

FORWARD TOGETHER: 2023 INSIGHTS

MESSAGE FROM THE MANAGING PARTNER

Things seemed to move exceptionally fast in 2023. In part, this is due to the frenetic momentum by which AI and legal tech reshaped our industry. As I reflect on our achievements from the past year and as we navigate the year ahead, I feel grateful that each of our teams and practice groups at Hanson Bridgett – much like our AI Task Force – have not only kept pace but set the pace. We’re redefining what’s possible and ensuring our clients get the very best from us every day.

Our commitment to the community, through charitable giving and partnerships like the one with Covenant House California, continued to be a beacon of our firm’s values. It’s these efforts that not only define us but also drive us to deepen our impact in the communities we serve.

The trust and relationships we’ve fortified with our clients reflect our firm’s evolutionary journey, a testament to our collective growth and resilience. Our excitement for the year ahead is palpable, especially as we anticipate the fresh perspectives and innovative ideas the next generation of lawyers will bring to Hanson Bridgett.

2023 was a banner year for our firm in terms of recognition for our diversity, equity, and inclusion work, which speaks to our intense commitment. We won’t be backing down. We’re doubling down! We understand this work is not finished, although we are making a big difference: we’re inspiring our clients, other firms, and continuing to level the playing field.

“We’re inspiring our clients, other firms, and continuing to level the playing field.”

On behalf of the Management Committee, our professional staff, and our amazing team of attorneys, we thank you for your support. Our many accomplishments from this past year are only made possible with the trust of our clients and our communities that hold us to the highest standards. Together, let’s continue to challenge the realm of what’s possible in 2024!



Kristina Lawson
Managing Partner

EMPOWERING THE BAY:

KRISTINA LAWSON APPOINTED BAY AREA COUNCIL'S NEW BOARD & EXECUTIVE COMMITTEE CHAIR

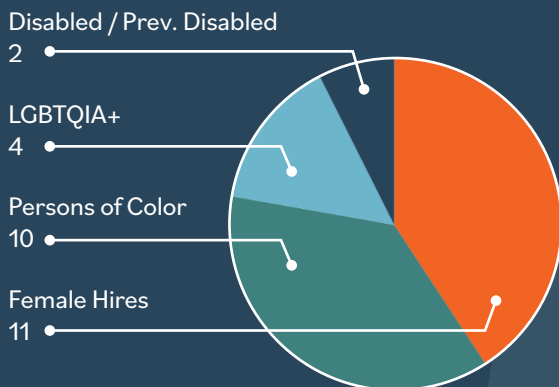
The Bay Area Council has been at the intersection of business and civic leadership, shaping the future of the Bay Area since 1945. More than 330 of the largest employers in the region are members of the nonprofit and are committed to working with public and community leaders to keep the Bay Area the most innovative, globally competitive, inclusive, and sustainable region in the world. In July of 2023, the organization announced the appointment of Managing Partner Kristina Lawson as Chair of the Council's Executive Committee and Board of Directors.

The appointment came at a critical juncture for the region as a whole. Coming out of the pandemic, the news and reputation of the Bay Area was heavily focused on "doom loop" issues like crime and safety, homelessness, unaffordable housing and rent, struggling local businesses, and a slow-to-return Financial District. Kristina and the Bay Area Council acknowledge these challenges head-on, and are deeply focused on the current opportunities within reach: reinvigorating the community; collaboration amongst leaders across sectors; taking action; and truly harnessing the power of business leaders with a common, positive cause.

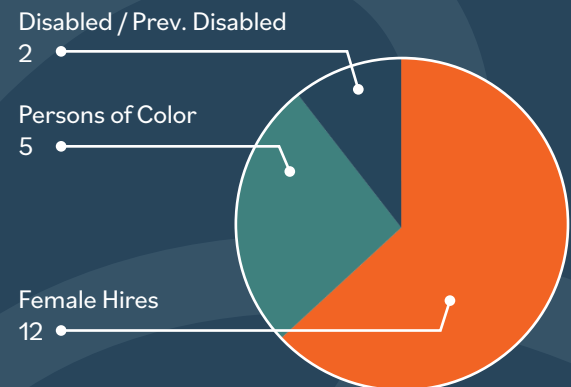


2023 DIVERSITY HIRING HIGHLIGHTS

Professional Staff



Attorneys



"We will continue to bridge the gap by ensuring opportunities are available at Hanson Bridgett for women lawyers, lawyers of color, LGBTQ+ lawyers, and those with disabilities. Given the current national landscape, this work is more important than ever and we intend to stand firm in our commitment to diversity and inclusion."

- JENNIFER MARTINEZ, CHIEF DIVERSITY, EQUITY, & INCLUSION OFFICER, PARTNER

2023: A MILESTONE YEAR FOR DEI PROGRESS & RECOGNITION

We've long been an industry leader when it comes to implementing innovative and forward thinking DEI practices. We believe our work in this space is breaking down barriers and has bettered our teams and the services we provide for our clients. Now, others are taking notice of our approach. Beyond recognition (which is nice), we're eager to share our powerful learnings. We've launched a comprehensive and customizable consulting solution to help other companies and organizations achieve the type of success that we've seen at Hanson Bridgett. We're also continuing to drive change and are constantly building on the precedent we've helped establish. **These are a few of our 2023 DEI highlights:**

Annual 1L Interview Workshop

The most long-standing DEI initiative at Hanson Bridgett is designed to give diverse and/or first-generation, first-year law students (many of whom are unfamiliar with the professional interview process) the tips and experience they need to shine in law firm interviews and reach their full potential. This year marked the 21st consecutive year we've executed the workshop, and it was a smashing success: we held more than 150 mock interview sessions in total and had 41 volunteer attorneys participate!

Law.com / The Recorder: Innovation in Diversity & Inclusion Award Recipient

Mansfield Certification Plus (3rd consecutive cycle)

CDEIO Jennifer Martinez Appointed to California Minority Counsel Program Board of Directors

Leadership Council on Legal Diversity (LCLD) Recognition

- Top Performer Award
- Compass Award
- Partner Alex Grigorians Selected as Fellow
- Associates David Casarrubias and Nicholas Yang Selected as Pathfinders
- Nicholas Yang Named 2023 Pathfinder Atlas Award Winner

Seramount's Best Law Firms for Women & Diversity (14th consecutive year)

Law360's 2023 Diversity Snapshot: Ranked Top 5 (101-250 attorney category)

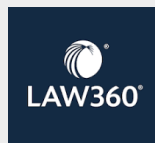
CDEIO Jennifer Martinez Selected as DEI Champion at Corporate Counsel's Women, Influence, and Power in Law Awards (WIPL)

Contra Costa County Bar Association's Platinum Diversity Award

State Bar of California Silver DEI Leadership Seal



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY



Mansfield Rule
Certified Plus 2022-2023



[Click here](#) to review the complete list of Hanson Bridgett's recognition for taking DEI action.

HEADCOUNT BY MARKET

- 59 Los Angeles / Costa Mesa
- 48 Sacramento
- 193 San Francisco
- 37 San Rafael
- 54 Walnut Creek



CLIENT REACH

52
California Counties

45
States

2
US Territories

33
Countries

FIRM GROWTH

	1/1/2023 Headcount	1/1/2024 Headcount	YOY Growth
All Firm	387	391	1.0%
All Attorneys	203	211	3.9%

3.9%
 Year-over-year
 attorney growth

CLIENT SUCCESSES

From landmark victories to securing the best possible outcomes on behalf of our clients in highly complex and contentious deals, we're consistently providing world-class legal services to meet our clients' goals, build relationships, and enhance our overall reputation. Below is a sample of hard-fought wins in 2023.

CONSTRUCTION	<p>Hanson Bridgett partners Andrew Giacomini, Lisa Dal Gallo, and Alan Bishop successfully represented University of California San Francisco (UCSF) in construction-defect litigation against UCSF's contractor for the design and construction of a Cardiovascular Research Building – a 233,000 square-foot custom-designed research facility. Through months of negotiations, Hanson Bridgett secured, on behalf of UCSF, a settlement worth approximately \$38 Million under which the contractor agreed to correct the defective construction.</p>
LITIGATION	<p>Hanson Bridgett partner Maggie Ziemianek secured a high-profile anti-SLAPP motion victory on behalf of Ashley Gore in a suit brought by the musician known as Marilyn Manson. The Los Angeles Superior Court agreed with the co-defendants (Gore and Evan Rachel Wood) that the defamation claim and portions of the intentional infliction of emotional distress claim arose from protected conduct. The Court agreed that Brian Warner (f/k/a Marilyn Manson) failed to demonstrate that he was likely to succeed in pursuing those claims against either defendant, including his claim that the defendants coerced or pressured anyone to make false accusations against him.</p>
GOVERNMENT	<p>A litigation team led by partner Alexandra Atencio secured dismissal of a putative class-action lawsuit on behalf of long-time clients the Golden Gate Bridge Highway & Transportation District and the Bay Area Toll Authority. Because the plaintiff lacked a viable legal theory to pursue at trial, the court vacated the trial and stated it will issue judgment in the agencies' favor. This is a decisive victory for the toll agencies after a protracted litigation process that lasted nearly six years.</p>
LABOR & EMPLOYMENT	<p>A team led by partner Sandra Rappaport successfully defended Leprino Foods Company, the world's largest mozzarella cheese maker and top producer of whey protein and dairy ingredients, in a class action in which the plaintiffs sought more than \$100 million for alleged non-compliant meal and rest breaks at the company's largest plant in Lemoore, CA. The case was tried to a jury in Fresno, CA and after the nearly month-long trial, the jury found for Leprino Foods on all claims.</p>
REAL ESTATE (TRANSACTIONAL)	<p>A team led by partner Anita Zerounian assisted a client in selling a portfolio of senior care facilities in Texas for over \$76 million. The sale included nine facilities with approximately 1000+ beds of assisted and skilled nursing in the greater Dallas metropolitan area. As part of the transaction, the buyer assumed a \$57 million non-recourse, permanent HUD insured financing with interest rates below 4%. The portfolio was rebounding from the Covid-19 pandemic and the buyer unlocked potential upside with the purchase and assumption of a very favorable HUD insured loan.</p>
REAL ESTATE (LITIGATION)	<p>A team led by partner Jordan Lavinsky obtained a dismissal of a \$43 million fraud and breach of lease claim against our mixed use developer client and obtained a \$1 million judgment on our client's affirmative claims. In addition, the court awarded our client over \$600,000 in attorney's fees.</p>
BUSINESS	<p>A deal team from Hanson Bridgett led by partner Natalie Wilson and senior counsel Walt Binswanger recently represented client LOCH Technologies, a cybersecurity company and global leader of next-generation wireless threat monitoring, in its acquisition of Avirtek, Inc. The Arizona-based software company offers professional services and product development – including predictive AI/ML Data Detection and Response (DDR) capabilities. The integration between Avirtek's technology and LOCH's platform represented a significant advancement in the field of cybersecurity.</p>
HEALTH & SENIOR CARE	<p>Hanson Bridgett partners Glenda Zarbock and Stefan Chacón secured a complete defense verdict in the Din v. Sutter Valley Hospitals litigation. The plaintiff sought over \$10 million in damages after he was suspended from the Sutter Davis Hospital medical staff and reported to state and federal agencies. Following several successful motions to narrow the issues, and defeating two ancillary lawsuits by the same plaintiff on dispositive motions, the case culminated in a two-day bench trial in Yolo County superior court. The court found for the defense on all issues and awarded no damages to the plaintiff. The court later issued a significant cost award.</p>

COMMUNITY CONTRIBUTIONS & RECOGNITION

Pro Bono Matters *Matter*

From staffing immigration clinics and assisting refugees with applications for citizenship and other immigration services to standing up for what's right and challenging a group of entitled bullies that were preventing families from accessing a public beach, Hanson Bridgett attorneys showed up for those that needed our support in 2023. Our expanded volunteer opportunities included community service projects and assisting nonprofits with vital services for those experiencing homelessness, among others.

Impact Hours

Hanson Bridgett attorneys and professionals found many ways to make positive impacts on their communities and the firm through Impact Hours. Whether through volunteering in their community, serving on organization boards or other community leadership positions, working on the firm's DEI initiatives, or promoting section knowledge and business development, our people contributed **more than 3,500 Impact Hours in 2023** (in addition to our pro bono work).

Pro Bono Week & Silent Auction

Not unlike the movie itself, this year's Barbie-inspired Pro Bono Week was a smashing success. Festivities included announcing our annual Pro Bono Award winners (**congratulations to our 2023 Pro Bono Champions: Nancy Newman, Patrick Burns, and Sara Wright, and our Advocate of the year: Kendall Fischer-Wu**). We also held a silent auction with fantastic prizes and lively receptions at our LA and SF offices. **We raised more than \$35,000** in total for our partner organizations during Pro Bono Week and we contributed **more than 3,500 Impact Hour in 2023** (in addition to our pro bono work).

Social Impact Leader - *Law360.com*

Hanson Bridgett ranked #2 Law360's 2023 Social Impact Leaders rankings for the 101-250 lawyer category, and #11 overall! The national list includes those firms that have made the greatest strides on social responsibility.

Charitable Match Program

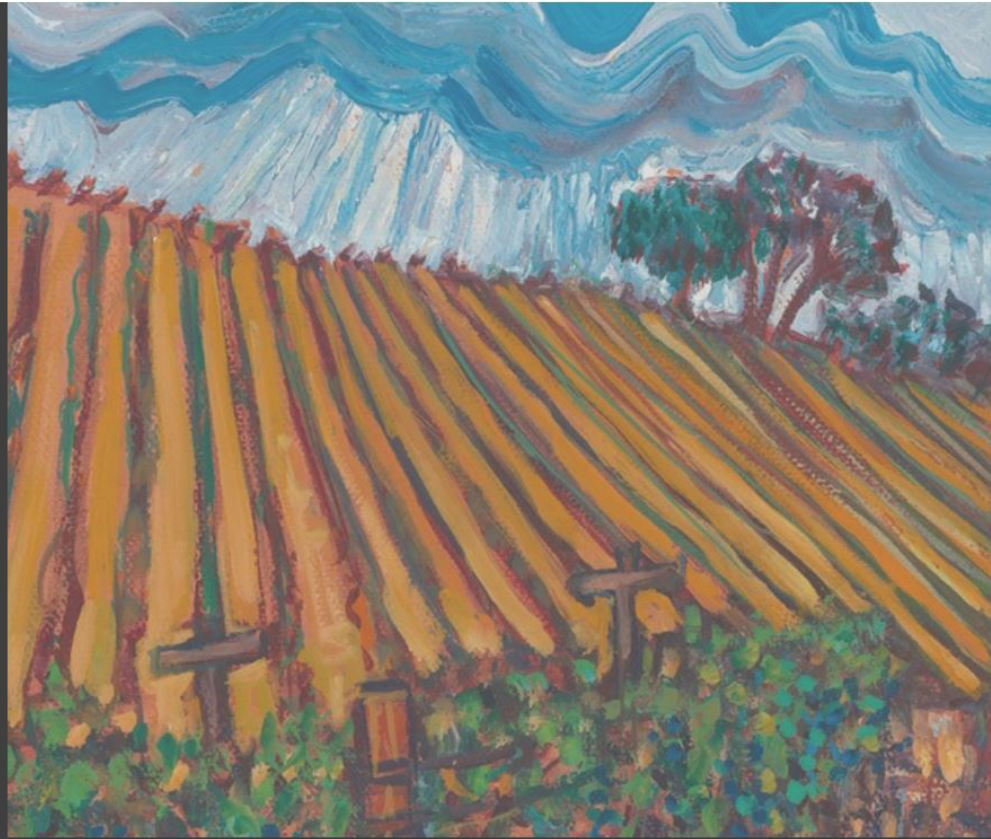
Over the past year, **Hanson Bridgett's attorneys performed more than 6,000 pro bono hours**. Firm employees (excluding equity partners) are eligible for Hanson Bridgett's matching program: donations to a single charity of up to \$1,000 are matched by the firm. The program offers employees the opportunity to maximize the effect of their individual donation to their favorite charities or one of our pro bono partners. This year, the firm matched \$15,000 in charitable donations from attorneys and administrative professionals and funded more than 100 organizations in 2023.

2023 Beacon of Justice Award

The National Legal Aid & Defender Association (NLADA) honors members of the pro bono legal community who are tireless advocates for equal justice. Hanson Bridgett is honored to be among the NLADA awardees for the firm's hundreds of hours of pro bono work, offering direct legal services to individuals related to LGBTQ+, gender-based, and racial equity.

"We have the power to create a more just and equitable society for LGBTQIA+ individuals, and we're proud to show it in our pro bono and community service work. We are honored to be recognized again as a Beacon of Justice and will continue challenging ourselves to meet NLADA's high standards of service to our communities."

- SAMIR ABDELNOUR, DIRECTOR OF PRO BONO & SOCIAL IMPACT, PARTNER



INTERNAL ENGAGEMENT: SPRING RETREAT

In an inspiring gathering of minds and spirits, Hanson Bridgett attorneys along with the Professional Staff Leadership Team convened at the serene Sonoma Mission Inn from April 14-16. This retreat was not just a moment to pause but a profound opportunity to connect with our firm's storied 65-year legacy. It was a time for reflection and for sharing personal stories and the pivotal moments that have shaped Hanson Bridgett's identity and ethos.

As we delved into our rich history, we also turned our gaze forward, rallying around our collective vision to reach new heights and aspirations. The retreat underscored a crucial message: our strength lies in our unity and mutual support. It reinforced our commitment to not only chase our ambitious goals but to do so with a deep sense of camaraderie and collective responsibility.

This memorable retreat reinvigorated our team. Together, we were emboldened to forge ahead, driven by the shared belief that our best achievements lie ahead of us, waiting to be realized through collaboration, innovation, and unwavering support for one another.



THOUGHT LEADERSHIP & MEDIA HIGHLIGHTS

THE RECORDER

“To launch successful DEI initiatives, firms have to be willing to be bold, intentional, and to incorporate DEI values into all aspects of their organizations—and then stick to those values. It’s not enough to simply have a ‘one size fits all’ approach...”

- **CDEIO Jennifer Martinez**
The Recorder, November 2023



“One big frustration [about health care providers facing increased scrutiny] is the time allotted to the review and public hearing process, which can take 135 days or longer,” Kaufmann said. “At some point, either the seller fails financially or the market changes and the buyer changes its mind. Delays can cause a deal to crater.” Kaufmann said that sellers need to “get their house in order” before starting down the path of a merger or sale.

- **Pamela Kaufmann, partner**
McKnights Senior Living, November 2023



“Every time any laws pass, we often hear certain elements say that all these businesses will leave California, but we’re such a huge economy that it kind of begs the question: would you leave the fifth-largest economy in the world?”

- **Jonathan Storper, partner**
The Hill, October 2023



“Trade secrets can be used to protect confidential features of AI systems and their outputs, so long as reasonable steps to maintain their secrecy are taken, the material remains confidential, and competitors are not able to derive the material through legitimate or independent means. Thus, companies using or generating valuable AI will need to determine the most valuable aspects of their systems and their outputs and draw from a range of IP theories to tailor their intellectual property strategies and ensure protection for their most important AI-related developments.”

- **Robert McFarlane, partner**
Reuters, March 2023



“Instead of only focusing on insular large-scale facilities and far-reaching distribution channels, the industry will be interested in identifying regional centers, potentially near research hubs, that can support local development needs. State and local governmental entities may also get in the game to sweeten the pot and bring the work within their jurisdiction, further incentivizing private construction and the ancillary industry partners to build and upgrade operations.”

- **Stuart Eisler, partner**
Construction Dive, November 2023

NEW PARTNERS

As a forward-thinking law firm, we invest in promoting the next generation of truly distinguished and innovative attorneys that elevate our client service, workplace culture, and reflect our values.

Congratulations to our newest partners!
Welcome to the partnership!

We promoted the following attorneys to **Partner**, effective **January 1, 2024**:



Patrick Burns
SF | Appellate



Nancy Dollar
SF | Business



Sean Herman
SF | Real Estate + Environment



Kaylen Kadotani
SF | Litigation



Ellis Raskin
LA | Real Estate + Environment



Nicole Witt
WC | Government

We were thrilled to welcome **new Partners and Counsel** to Hanson Bridgett in 2023



Sonia Salinas
LA | Labor + Employment Partner



Daniel Spector
SF | Business Partner



Tamar Terzian
LA | Litigation Counsel

2024 LEADERSHIP

EXECUTIVE LEADERSHIP



Kristina Lawson
Managing Partner



Laura Long
Chief Operating Officer /
Chief Financial Officer



Jennifer Martinez
Chief Diversity, Equity,
and Inclusion Officer



Chris Fryer
Chief Information Officer



John Buchanan
Chief Marketing Officer



Brad Hise
General Counsel



Jeremy Strauss
Chief Human Resources Officer

SECTION LEADERS



Alison Wright
Business



Michelle Akerman
Construction



Allison Schutte
Government



Deidre Schoëfeldt
Health + Senior Care
Co-Leader



Jillian Somers Donovan
Health + Senior Care
Co-Leader



Alfonso Estrada
Labor + Employment
Co-Leader



Pat Glenn
Labor + Employment
Co-Leader



Batya Forsyth
Litigation



Jordan Lavinsky
Real Estate + Environment

2024 MANAGEMENT COMMITTEE



Kristina Lawson
Real Estate + Environment



Jahmal Davis
Labor + Employment



Alex Grigorian
Real Estate + Environment



Michael Lateef
Business



Sandy Rappaport
Labor + Employment



Deidre Schönfeldt
Health + Senior Care



Julie Sherman
Government



Mohammad Walizadeh
Real Estate + Environment

MARKET LEADERS



Eric Clarke
Business
Walnut Creek



Brad Rogerson
Business
San Rafael



Gilbert Tsai
Labor + Employment
San Francisco



Shannon Nessler
Litigation
Sacramento



Raffi Zerounian
Litigation
Los Angeles / Costa Mesa

CLOSING REFLECTION

As we turn the final page on a year of remarkable achievements, profound learning, and meaningful connections, we stand at the precipice of a new dawn, ready to embrace the future with open arms and ambitious hearts. The journey of the past twelve months has been a testament to our collective resilience, innovation, and dedication - exceeding the standards we set for ourselves and the expectations of those we serve.

In reflecting on the year gone by, we are reminded of the power of our shared vision and the strength found in our unity. From advancing the frontiers of AI and legal tech to deepening our community engagement and fortifying the bonds with our clients, each step has been a stride towards a brighter, more inclusive future.

As we look ahead, let us carry forward the lessons learned, the successes celebrated, and the challenges overcome, using them as the foundation upon which we build tomorrow. Inspired by our past and propelled by our aspirations, we stand ready to chart a course through the coming year, driven by a commitment to excellence, equity, and innovation.

To our esteemed clients, dedicated team, and supportive community, we extend our deepest gratitude. Your trust, collaboration, and support are the cornerstones of our achievements and the beacon guiding us towards future successes. Here's to a year of growth, achievement, and unprecedented success.

Together, we move forward, stronger and more united than ever, into a future filled with promise and potential.