an outstanding, service-oriented global organization that still manages to focus on its people. Collegiality, commitment, excellence, integrity and intensity are the core values and guiding principles behind how the firm approaches its work and how its approach working with each other. The firm works hard to ensure that the benefits it offers are both competitive and relevant to what its employees need to have better work lives.

In particular, what makes Akin Gump a great place to work is a culture that ensures all employees feel like an important and included part of the workplace, as well as its proven unwavering support of its employees and commitment to DEI and racial justice. Since its founding in 1945, the firm has woven a “people first” thread throughout. Understanding that everyone has different benefit needs throughout their careers and personal lives, Akin Gump works to “meet people where they are” and continues to enhance and expand its well-being program offerings. The firm has adopted a unique, innovative “hyper-personalized” approach to provide an innovative, comprehensive, holistic wellness program that supports employees throughout their lives.



ALBRIGHT, YEE & SCHMIT, APC

Albright, Yee & Schmit is an employee-driven and managed law firm. Employees determine who is hired, what cases the firm takes on and which lawyers are best suited for each particular case. All employees interact with the clients as necessary. Employees determine salary, raises, and all other aspects of the business. Employees are not locked into particular vacation days and are free to take time as needed.

The staff and attorneys at Albright, Yee & Schmit love the team-building culture of the firm and the camaraderie between employees and management. Employees are encouraged to take time off, even when they are feeling great but just want to take time to enjoy life. The firm sponsors sports teams in which the employees participate. The employees often report that they love the firm's policies and programs – in large part because they created and provide input on the programs. The firm's salary/bonus scale ranges from \$130 to \$300. The firm provides employees with transportation, parking, medical, dental, investment and matching retirement programs and routinely offers firm-sponsored social events. The firm assists its employees with childcare and other forms of financial assistance. Importantly, Albright, Yee & Schmit as a firm appreciates the importance and necessity of women in the workplace and includes women in all phases of the firm's operations.

Baker McKenzie.

BAKER MCKENZIE

Baker McKenzie is one firm operating in 47 countries, from 78 offices, and it has been ranked as the number one law firm for branding for 10 years running. Firm-wide, Baker McKenzie boasts more than 400 female partners. In addition to implementing a number of programs and hosting various speakers on I&D and wellness, Baker McKenzie also celebrates a variety of holidays and events in the office.

As state COVID restrictions are loosened and offices reopen, Baker McKenzie plans to offer a large number of wellness and staff events, including Business Professionals Day (during which the firm offers weeklong activities: hot lunch, pizza lunch, hot breakfast, ice cream social, daily raffles); the Summer Picnic (at Will Rogers State Beach); Independence Day Lunch & Fun; Halloween Lunch Celebration & Costume Contest; Thanksgiving Luncheon; the California All-Attorney Holiday Event; staff holiday lunch celebrations (some onsite and some offsite); partner dinners; attorney socials/happy hours (virtual and in-person); and food bank fundraising campaigns. Baker McKenzie has a robust, agile working policy to facilitate access to a range of flexible working arrangements while continuing to meet the needs of its global business. The firm is also investing in a global initiative focused on wellbeing that includes education, activities and support aimed at helping its people maintain high performance in a caring and psychologically safe environment.

Buchalter

BUCHALTER

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 also 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 and women's initiatives, and appreciation activities are just some of the ways that Buchalter attracts, develops, and retains the highest caliber attorneys and staff members.

Buchalter provides an array of perks, such as monthly birthday and anniversary celebrations and weekly breakfast. The firm also hosts a yearly summer picnic at a fun location, an end-of-year holiday party. Buchalter also provides a fantastic health care plan in which the firm pays 100% of the premiums. The firm is committed to promoting the health and well-being of all its employees and instilling a positive corporate culture.



DTO LAW

Beyond its outstanding team, enviable client list, and results that speak for themselves, DTO is respected for its commitment to representing and supporting unrepresented groups. The firm is 100% owned by women and people of color and is a member of the National Association of Minority and Women Owned Law Firms. 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 drives its attorneys to reach their full success. The firm's associates are granted responsibility early on to allow them to develop their own 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. At the same time, the firm insists every employee exhibit a “team first” attitude. The atmosphere is thus, collaborative and diversity-rich, aiming for excellence without ego. Importantly, from a happiness perspective, the firm regularly plans events where employees can eat, drink, get together, and most importantly, laugh with their colleagues. The firm's partners recognize this is a stressful business and the need to unwind is significant. DTO offers employees a competitive salary, discretionary bonuses, participation in a 401k, health/dental/vision/life/disability insurance, parking, paid time off, and sick time.

Dykema

DYKEMA GOSSETT PLLC

Dykema's attorneys and other professionals have an unparalleled emphasis on teamwork and work in close partnership with each other and their clients. The firm encourages collaboration and mentorship opportunities, which in turn allows everyone to deliver outstanding results, supreme service and exceptional value in every interaction. Dykema has a 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 firm's commitment to professional and personal development, Dykema is consistently offering departmental and firm-wide training. In 2021, 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's Employee Resource Groups connect people across physical offices and departments with others who share a particular commonality to support each other. This includes sharing resources with others in the group as well as making recommendations to firm leadership and hosting internal events and programs to support internal and external programs for diverse populations.



AZ | CA | OR | UT | WA

Buchalter

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MOST ADMIRED LAW FIRMS TO WORK FOR

ELLIS GEORGE CIPOLLONE

ELLIS GEORGE CIPOLLONE O'BRIEN ANNAGUEY LLP

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Ellis George Cipollone O'Brien Annaguey LLP (EGC) is a trial-focused litigation boutique with offices in Los Angeles, San Francisco, New York City, and Washington, D.C. For over 37 years, the firm has developed rich expertise in complex business litigation and white-collar criminal defense and is renowned for taking matters all the way through trial to a jury verdict.

For its team, EGC provides opportunities for development of skills and advancement through training programs and attorney workshops led by the firm's own highly experienced attorneys and staff. Ellis George Cipollone O'Brien Annaguey Ellis LLP also prides itself on being a law firm that reflects the world it serves. To further its belief in diversity and inclusion, EGC makes a concerted effort to connect and uplift the communities surrounding it. The firm's personnel provide pro bono legal counsel, donations, volunteer time, and service as board members to various organizations. The firm allows for a hybrid work environment for employees to work remotely and also have a station to work at the office. This allows for greater accommodation for employees who can complete their work in either environment and collaborate effectively with others. The firm also offers flexible PTO accrual for time off requests.



FISHER PHILLIPS LLP

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 U.S., the firm is constantly providing its attorneys and staff with challenging, sophisticated and meaningful work. The current coronavirus pandemic has presented an opportunity for the firm's attorneys at all levels to work together to provide creative and effective solutions to clients' unprecedented workplace problems – a challenge for employers across the country.

Fisher Phillips' people are considered its most valuable assets and developing them is a priority. The firm understands that legal talent has more choices, and the firm strives 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 work environment where attorneys and staff work together for the common goal of meeting client needs. In addition to providing attorneys the tools they need to succeed in the office, the firm provides them with opportunities to give back to their communities as well.

GIBBS GIDEN

ATTORNEYS AT LAW
LOCHER TURNER SENET & WITTBRODT LLP
40 YEARS

GIBBS GIDEN LOCHER TURNER SENET & WITTBRODT LLP

Gibbs Giden prides itself on being a firm of lawyers who enjoy practicing law at the highest levels, and in a collegial environment. The firm offers excellent benefits, inviting offices, multiple locations convenient for employees, flexible in office requirements, and a friendly and supportive work environment with opportunities for advancement. The firm offers frequent opportunities for attorneys to learn, train, grow, publish, market, network, participate in firm management, socialize, excel, exercise, vacation, and succeed.

Many partners at Gibbs Giden have been with the firm for all or a majority of their careers. Some are neighbors, some are law school classmates, some are childhood friends. These longstanding relationships make a noticeable difference in the work environment. The firm recognizes that attorneys have a life outside of their jobs and encourages its attorneys to find balance. It is also understanding of the needs for personal flexibility. All attorneys and staff (except several critical office support staff) are capable of working from home and working from home will continue as long as they want. The firm also supports and encourages charitable endeavors that its attorneys and staff are interested in. Attorneys and staff appreciate that the firm has opened additional offices that allow them to live where they want to while staying connected.



GREENBERG GLUSKER LLP

Greenberg Glusker strives to be 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. For example, the firm celebrates birthdays by shouting them out in its newsletter daily and by circulating its monthly "Two Truths and a Lie" challenge, during which those celebrating a birthday that month submit two truths and a lie about themselves and others at the firm guess the lies. The firm also celebrates "workiversaries."

In alignment with expressing gratitude, the firm does a week-long celebration annually in honor of Administrative Professionals Day to show appreciation for its administrative staff. This has included massages, donut walls, raffles, barista bars, crepe bars, breakfasts during which the attorneys serve staff, and more. The administrative staff is also gifted \$50 gift cards on holiday occasions. Greenberg Glusker also hosts a variety of events to provide opportunities to meet or form stronger relationships with co-workers. Greenberg Glusker encourages and provides many opportunities for philanthropy such as the firm's Habitat for Humanity volunteer day, Pie-a-Partner fundraiser and lip sync battle fundraiser to raise money for the Los Angeles Regional Food Bank.



HAHN & HAHN LLP

Hahn & Hahn LLP lawyers devote significant time to the advancement of the legal profession. The firm's members have served in key roles and positions of influence with local, state and national bar and professional associations. The firm also deeply believes that rich personal lives make for energetic and fulfilled employees, and it actively encourages all employees to pursue interests outside the firm. Its leadership is especially committed to respecting business hours and allowing time away from the firm to be just that. The hours expectation for attorneys is aligned with that goal.

The flexibility of attorney workloads also extends to the pursuit of personal passions. In 2019, partner Laura V. Farber became only the third woman and the first Latina to serve as president of the Tournament of Roses Association, overseeing both the Rose Parade and the Rose Bowl. Other attorneys take regular time out to devote their energy to one of the dozens of nonprofit organizations the firm supports. In addition, central to Hahn & Hahn's culture is its continuing tradition of a lockstep salary system, even as the much of wider legal industry has looked to individualized compensation packages. The firm has found that paying equal compensation for equal work promotes a spirit of cooperation and teamwork.



JACKSON LEWIS P.C.

In addition to its commitment to excellent lawyering, the Los Angeles office of Jackson Lewis prides itself on being a collegial and collaborative office. Attorneys at all levels in the office are involved in decisions and activities. The leadership team has fostered an environment where groups of attorneys come together to actively participate in various areas, such as hiring, mentoring, DEI, social activities, summer associates, pro bono work and parenting resources. The firm makes concerted efforts to bring the office together, whether through ice cream socials, office-wide lunches, an annual Halloween potluck and costume contest and holiday decorating efforts throughout the calendar year.

As a firm, Jackson Lewis signed the American Bar Association's 'Pledge for Wellbeing' as an inaugural member. The Los Angeles office is proud to partake in this mission, which includes following a seven-part framework built to mitigate the prominent levels of mental health distress experienced by the legal profession. Internally, the Los Angeles office participated in the firm's "Celebrating Well-Being Week" in May of this year. In addition to awareness-building initiatives, Jackson Lewis offers resources such as discounted access to family care and assistance via Care.com, the confidential work/life EAP WorkPlace Solutions, and access to discounted gym membership and virtual fitness courses.

K&L GATES

CONNECTING THROUGH CORE VALUES

Diversity and inclusion are core values of our firm. We are dedicated to creating a positive, supportive community of legal professionals in Los Angeles and across the globe. We have built a workplace culture that is intrinsically inclusive to forge strong client relationships and provide enhanced client service.

We are proud to be recognized in the Most Admired Law Firms: LA's Top Firms To Work For by the *Los Angeles Business Journal*.

K&L Gates LLP. Global counsel across five continents.
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MOST ADMIRED LAW FIRMS TO WORK FOR

JENNER & BLOCK LLP

JENNER & BLOCK LLP

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

The firm not only values continuous learning and the mentoring of others, but also sees it as an essential part of its culture. Jenner & Block also aims to be transparent in its decisions and the way it communicates key information throughout the firm. A key component of the firm's values is to create and maintain an unrivaled environment for superior talent, with significant resources devoted to managing talent and running its comprehensive in-house training and development programs. Jenner & Block's commitment to pro bono work is also impactful. In 2020, the firm announced a commitment to provide \$250 million in free legal services to those in need of access to justice over the next five years. But this unbending dedication is nothing new. Jenner & Block has been a leader in pro bono work since the 1950s. The firm has since dedicated more than 1.7 million hours to pro bono work over the last three decades.

K&L GATES

K&L GATES LLP

K&L Gates fosters an inclusive and collaborative environment across its fully integrated global platform that enables the firm to diligently combine the knowledge and expertise of its lawyers and policy professionals to create teams that provide exceptional client solutions. K&L Gates marries process with vision, success with dedication, method with passion, and innovation with creativity.

K&L Gates recognizes the fact that people have different personal needs and responsibilities outside the firm. Subsequently, the firm introduced several work-life balance initiatives to empower its people in defining their successes and paving their unique paths to achieve them. Among the most notable of these efforts has been the firm's Balanced Hours Program. The firm introduced the program many years ago to provide lawyers with the opportunity to balance work and other demands and to identify a reduced utilization schedule. The firm recently modernized the program to include a provision for a bonus to retrospectively adjust the participating lawyer's compensation upward to actual performance when actual performance exceeded the planned reduced schedule. The firm also features a "Ramp Down, Ramp Up & Re-Integration Program," enabling lawyers to take any kind of planned, approved leave of 12 weeks or more. The program allows for reduced utilization targets during periods before and after leave without an adverse impact on compensation or bonus eligibility.

KAPLAN | MARINO
WHITE COLLAR CRIMINAL DEFENSE

KAPLAN MARINO

The offices at Kaplan Marino are adorned with collectible artwork, modern furniture, and a color scheme that combines to evoke a feeling of calm sophistication, and control. For those who want to be involved with interesting criminal and white-collar defense work, Kaplan Marino is certainly an ideal place to be. Unlike many other white-collar attorneys in Los Angeles who handle both civil and criminal matters, at Kaplan Marino, attorneys are dedicated exclusively to the practice of criminal law, both state and federal, local and national.

All cases are handled with a team approach. All employees get immediate hands-on experience from the initial client interview, working up the case, pretrial litigation, settlement discussions and trial. Kaplan Marino embraces recent technology creating cutting edge presentations used to resolve cases and to use in trial. This creative approach embraces the ideas and input of everyone involved in the case. For a boutique firm, Kaplan Marino treats its employees like a big firm, in a good way. Bonuses are paid and salaries are raised generally at the end of each year. Both are commensurate with standard bonus/salary increase structure with an eye toward performance over the course of the year. In addition, attorney employees who bring work into the firm automatically earn a percentage of the fee.



**COLLABORATIVE.
INCLUSIVE.
ADMIRERD.**

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

Nixon Peabody's group of powerhouse attorneys come from a wide range of backgrounds. Over the last decade, we've challenged the status quo to attract, develop, and retain top talent to create one of the most diverse and inclusive, full-service big law offices in the country. And our commitment to the highest standards in workplace practices creates an environment where our people thrive and are able to create a positive impact for our clients and communities.



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YC YUKEVICH | CAVANAUGH
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ANONYMOUS



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

Over 27 years ago our Firm was founded with clear goals—to deliver each client a special level of service and outstanding results in civil litigation defense.

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

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

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MOST ADMIRED LAW FIRMS TO WORK FOR

KAUFMAN LEGAL GROUP

A PROFESSIONAL CORPORATION

KAUFMAN LEGAL GROUP

Kaufman Legal Group is a leader in the specialized field of political law, representing clients in some of the most high-profile political campaigns and public policy debates in the City of Los Angeles, State of California and on the national stage. The firm is and always has been committed to diversity and inclusivity. The firm has – and always has had – an extremely diverse group of employees, representing a wide range of backgrounds. In fact, five of the firm's seven attorneys are minorities or women. Women and members of the firm with diverse backgrounds are included in all manner of leadership and decision-making positions. They are key in making hiring decisions, determining promotions, and tackling strategic issues on behalf of the firm.

The firm encourages employees to get involved in civic and charitable activities, and sponsors several group events throughout the year, including the LA River clean-up and the United Way LA HomeWalk. The firm also prides itself on developing a culture in which all employees feel they are an important part of a team. Every week the firm holds an all-firm Zoom meeting, which both allows the opportunity to discuss pressing firm matters in a forum-like setting, but also celebrate important milestones and victories together like the recent Dodgers World Series win.

LARSON

LARSON LLP

Larson prides itself on fostering an inclusive and collaborative work environment. It is a young firm that was founded in 2016 with 11 attorneys and minimal support staff. In just over six years, it has grown to more than 35 attorneys – including 12 partners – and 25 staff members. The firm's growth and retention are due in part to its positive work environment and firm culture, which make Larson one of the most admired law firms to work for in Los Angeles. Larson's Los Angeles office expansion in 2019 was intentionally designed to foster a collegial environment, shunning large partner and corner offices for community gathering spaces.

Employees enjoy gathering in a large conference room for lunch or playing an afternoon game of ping-pong in the lounge. The firm holds monthly birthday parties and welcome receptions and even holds swearing-in ceremonies for associates newly admitted to the California bar, conducted by founding partner and former U.S. District Judge, Stephen Larson. The firm was excited to hold its 2021 staff retreat at Terranea Resort in Rancho Palos Verdes and is looking forward to its forthcoming attorney retreat this fall at La Quinta Resort & Club in Palm Springs – a time to strengthen relationships and also unwind with family members.

MAYER | BROWN

MAYER BROWN LLP

From its annual Global Well-Being month to its 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 Los Angeles office is one of the firm's most diverse. Through its diversity, equity and inclusion efforts, Mayer Brown 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.

Mayer Brown also ensures that all of its associates receive challenging work assignments and the necessary career guidance to reach their full potential as practicing lawyers. The firm's efforts take on many forms, including national and local office diversity programs. These programs provide the firm's diverse lawyers with additional opportunities to interact with senior management and practice leaders, network with other diverse lawyers, enhance professional and business development skills, influence firm policy, and obtain guidance and mentoring on the path to partnership. Mayer Brown is also a leader in developing innovative approaches to pro bono work and strives to pioneer projects that will have a substantial local and global impact.

DTO

LAW

We are honored to be recognized by the *Los Angeles Business Journal* as one of the

“MOST ADMIRED LAW FIRMS TO WORK FOR”

We believe our growth and success are directly linked to the way we treat our attorneys and staff, combined with our dedication to Diversity, Equity, and Inclusion.

dtolaw.com

MOST ADMIRABLE LAW FIRMS TO WORK FOR

meyers | nave

MEYERS NAVE

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

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

MILLER | BARONDESS LLP

MILLER BARONDESS, LLP

Miller Barondess is a full-service litigation firm handling all manner of litigation on both the plaintiff and defense sides. The firm works as a cohesive group and recruits attorneys who share common values and integrity. Associates join the firm to be among the best and brightest, and to work on complex, high end, innovative matters. Associates are trained to think like partners, to be creative and aggressive, and to take ownership of their cases. They work closely with the partners through the firm's Mentorship Program and are coached on business development, best practices for effective courtroom advocacy, interacting with opposing counsel, taking/defending depositions, drafting/arguing summary judgment motions, and examining witnesses at trial. The Associates Committee provides an avenue for associates to play a role in shaping the firm.

Miller Barondess has a collaborative team of people who are treated as indispensable members of the team. The firm makes proactive efforts to recruit and retain minority attorneys and staff members and believes that a diverse range of experiences, perspectives, cultures, and backgrounds enriches the team and the quality of its client services. Miller Barondess holds regular firm meetings to keep everyone informed of new developments and hosts breakfasts, lunches, happy hours, parties, firm outings, and inclusive events. The firm also supports numerous charities and minority groups.

MINTZ

MINTZ

Mintz is consistently named one of the "Best Places to Work for LGBTQ Equality" by the Human Rights Campaign. This is the 15th consecutive year Mintz achieved a perfect score on the 2022 Corporate Equality Index, a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality. Mintz also has a strong pro bono program dedicated to public service. Mintz was named a recipient of the National Legal Aid and Defender Association's 2022 Beacon of Justice Award. This is the fourth time Mintz has been honored with this award as it continues to dedicate significant effort to increasing inclusion and diversity at the firm and the wider legal community.

Mintz is also an active supporter of the National Multiple Sclerosis Society and was recently honored with the 2022 Corporate Milestones Award. The firm's Mintz Connects initiative allows employees to connect virtually or in person through meals and other activities like Coffee Mondays, Peloton rides and firm-wide Mindfulness Meditations. Active in community service, Mintz attorneys and professionals across all seven-office come together to give back and support local charitable organizations. The Los Angeles offices hosts an annual "Lawyer for a Day" for 30 middle school kids from a Title One school.

MILLER | BARONDESS LLP

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Skilled Litigators. Proven Results.

MOST ADMIRED LAW FIRMS TO WORK FOR



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. The firm's clients entrust it with matters of national and international importance, and all of its professionals take pride in the fact that they are working for the world's most sophisticated clients on headline-making cases. The firm also has a strong commitment to 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 it to be highly selective in its recruiting, attracting some of the sharpest legal minds and top professionals in the country. On the attorney side, 85% join the firm after serving judicial clerkships for Supreme Court and from federal and state courts across the country. On the rare occasion the firm recruits partner-level attorneys, they typically hail from the upper echelons of government including the White House, the DOJ, and SEC. The firm also has extraordinarily low turnover. On the attorney side, many of its lawyers begin their careers with the firm as summer associates.



NIXON PEABODY LLP

Nixon Peabody attracts many of the brightest, most ambitious, and talented minds in the legal industry, and provides them with reasons to stay. With 16 offices in the United States and abroad, the firm strives to create a collaborative culture in Los Angeles while leveraging the resources and connections of a geographically diverse AmLaw 100 firm. Nixon Peabody hires exceptional people, and recognizes its responsibility to keep them happy, healthy, and excited to begin work each day.

The firm's competitive benefits and compensation are an important part of the story. Its hybrid work policies, which offer fully remote options and the ability to "work from anywhere," including cities where Nixon Peabody has no office, have enhanced the firm's dynamic culture. What truly sets the firm apart from its peers, though, is its commitment to creating a positive work environment that is predicated on its shared humanity and allows all of its team members to maximize their potential. It fosters services, programs, and benefits that put its people first. Working parents balancing remote-work responsibilities can draw on an extensive suite of services offered through partnerships with external service providers. Junior attorneys and staffers who wish to pursue professional growth opportunities have access to generous tuition reimbursement and a large selection of fully paid educational opportunities.



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. The firm's leadership is actively involved in managing a 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 the firm's culture to recognize its people that have gone above and beyond their normal role to advance its diversity inclusion strategy, programs and employee networks. It also monitors progress made on diversity, equity, and inclusion goals by soliciting feedback from internal affinity groups; and sponsors minority lawyer participation in professional development conferences, including the Minority Corporate Counsel Association's Creating Pathways to Diversity Conference. The firm also organizes professional and career development resources for associates and counsel that most directly align with DEI goals.



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MOST ADMIRABLE LAW FIRMS TO WORK FOR



OLIVAREZ MADRUGA LAW ORGANIZATION LLP

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. The firm's employees are driven and motivated by the critical need for legal representation among the public institutions that the 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 knowing that it played a part in helping these projects happen. OMLO also supports a number of initiatives aiming to support the community, including the LA Food Bank.

OMLO's culture encourages individual thought, provides positive working conditions, and fosters a progressive and proactive business environment. The firm demonstrates its appreciation of employees by hosting annual mixers, bringing in lunch 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 includes being kind, caring, and inspired by community outreach. The firm believes that its success over the last 12 years is directly linked to the talents, care, and commitment of the people who work for it and always aims to provide a welcoming and inspiring environment.

RAINESFELDMAN

RAINES FELDMAN

Raines Feldman has received numerous accolades that speak to its workplace culture and commitment to diversity. Firm leadership is proud of the firm it is becoming and believes it owes much of its success to ensuring that it is fostering an inclusive environment for the wide spectrum of voices represented by its diverse workforce. Raines Feldman has an active DEI Committee that is comprised of key stakeholders across the firm. Members collaborate on a regular basis to review and ensure the advancement of the firm's diversity, equity and inclusion initiatives.

Raines Feldman is always looking to increase work-life balance options for its employees. 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. Additionally, Raines Feldman offers flexibility for attorneys and staff scheduling after the COVID-19 pandemic. Additionally, the firm holds numerous events throughout the year, including monthly birthday celebrations; a "famous" themed annual summer party at the Founding Partners' home with a DJ and dancing; a festive annual holiday party; a family-style Thanksgiving potluck lunch; a Halloween party with costume and pumpkin carving contests; happy hours; monthly breakfasts; and annual individual lunches with staff and the founding partner.



SANDERS ROBERTS LLP

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

The lawyers at Sanders Roberts pride themselves on not just being great litigators, but also great trial lawyers. This distinction serves clients' needs well because the firm approaches every matter from a position of strength knowing what it will take to win at trial, if necessary. To achieve this, the firm puts 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 strives to bring out the best of people through the proper support and mentorship.

OMLO
OLIVAREZ MADRUGA LAW ORGANIZATION LLP

We are proud to be one of the LABJ's
“Most Admired Law Firms To Work For”
 for the second consecutive year.

We foster a diverse, welcoming environment
 so our team can thrive.

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SCALI RASMUSSEN

Many law firms have a strict hierarchy. However, Scali Rasmussen prides itself on a team-player workplace. Everyone works together and everyone pitches in when needed. When the managing partner answers phones at reception, you know you are looking at a place with no pretentious claims. The firm provides an atmosphere where people who are experts in their practice areas and pushing the envelope of their industry is exciting. The firm is run like a family business, meaning that everyone looks out for each other.

Scali Rasmussen has an annual holiday party where the whole firm is invited to attend. The firm flies its attorneys and assistants in from all offices to participate. This helps cement the team for the rest of the year. Scali Rasmussen has a healthy profit-sharing 401K plan, competitive salaries, and vision/dental insurance often lacking in other firms. Scali Rasmussen even supports public transportation users by providing a stipend to cover the costs of monthly fares. Throughout the year, Scali Rasmussen has events such as happy hour, sporting events, and community events for employees to partake in together – such as Escape Room days, Giants vs. Dodgers, Bowling for Dress for Success, happy hours once a month, LGBT Bar Gala and more.



SHEPPARD, MULLIN, RICHTER & HAMPTON LLP

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

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



SIDLEY 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 2,100 lawyers in 21 offices around the world. The chair of Sidley’s Management Committee, Yvette Ostolaza, is the first woman and first Hispanic person to lead a top seven AmLaw firm. Sidley has 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. Sidley strongly believes in creating opportunities for people of all backgrounds by retaining and promoting outstanding lawyers who reflect the global marketplace and communities it serves.

NORTON ROSE FULBRIGHT

Norton Rose Fulbright is proud to be recognized by the Los Angeles Business Journal.

Our firm's innovation and collaboration help us provide clients with sophisticated solutions to their legal needs.

nortonrosefulbright.com

KIM KAPLAN | MARINO
WHITE COLLAR CRIMINAL DEFENSE

second time honored

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Los Angeles Business Journal

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SKLAR KIRSH, LLP

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

The staff at Sklar Kirsh is highly collaborative and cross-trained to provide support across departments and positions. The partners work closely to support associates on matters, providing mentoring and guidance when needed and encouraging them to grow and develop whenever possible. Founders Jeff Sklar and Andrew Kirsh have from the beginning built Sklar Kirsh to be both a premiere boutique law firm and a positive and supportive workplace, never compromising their values as the firm has grown from four to 41 attorneys in just nine years. Outside of normal working hours, Sklar Kirsh has focused on fun team-building activities since its founding in 2013.



THE WALLACE FIRM

THE WALLACE FIRM, PC

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

As a small firm, The Wallace Firm can implement changes quickly and constantly adapt as needs change rapidly. These efforts impact seemingly small parts of the firm but have a major impact on the team. The Wallace Firm is also admired for its continued dedication to community involvement as a team. It encourages all team members to be actively involved with its community partners, including the Los Angeles Rams and the Los Angeles Trial Lawyers Charities.



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 physical and mental 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. 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. Willenken believes in and provides real support to developing lawyers as the means to developing the firm, not the other way around.

On June 2, 2022, the firm celebrated its 20th anniversary in the beautiful Redbird Garden with employees, alumni, clients, and friends by hosting a well-attended cocktail reception, including open bar, hors d’oeuvres, food stations, live music, and a photo booth for the firm’s guests to enjoy. Willenken also hosts quarterly full-firm (staff included) events, such as cooking classes, trivia competitions, bowling, escape rooms, ice cream socials, chocolate tastings, flower arranging classes, magic shows, and holiday lunches. The firm intentionally schedules these events during working hours because it wants employees to enjoy them while not infringing upon family obligations.



Sheppard Mullin
is proud to be named one of the
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by the *Los Angeles Business Journal*.

SheppardMullin

Come learn about opportunities to join our team.
www.sheppardmullin.com/careers

We are built to win the most difficult cases.

Larson is an elite litigation firm committed to achieving success in any courtroom. A fierce advocate for our clients and a formidable adversary for opposing counsel, we focus exclusively on winning high-stakes cases.

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

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



LARSON
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