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PAGE 3



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Welcome to *San Francisco's Top Rated Lawyers of 2015*, a publication featuring legal talent from Northern California and the Bay Area.

The attorneys featured here and in the accompanying online edition have all achieved the peer reviewed rating of AV Preeminent® by Martindale-Hubbell®, the company that has long set the standard for lawyer ratings. The AV Preeminent® rating is a significant accomplishment and demonstrates that a lawyer's peers have ranked him or her at the highest level of professional excellence.

Our online edition of *San Francisco's Top Rated Lawyers*, accessible at at.law.com/SanFranciscotoprated, includes the complete directory of all of the Bay Area's AV Preeminent® rated attorneys, listed by their practice areas.

In addition to insightful profiles of many Top Rated attorneys, this publication features articles covering trends in the law, and is a valuable resource for finding top legal talent and making more informed decisions.

Sincerely,

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WHAT'S INSIDE



3 MARY ALEXANDER

A Champion Of Justice

4 LEGAL LEADERS INDEX

A comprehensive list of San Francisco's Top Rated Lawyers of 2015.

6 EMPLOYMENT LAWYERS BRACE FOR FAIR PAY ACT

8 SPECIALTY WORKERS (H-1B VISAS)



9 COURT: UNIVERSITIES NOT LIABLE FOR CAMPUS VIOLENCE

FROM THE PAGES OF
THE RECORDER

14 PRACTICE AREA INDEX

An index of featured firms categorized by practice area.

A CHAMPION OF JUSTICE

With a \$1.15 billion verdict in a 2014 class action, Mary Alexander cements her status as one of California's leading plaintiffs' attorneys

For decades, the Centers for Disease Control and Prevention has warned of the harm caused by lead-based paint. In the United States alone, millions of children have suffered permanent brain damage—and in some cases have died—from lead poisoning; and the CDC estimates that even today, children are being exposed to high levels of lead in 4 million U.S. households.

To combat this public health issue, 10 California cities and counties joined forces in 2000 to hold the country's largest paint manufacturers accountable for promoting the use of lead-based paint in homes. Together, they assembled a team of some of the state's most sought-after plaintiffs' attorneys.

"When the County of San Francisco approached me about joining the lawsuit, I was immediately interested," recalls Mary Alexander, who served as one of the lead trial lawyers in the case.

"Prior to entering the legal profession, I spent a decade working in environmental and occupational health, first as a researcher in medical toxicology, and later as the director of environmental health at the Stanford Research Institute; so I understood the importance of this lawsuit from a public health perspective, and I knew that my scientific background would be an asset in such a complex matter."

Over the course of the case, which spanned 14 years, Alexander was highly involved in both the litigation and appeals process as part of the Plaintiffs' team; she conducted 40 depositions and, at trial, interviewed key expert medical witnesses on lead health effects. She also cross-examined the defendants' experts and obtained admissions.

"These companies have known for more than a century that lead-based paint is highly toxic, especially to young children," says Alexander, citing two pieces of evidence: an internal industry document from 1900 where Sherwin-Williams described the paint ingredient white lead as a deadly cumulative poison, and a 1909 case where the California Supreme Court held ConAgra responsible for the lead poisoning of employees at its own lead plant. "Despite their knowledge, these companies continued to promote the sale of lead-based paint in California cities and counties, and we proved that at trial."

In January 2014, the Santa Clara County Superior Court ruled that Sherwin-Williams, NL Industries and ConAgra had created a public nuisance by selling lead-based paint before it was banned in 1978. The Court ordered the three companies to pay \$1.15 billion into an abatement fund run by the State of California, which will go toward removing lead-based paint from homes in the cities and counties that brought the lawsuit. The final judgment came after two appeals, one of which was a ruling by the California Supreme Court.

"This was a landmark decision because it established important legal precedents and recognized that manufacturers must be held responsible for the hazards they create in homes," Alexander says. "Most importantly though, it will directly help the young children of California who are currently being exposed to lead-based paint."

Along with her co-counsel and legal team members, Alexander



Gary Wagnleitner

has been honored—both locally and nationally—by the San Francisco Trial Lawyers Association and the Public Justice Foundation for her work on the case, with both organizations recognizing her as "Trial Lawyer of the Year." She has also received two of the Consumer Attorneys of California's top honors—the Marvin E. Lewis Award and the Edward I. Pollock Award; and in 2012, she was inducted into the California State Bar Litigation Section's Trial Lawyer Hall of Fame.

Alexander, as evidenced by these awards, is considered a leader in her field; and indeed she has served as president of both the Consumer Attorneys of California and ATLA (now the American Association for Justice). In 2013, AAJ—one of the largest plaintiffs' bar organizations in the world—honored her with the Leonard Ring Champion of Justice Award, which recognizes lawyers who have served as advocates for human and civil rights.

"Over my career I have been able to secure a number of significant recoveries, such as the recent \$1.15 billion verdict; but above all I've been able to find answers and accountability for victims who had nowhere else to turn," Alexander says. "And that is what continues to make this work so rewarding."

BY SEAN STONEFIELD

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CRIMINAL DEFENSE

Page 10

BENNETT JOHNSON, LLP

PERSONAL INJURY, MEDICAL MALPRACTICE

Page 4

BERGESON, LLP

DANIEL J. BERGESON

SECURITIES LITIGATION, INTELLECTUAL PROPERTY,
COMMERCIAL LITIGATION

Page 15

BOWLES & Verna

BUSINESS, EMPLOYMENT, REAL ESTATE

Page 9

BRAVO & MARGULIES

JOE BRAVO

PERSONAL INJURY, REAL ESTATE

Page 15

BUCHMAN PROVINE BROTHERS SMITH LLP

BUSINESS, REAL ESTATE, INSURANCE,
ERISA LITIGATION, EMPLOYMENT

Page 9

CAMPAGNOLI, ABELSON & CAMPAGNOLI

MARK B. ABELSON

LEGAL MALPRACTICE, PROFESSIONAL
MALPRACTICE, PERSONAL INJURY

Page 10

COMPUTERLAW GROUP LLP

JACK RUSSO

INTELLECTUAL PROPERTY LITIGATION, BUSINESS
LITIGATION, ALTERNATIVE DISPUTE RESOLUTION

Page 16

DAVID MICHAEL BIGELEISEN

CRIMINAL DEFENSE

Page 10

ELLIOTT & ELLIOTT

CONSTRUCTION LITIGATION, PRODUCT LIABILITY,
INSURANCE BAD FAITH

Page 11

ERICKSEN ARBUTHNOT

LOIS A. LINDSTROM

CONSTRUCTION, INSURANCE, PROFESSIONAL LIABILITY

Page 12

FOREMAN & BRASSO

RONALD D. FOREMAN

TRIAL LAWYER

Page 11

GILFIX & LA POLL ASSOCIATES, LLP

FRANCIS A. LA POLL

TAX, ESTATE PLANNING, ELDER LAW

Page 16

GODDARD LAW OFFICES

WENDELL H. GODDARD

BUSINESS LITIGATION, PERSONAL INJURY,
FAMILY LAW, INSURANCE LITIGATION,
WILL & ESTATE CONTESTS

Page 15



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BUSINESS LAW

Page 7

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CORPORATE/BUSINESS, REAL ESTATE,
ESTATE PLANNING

Page 12

HELBRAUN LAW FIRM

DAVID M. HELBRAUN

PROFESSIONAL LIABILITY, LITIGATION,
INSURANCE LAW, CIVIL RIGHTS

Page 15

JAMS

CATHY YANNI

MEDIATION, ARBITRATION, SPECIAL MASTER
Page 16

JEFFREY B. HAYDEN, ESQ.

CRIMINAL DEFENSE, JUVENILE DEFENSE

Page 12

**JEFFREY HARPER AT VAN DE POEL,
LEVY, ALLEN & ARNEAL, LLP**

MEDICAL MALPRACTICE (DEFENSE), PERSONAL
INJURY/PREMISES LIABILITY (DEFENSE) AND
MEDIATIONS/ARBITRATIONS

Page 15

JOSEPH SAVERI LAW FIRM, INC.

ANTITRUST, CLASS ACTIONS, CIVIL LITIGATION

Page 16

KELLER AND HECKMAN LLP

LESLIE T. KRASNY

FOOD & DRUG LAW, CLASS ACTIONS,
REGULATORY LAW

Page 16

LAW OFFICE OF AMANDA L. EBRY, P.C.

CIVIL LITIGATION, ELDER LAW,
TRUSTS & ESTATES

Page 15

LAW OFFICES OF BARON J. DREXEL

WRONGFUL DEATH, PERSONAL INJURY
AND BANKRUPTCY

Page 11

LAW OFFICES OF BEN WINSLOW

PERSONAL INJURY, LITIGATION

Page 16

LAW OFFICE OF JOHN BURRITT McARTHUR

ARBITRATION

Page 16

LAW OFFICES OF JOHN L. BURRIS

CIVIL RIGHTS, PERSONAL INJURY, WRONGFUL DEATH,
CRIMINAL DEFENSE

Page 15

LAW OFFICES OF JOSEPH A. PIASTA II

LITIGATION, ELDER LAW, CIVIL LAW

Page 16

LAW OFFICE OF MARK J. ZANOBINI

WRONGFUL DEATH, PERSONAL INJURY,
PRODUCTS LIABILITY, MEDICAL NEGLIGENCE

Page 13

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PERSONAL INJURY, WRONGFUL DEATH, PRODUCTS
LIABILITY, MEDICAL MALPRACTICE

Page 5

LAW OFFICES OF TRIANO & BYRNE

MARTIN F. TRIANO

BUSINESS LAW LITIGATION, REAL ESTATE,
CIVIL LITIGATION, CONSTRUCTION, CONTRACTS,
MEDIATION AND BANKRUPTCY

Page 6

MARY ALEXANDER & ASSOCIATES, P.C.

PERSONAL INJURY, WRONGFUL DEATH, PRODUCTS
LIABILITY, CIVIL LITIGATION

Page 3

**MEDIATION AND LAW OFFICES OF
PATRICK J. BYRNE**

MEDIATION - ADR

Page 15

MICHAEL L. DWORKIN AND ASSOCIATES

AVIATION, BUSINESS TRANSACTIONS,
CIVIL LITIGATION

Page 11

O'CONNOR AND ASSOCIATES

JOHN O'CONNOR

BUSINESS LITIGATION, CIVIL LITIGATION,
INSURANCE, INTELLECTUAL PROPERTY

Page 12

RANDICK O'DEA & TOOLIATOS LLP

NICKOLAS P. TOOLIATOS

TRUSTS & ESTATES, TAX, BUSINESS

Page 13

SUZIE S. THORN, ESQ.

FAMILY LAW, COMPLEX PROPERTY DIVISION,
COMPLEX COMPENSATION ISSUES, INTERNATIONAL
CUSTODY, PROPERTY & JURISDICTION

Page 16

TERAOKA & PARTNERS LLP

MERGERS AND ACQUISITIONS, IMMIGRATION,

CIVIL LITIGATION

Page 8

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R. LEWIS VAN BLOIS

PERSONAL INJURY, PRODUCTS LIABILITY, LITIGATION

Page 13

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Page 10

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EMPLOYMENT LAWYERS BRACE FOR FAIR PAY ACT

BY MARISA KENDALL

SAN FRANCISCO — The state's new Fair Pay Act, signed into law Oct. 6, 2015, could be a litigation game-changer for companies that do business in California. The law, which attorneys say is the strictest in the country targeting gender-based wage disparities, makes it harder for employers to prove they aren't discriminating.

It shifts the burden from aggrieved employees to the employer, by requiring the employer to prove the wage discrepancy is based on a legitimate factor such as seniority or a merit system. And it broadens the reach of potential claims. Women now will be able to sue if they are paid less than male counterparts who perform "substantially similar work," instead of strictly equal work.

The bill signed by Gov. Jerry Brown was

introduced by Sen. Hannah-Beth Jackson, D-Santa Barbara, and cites a gender wage gap in California where women working full time earn an average of 84 cents to every dollar earned by men. Geoffrey DeBoskey, head of Sidley Austin's Los Angeles labor and employment group, said although the intention behind the law is a commendable one, the practical implication will be more suits and more drawn-out litigation.

Employers will be required to go through "onerous discovery and litigation" to prove pay gaps aren't discriminatory, DeBoskey said. And even if the employer succeeds, the plaintiff can come back and argue the employer could have run the business another way to prevent the pay discrepancy, he said. There's no requirement for the plaintiff to

prove such alternative business practices would be equally effective, or that they could be implemented without a burdensome cost to the employer.

"Plaintiffs, and ultimately judges and juries, will be second-guessing business decisions," DeBoskey said.

Cliff Palefsky, a San Francisco plaintiffs employment attorney with McGuinn, Hillsman & Palefsky, said the new "substantially similar work" clause could make it easier for plaintiffs to sue.

"So many of these cases go down by a judge determining it's not really a comparable position because there's a different title," he said.

But Palefsky said he doesn't anticipate a flood of litigation. It's more common for gender-bias cases to involve discriminatory promotion practices than unfair pay, he said.

It's also unfeasible for many employees to sue their current employers, Palefsky said, which deters litigation. The new law prohibits employers from retaliating against an employee who sues, he said, "but there is no retaliation provision that's better than having a job." The law also prohibits employers from barring discussion between employees about their wages.

Farella Braun + Martel partner Douglas Dexter said he'll advise clients to be hypervigilant about record-keeping in the wake of the Fair Pay Act. There are a host of reasons why one employee might be hired at a lower salary than another, including the market, the outcome of salary negotiations, or competitive offers from other companies. Employers should document every reason, Dexter said, as well as every factor that led to raises down the line.

"Right now," he said, "I think what people are saying is we need to think about how to be proactive so that we're in a defensible position if we are faced with litigation."

The Law Offices of Triano & Byrne represent small and medium-size businesses — and the individuals behind those businesses.

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FROM THE PAGES OF
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SEVERANCE PAY PLANS

The Employment Retirement Income Security Act of 1974 (ERISA) is a federal law that promotes the offering of employee benefit plans by employers. ERISA law preempts, or takes precedence over, state laws governing an employee benefit plan. The law covers severance pay plans, which generally provide benefits in case of termination of employment for reasons such as the closing of a business. Severance benefits may include items such as:

- A lump sum payment
- Payments over a period of years
- Transfer options, job training expense reimbursement
- Continuation of medical care coverage

REQUIREMENTS FOR A PLAN TO BE ERISA-COVERED

The determination of whether or not a severance pay plan is ERISA-covered became an issue as a result of the United States Supreme Court decision in *Fort Halifax Packing Co. v. Coyne*, 482 U.S. 1 (1987). The opinion addressed a Maine law which required employers, upon closing

plants, to pay lump sum severance benefits to certain employees who were not covered by a severance contract. The employer, which had no severance pay plan, refused to comply with the state law, claiming that ERISA preempted the state law. The Supreme Court held that it was not, reasoning that ERISA covered only "plans" and not merely "benefits." The Supreme Court found that the Maine law did not require the establishment of an ERISA severance pay plan, but instead simply required the employer to make a one-time payment of cash benefits.

Some federal courts have found that employer-established severance pay plans are ERISA-covered even if they simply provide lump sum payments on termination of employment in a manner similar to the requirement of the Maine law. Other courts have applied the Supreme Court's decision strictly and have found no ERISA coverage when the severance program provided nothing more than a lump sum payment.

To ensure ERISA coverage, employers should adopt written severance pay plans providing for:

- A specific class of potential beneficiaries to be covered by the severance plan
- Specific conditions for payment of benefits (for example, a layoff of employees in a situation where no other company promptly hires them)
- Discretionary authority on the part of the plan administrator to determine (1) whether a particular employee is "eligible" to receive benefits under the severance plan, (2) whether a lay-off was "without cause," and (3) whether an employee resigned "for good reason"
- Specific benefits consisting of more than a lump sum payment

If the employer provides other severance benefits, such as transfer options, job training expense reimbursement, or health care continuation benefits, they should be fully explained in the plan. The employer should make certain that all of ERISA's reporting and disclosure requirements are also met.

Always discuss your legal matters with a licensed attorney.

AS SEEN ON



Standing, from left: Steven J. Brewer, Gary Gwilliam, Steven R. Cavalli, Randall E. Strauss
Seated, from left: Robert J. Schwartz, Jayme L. Walker

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Gwilliam, Ivary, Chiosso, Cavalli & Brewer (GICCB) has represented clients throughout Oakland, the Bay Area, Northern California and beyond for 37 years. The firm accepts only the more serious and complex litigation cases involving personal injury and wrongful death, medical malpractice, insurance disputes/bad faith, product liability, as well as employment, business fraud and consumer law.

As an established firm, GICCB has the experience, knowledge, and resources to litigate against the well-funded corporate and insurance company law firms. GICCB's attorneys are respected for their litigation skills and years of trial experience, and are well versed in the art of settlement negotiations. Their success is predicated on more than 37 years of obtaining outstanding results for clients.

The fight for justice has been relentless, as evidenced by the firm's recent securing of a \$37 million settlement for plaintiffs after seven years of litigation. The firm represented 129 former workers of The Lawrence Livermore National Laboratory in a long-standing wrongful

termination and age discrimination lawsuit arising from their layoffs in 2008. The firm's resilience is reminiscent of Spartan-level strength, with six dedicated Gwilliam lawyers standing up to the defense's 1,200.

"I estimate our firm has put in over 25,000 hours of time on the case and spent over \$1.5 million in out-of-pocket costs," says founding partner Gary Gwilliam, who also insisted that the settlement amount be made public, since it was paid by government money.

Since its inception, GICCB's mission has been clear: Obtain the best possible result for each of our clients and, in so doing, help to create a safer and more just community.

"We take only those cases we truly believe in," says Mr. Gwilliam. "We have demonstrated our willingness to take a case all the way to trial if that is what it takes to obtain the best possible result for our client."

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SPECIALTY WORKERS (H-1B VISAS)

The H-1B nonimmigrant visa category allows U.S. employers to supplement the existing labor force with highly skilled specialty workers. The H-1B visa is used by foreign nationals who will be employed temporarily in specialty occupations or as fashion models of distinguished merit and ability.

SPECIALTY OCCUPATION

Criteria for determining whether an occupation is a "specialty occupation" include:

- Whether a bachelor's or higher degree is normally the minimum requirement for entry into the occupation
- Whether the degree requirement is common to the industry
- Whether the employer normally requires a degree or its equivalent for the position
- Whether the nature of the specific duties is so specialized and complex that knowledge required to perform them is usually associated with having at least a bachelor's degree

EXAMPLES OF SPECIALTY OCCUPATIONS

Certain occupations have no trouble qualifying since specialty occupations are deemed to include professions. Examples of occupations that would easily qualify for H-1B status include:

- Accountant
- Architect
- Engineer
- Lawyer
- Physician
- Surgeon
- Teacher

JOB POSITION REQUIREMENTS

An employee's job position must require:

- Theoretical and practical application of a body of highly specialized knowledge to fully perform the job
- A bachelor's or higher degree or its equivalent as the standard minimum requirement for entry into the position or to get a state license to perform the

occupation after passing usual professional tests

DEGREE EQUIVALENTS

There is no equivalent for a doctorate degree. If a job position requires a doctorate, the individual must hold a doctorate. The following are bachelor's and master's degree equivalents:

- Three years training or experience equals one year of bachelor's education
- Bachelor's plus five years of progressive experience equals a master's degree

For example, if an individual doesn't have a degree that equals a bachelor's degree, experience in the specialty field may be substituted in place of education at a rate of three years of experience for every year of education that the employee didn't complete. An employee would need at least 12 years of experience in a specialty field to have the equivalent a four-year bachelor's degree. However, the fact that an employee can qualify for a position without a degree may raise a question about whether a bachelor's degree is the normal minimum requirement for the job.

QUALIFICATIONS OF THE WORKER

Once it's established that the proposed position is a specialty occupation, the worker must show that he's qualified for it. The worker must possess one of the following:

- A U.S. bachelor's or higher degree required by the specialty occupation from an accredited college or university
- A foreign degree determined to be equivalent to a U.S. bachelor's or higher degree required by the specialty occupation from an accredited college or university
- An unrestricted state license, registration or certification that authorizes him to fully practice the specialty occupation and be immediately engaged in that specialty in the state of intended employment
- An education, specialized training or experience that is equivalent to completion of a U.S. bachelor's or higher degree in the specialty occupation

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We congratulate **STEVEN G. TERAOKA** on having been recognized by Martindale Hubbell as a Preeminent Attorney (AV rated) for over 25 years, named a Super Lawyer since 2008, and recently included in the Forbes Legal Black Book. In his 41st year of practice, Mr. Teraoka serves as counsel to leading Pacific Rim Corporations, including Kikkoman Sales USA, Inc., JFC International Inc., NTT Facilities, Sega and Nomura Research Institute Secure Technologies, Ltd., to name a few.

COURT: UNIVERSITIES NOT LIABLE FOR CAMPUS VIOLENCE

BY PATIENCE HAGGIN

SAN FRANCISCO — A California appeals court ruled in favor of the University of California Board of Regents on Oct. 7, 2015, reaffirming that colleges and universities have no duty to protect students from criminal acts by other students even when the violence takes place in a classroom.

The 2-1 decision from the Second District Court of Appeal came within a week of the deadly shooting at Oregon's Umpqua Community College, at a time when campus violence is a serious concern.

The California case involved a 2009 attack on UCLA student Katherine Rosen by a knife-wielding student in her chemistry lab who had been treated by university personnel for symptoms of schizophrenia including paranoid delusions and auditory hallucinations.

Writing for the majority, Justice Laurie Zelon stated that UCLA did not have a legal duty to protect Rosen.

"The conduct at issue here—a violent crime perpetrated by an individual suffering from mental illness—is a societal problem not limited to the college setting," Justice Laurie Zelon wrote for the majority. "While colleges and universities may properly adopt policies and provide student services ... they are not liable for the criminal wrongdoing of mentally-ill third parties, regardless of whether such conduct might be in some sense foreseeable."

Imposing liability, Zelon wrote, might encourage schools to reduce or eliminate mental health services.

Presiding Justice Dennis Perluss dissented, siding with the lower court that the case should go to trial.

The ruling hands a win to the Regents' lawyers at Maranga Morgenstern and Greines, Martin, Stein & Richland. Reed Smith lawyers Paul Fogel and Dennis Peter Maio backed the UC-Regents on behalf of California colleges and universities including Stanford University, Claremont McKenna College, Pepperdine University and the University of Southern California.

Munger, Tolles & Olson represented an array of higher education associations as amici curiae. Rosen sued the Regents of the University of California in 2010 alleging that university personnel failed to properly respond to warning signs that her attacker, Damon Thompson, might turn violent. Thompson had received psychiatric treatment for possible schizophrenia, and had been expelled from university housing after shoving another student, according to the ruling. Thompson admitted to the stabbing and was found not guilty by reason of insanity.

The panel's split decision reverses a ruling by Judge Gerald Rosenberg of Los Angeles Superior Court.

Rosen's lawyers, Alan Dell'Ario, and Brian Panish and Deborah Chang of Panish, Shea & Boyle, argued that the school owed her a duty of care both as a student and a "business invitee" on the campus. They also alleged that the UCLA psychologist treating Thompson should have warned Rosen and others in the chemistry class of

Thompson's threats. The school was negligent in its provision of mental health services, Rosen's suit alleged.

Zelon rejected Rosen's argument for protection as a "business invitee," writing that "a public college or university may not be held liable as a property owner for injuries caused by third party criminal conduct."

Dell'Ario, who argued the case to the Second District panel in August, said Wednesday that he plans to appeal the ruling to the California Supreme Court.

Making a distinction between private and public universities effectively holds public schools to a lower standard of protection, he said. "You would be safer at Stanford than you would be at UCLA." Dell'Ario also took issue with the court's decision to deny Rosen protection under labor safety statutes.

"That would mean the professor and the [teacher's assistant] being employees were entitled to protection, but the students they were hired to teach weren't," Dell'Ario said. In his dissent, Perluss referenced the 2007 shooting at Virginia Tech and reasoned that a university's duties to its students are "more nuanced than the all-or-nothing approach" favored by the majority, and universities have a duty to adopt "a reasonable program" to protect students from campus violence. That duty would be strongest, he wrote, when students are in the classroom.

FROM THE PAGES OF

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Mark has been a partner of Campagnoli, Abelson & Campagnoli since 1981. Mark's practice has focused on plaintiff's tort work and, in particular, legal malpractice and other professional malpractice matters. He also consults with law firms on a variety of issues including conflicts of interests, potential disqualification, ethical issues and problematic clients. Mark has represented attorneys and clients in fee dispute cases.

Mark has successfully tried, arbitrated and settled more than 100 plaintiff legal malpractice cases. He has lectured to various attorney groups and bar associations on legal ethics, significant case developments, malpractice prevention and other topics related to legal malpractice.

He is a past co-chair of the San Francisco Bar Association Legal Malpractice Committee. Mark has served as a mediator and arbitrator for the San Francisco Superior Court. He has testified as an expert on legal malpractice issues.

Mark has been named as a Northern California *Super Lawyer* and as an Outstanding Lawyer of America. He was named a "Go To Attorney" for plaintiff legal malpractice in an issue of the *California State Bar* magazine.

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DAVID MICHAEL BIGELEISEN

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David Michael Bigeleisen is a leader in criminal defense. He has brought courage, compassion and polish to the practice since 1975.

Mr. Bigeleisen began defending white collar cases in New York City. Shortly afterward he moved his practice to San Francisco.

He has handled almost every sort of criminal case. His practice emphasizes white collar cases and sex cases. He puts the tools that clients need to rebuild their lives into their own hands. He is not afraid to defend the most unpopular client with the most difficult case.

Almost all of his clients are referred by other lawyers.

Mr. Bigeleisen is the former Chairman of the Criminal Law Section of the Bar Association of San Francisco.

He is rated AV Preeminent® by Martindale-Hubbell.

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Senior partner **Robert J. Beles** has practiced criminal law in the Oakland - San Francisco Bay Area since 1968 – the first 11 years with the Alameda County Public Defender and 32 years in private practice.

Annie Beles has been a member of the firm since 1999. Robert and daughter, Annie often team up on high-profile cases. We defend people on all state and federal prosecutions, and have recently expanded into defending the rights of immigrants in deportation proceedings because of the overlap between the legal issues involved in criminal and immigration law.

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INSOLVENCY, BANKRUPTCY, BUSINESS & COMMERCIAL



Patrick Costello has practiced law for over 30 years, primarily in the areas of insolvency, bankruptcy, creditors' rights, workouts, secured transactions, and commercial law. He has represented debtors, creditors, trustees, creditors' committees, purchasers, licensors, licensees, non-institutional lenders, officers, directors and investors in bankruptcies, out-of-court workouts, assignments for benefit of creditors, corporate dissolutions and a broad range of highly-leveraged or distressed transactions ranging from venture start-ups to billion-dollar transactions.

Mr. Costello counsels directors, senior management, investors, and creditors concerning duties and liabilities in the "zone of insolvency" and advises and represents such parties in related state and federal court litigation. He represents both corporate borrowers and venture lenders in distressed credits.

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The Law Offices of Baron J. Drexel provides exceptional legal representation to clients in the Bay Area. Our practice areas include assisting injured plaintiffs in personal injury and wrongful death claims arising from auto and trucking accidents, motorcycle and bicycle accidents, pedestrian accidents, gas and fire explosions, construction accidents, dog bites, and slip and falls. We represent clients in Chapter 7 and Chapter 13 bankruptcy filings and bankruptcy litigation. We also handle a wide range of general civil litigation matters, including business disputes and federal civil rights actions arising under Section 1983.

Principal attorney Baron J. Drexel has over 30 years of legal experience, including nearly 23 years of personal injury experience and 19 years of bankruptcy experience. Mr. Drexel received his B.A. from UC Berkeley in 1979 and his J.D. from University of Miami School of Law in 1985. He was admitted into the California Bar in 1987. He is a member of the 9th Circuit and 11th Circuit Courts of Appeal and is also admitted to practice before the Northern, Eastern, Central and Southern Districts of California and the Southern, Northern and Central Districts of Florida. He has served as Pro Tem Judge in Alameda County (for traffic and settlement), served on the Early Settlement Panel for San Francisco Superior Court and is a member of the California Consumer Attorneys. He founded his own practice in 1996. Since then he has obtained a \$15.2 million jury verdict in a malicious prosecution case and represented other plaintiffs in a range of cases. He has also obtained a reversal of a \$1 million judgment on appeal and successfully defended a CEO of a public company from punitive damages following a reversal on appeal of a judgment against her.

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Michael L. Dworkin, an AV rated® attorney with 42 years of experience, licensed in California and the District of Columbia, is the principal and manager of Michael L. Dworkin and Associates.

Mr. Dworkin and his firm specialize in aviation regulatory, compliance, enforcement, business transactions and litigation, crisis management and safety audit consulting. The firm's nationwide and worldwide clients include airlines, charter operators, manufacturers, corporate flight departments, maintenance and repair facilities, airports and insurance carriers.

Michael L. Dworkin and Associates was recognized by the International Air Transport Association (IATA) as one of the top 100 aviation law firms in the world. Mr. Dworkin has been repeatedly published in leading aviation legal publications and has given presentations to the aviation legal community throughout the U.S. and the world.

Mr. Dworkin is a former President and Executive Vice President of the Washington, D.C.-based National Transportation Safety Board Bar Association (now International Air and Transportation Safety Bar Association).

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Ted J. Hannig, founding Partner, received both his J.D. and M.B.A. degrees from Santa Clara University,

where he was Research Editor for the Law Review, founded the Computer and High Technology Law Conference and briefed judges for the San Mateo County Superior Court. He also studied international business law at the University of Tokyo while working for a Japanese law firm.

He provides his clients with a unique blend of knowledge and experience in real estate, business, high technology and entertainment law. He is one of the few attorneys who have earned respect and the highest ratings as both a trial attorney and transactional attorney. Hannig Law LLP is a general practice firm with a 65-year family history of quality legal services. Ted Hannig practices in both the Silicon Valley/SF and Los Angeles.

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JEFFREY B. HAYDEN

CRIMINAL DEFENSE, JUVENILE DEFENSE

A Certified Specialist in Criminal Law by the State Bar of California Board of Legal Specialization, Jeffrey B. Hayden represents the residents of the Bay Area where he focuses his practice on criminal defense, and juvenile offenses.

California has fewer than 400 Certified Criminal Law Specialists.

In 1986, Mr. Hayden graduated UC Santa Cruz with a Bachelor of Arts in economics. He then attended USC, Gould School of Law, earning his Juris Doctor in 1989.

After graduating from law school, Mr. Hayden clerked for United States District Court Judges Robert P. Aguilar and James Ware before leaving for Los Angeles to work in the Los Angeles County Public Defender's office, defending people accused of breaking the law. During that time, he worked on cases ranging from petty theft to homicide, in both adult and juvenile courts, learning the tactics and methods used to protect the accused from suffering wrongful or excessive convictions. He then returned to his native San Mateo County, defending individuals throughout the Bay Area; over the last 18 years, he has represented people in thousands criminal matters, and has tried hundreds of cases with and without a jury.

Jeff has recently served as Chair of the Criminal Law Advisory Commission of the State Bar of California, and currently serves as Vice-Chair of the California Board of Legal Specialization. Well known within San Mateo County and beyond, Mr. Hayden serves as President of the San Mateo County Bar Association, President-elect of the Rotary Club of Redwood City and Chair-elect of the Conference of California Bar Associations.

Mr. Hayden's excellent legal skills and adherence to ethics has earned him a place in *Super Lawyers* in 2004, 2005, 2006, 2009, 2014 and 2015, as well as San Francisco's *Top Rated Lawyers* in 2013, 2014 and 2015.

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O'Connor has served as both an expert witness and litigator in attorneys fees disputes throughout the country, and as well as an expert in related litigation management issues. He has frequently associated with other firms to provide trial and expert deposition assistance, either on behalf of a separate co-party or as co-counsel. It is part of the philosophy of O'Connor and Associates to staff cases economically, using only counsel whose experience level is appropriate to the task assigned.

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Nick started his career as a Tax Attorney with Touche Ross & Company (now Deloitte), a major international accounting and consulting firm. He did extensive individual, corporate, and estate tax planning for owners and key executives in start-up high-tech companies. Since joining the firm Randick in 1987, his practice has emphasized individual, partnership and corporate taxation, estate planning, probate and business law and planning.

He is a Certified Specialist in Probate, Estate Planning and Trust Law. He has worked extensively with emerging closely-held businesses in the Silicon Valley, dealing with matters ranging from choice of business form, compensation and capitalization to the intricacies of tax planning. He has extensive experience in real estate transactions, including acquisitions, exchanges and leases. Nick limits his litigation to complex civil and criminal tax matters and probate and trust issues. Over the past 10 years, he has tried and settled several cases saving taxpayers in excess of \$10 million.

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R. LEWIS VAN BLOIS

PERSONAL INJURY, PRODUCTS LIABILITY, LITIGATION

Lew Van Blois is an experienced Oakland trial lawyer representing consumers with catastrophic injuries for more than 40 years. He specializes in accidents caused by big rig trucks, auto defects, tire defects, dangerous roads, construction negligence and unsafe products. He is experienced in traumatic brain injuries, spinal cord injuries and wrongful death cases. Recognized as a specialist in products liability, governmental liability and professional negligence cases, he has been certified as a Civil Trial Specialist by the National Board of Trial Advocacy for more than 30 years. A graduate of UC Berkeley School of Law (Boalt), he has received the highest possible rating AV Preeminent® by Martindale-Hubbell for more than 30 years. He is listed in *Best Lawyers in America*, *Super Lawyers*, and *Top 100 National Trial Lawyers*. He has consistently obtained high jury verdicts and awards for his clients. With a second office in Stockton, his firm represents clients throughout Northern and Central California.

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MARK J. ZANOBINI

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For almost 30 years Mr. Zanobini has successfully handled all types of catastrophic personal injury and wrongful death cases including those caused by vehicular accidents, product liability, dangerous premises or medical negligence.

Mr. Zanobini is a graduate of the University of California at Berkeley and the University of San Francisco, School of Law. He is on the Board of Directors of the San Francisco Trial Lawyers Association, and is an active member of many other trial, charitable and consumer organizations.

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INDEX OF FEATURED FIRMS BY PRACTICE AREA

ANTITRUST

Joseph Saveri Law Firm, INC.....16

ALTERNATIVE DISPUTE RESOLUTION

Computerlaw Group LLP.....16
Law Offices Of Triano & Byrne.....6
Mediation And Law Offices Of Patrick J. Byrne.....15

ARBITRATION

Jams - Cathy Yanni.....16
Jeffrey Harper At Van De Poel, Levy, Allen & Arneal, LLP.....15
Law Office Of John Burritt Mcarthur.....16

AVIATION

Michael L. Dworkin And Associates.....11

BANKRUPTCY

Law Offices Of Baron J. Drexel.....11
Law Offices Of Triano & Byrne.....6
Vectis Law Group.....10

BUSINESS & COMMERCIAL

Bowles & Verna.....9
Buchman Provinc Brothers Smith LLP.....9
Hannig Law LLP.....12
Law Offices Of Triano & Byrne.....6
Michael L. Dworkin And Associates.....11
Randick O'Dea & Tooliatos LLP.....13
Vectis Law Group.....10

CIVIL LAW

Law Offices Of Joseph A. Piasta II.....16

CIVIL LITIGATION

Joseph Saveri Law Firm, INC.....16
Law Office Of Amanda L. Ebey, P.C.....15
Law Offices Of Triano & Byrne.....6
Mary Alexander & Associates, P.C.....3
Michael L. Dworkin And Associates.....11
O'Connor And Associates.....12
Teraoka & Partners LLP.....8

CIVIL RIGHTS

Helbraun Law Firm.....15
Law Offices Of John L. Burris.....15

CIVIL TRIAL PRACTICE

Mediation And Law Offices Of Patrick J. Byrne.....15

CLASS ACTIONS

Joseph Saveri Law Firm, INC.....16
Keller And Heckman LLP.....16

COMMERCIAL LITIGATION

Bergeson, LLP.....15
Computerlaw Group LLP.....16
Goddard Law Offices.....15
Gwilliam, Ivary, Chiosso, Cavalli & Brewer.....7
Law Offices Of Triano & Byrne.....6
O'Connor And Associates.....12

COMPLEX COMPENSATION ISSUES

Suzie S. Thorn, ESQ.....16

COMPLEX PROPERTY DIVISION

Suzie S. Thorn, ESQ.....16

CONSTRUCTION

Elliott & Elliott.....11
Erickson Arbuthnot.....12
Law Offices Of Triano & Byrne.....6

CONSUMER LAW

Gwilliam, Ivary, Chiosso, Cavalli & Brewer.....7

CONTRACTS

Law Offices Of Triano & Byrne.....6

CRIMINAL DEFENSE

Beles & Beles Law Offices.....10
David Michael Bigeleisen.....10
Jeffrey B. Hayden, ESQ.....12
Law Offices Of John L. Burris.....15

ELDER LAW

Gilfix & La Poll Associates, LLP.....16
Law Office Of Amanda L. Ebey, P.C.....15
Law Offices Of Joseph A. Piasta II.....16

EMPLOYMENT

Bowles & Verna.....9
Buchman Provinc Brothers Smith LLP.....9
Gwilliam, Ivary, Chiosso, Cavalli & Brewer.....7

ERISA LITIGATION

Buchman Provinc Brothers Smith LLP.....9

ESTATE PLANNING

Gilfix & La Poll Associates, LLP.....16
Hannig Law LLP.....12

FAMILY LAW

Goddard Law Offices.....15
Suzie S. Thorn, ESQ.....16

FOOD & DRUG LAW

Keller And Heckman LLP.....16

IMMIGRATION

Teraoka & Partners LLP.....8

INSOLVENCY

Vectis Law Group.....10

INSURANCE

Buchman Provinc Brothers Smith LLP.....9

Elliott & Elliott.....11

Erickson Arbuthnot.....12

Goddard Law Offices.....15

Helbraun Law Firm.....15

O'Connor And Associates.....12

Suzie S. Thorn, ESQ.....16

INTELLECTUAL PROPERTY

Bergeson, LLP.....15

Computerlaw Group LLP.....16

O'Connor And Associates.....12

Suzie S. Thorn, ESQ.....16

INTERNATIONAL CUSTODY

Suzie S. Thorn, ESQ.....12

JUVENILE DEFENSE

Jeffrey B. Hayden, ESQ.....12

LEGAL MALPRACTICE

Campagnoli, Abelson & Campagnoli.....10

LITIGATION

Computerlaw Group LLP.....16

Elliott & Elliott.....11

Goddard Law Offices.....15

Helbraun Law Firm.....15

Law Offices Of Ben Winslow.....16

Law Offices Of Joseph A. Piasta II.....16

The Van Blois Law Firm.....13

MEDIATION

Jams - Cathy Yanni.....16

Jeffrey Harper At Van De Poel, Levy, Allen & Arneal, LLP.....15

Mediation And Law Offices Of Patrick J. Byrne.....15

MEDICAL MALPRACTICE

Bennett Johnson, LLP.....4

Law Offices Of Steven A. Fabbro.....5

Jeffrey Harper At Van De Poel, Levy, Allen & Arneal, LLP.....15

Suzie S. Thorn, ESQ.....15

The Van Blois Law Firm.....13

Mary Alexander & Associates, P.C.....3

MEDICAL NEGLIGENCE

Law Office Of Mark J. Zanobini.....13

MERGERS AND ACQUISITIONS

Teraoka & Partners LLP.....8

PERSONAL INJURY

Bennett Johnson, LLP.....4

Bravo & Margulies.....15

Campagnoli, Abelson & Campagnoli.....10

Goddard Law Offices.....15

Gwilliam, Ivary, Chiosso, Cavalli & Brewer.....7

Jeffrey Harper At Van De Poel, Levy, Allen & Arneal, LLP.....15

Law Offices Of Baron J. Drexel.....11

Law Offices Of Ben Winslow.....16

Law Offices Of John L. Burris.....15

Law Office Of Mark J. Zanobini.....13

Law Offices Of Steven A. Fabbro.....5

Mary Alexander & Associates, P.C.....3

The Van Blois Law Firm.....13

Premises Liability (Defense)

Jeffrey Harper At Van De Poel, Levy, Allen & Arneal, LLP.....15

PRODUCTS LIABILITY

Elliott & Elliott.....11

Law Office Of Mark J. Zanobini.....13

Law Offices Of Steven A. Fabbro.....5

Mary Alexander & Associates, P.C.....3

The Van Blois Law Firm.....13

PROFESSIONAL LIABILITY

Erickson Arbuthnot.....12

Helbraun Law Firm.....15

Professional Malpractice.....10

PROPERTY & JURISDICTION

Suzie S. Thorn, ESQ.....16

REAL ESTATE

Bowles & Verna.....9

Bravo & Margulies.....15

Buchman Provinc Brothers Smith LLP.....9

Hannig Law LLP.....12

Law Offices Of Triano & Byrne.....6

Regulatory Law.....16

Keller And Heckman LLP.....16

SECURITIES LITIGATION

Bergeson, LLP.....15

SPECIAL MASTER

Jams - Cathy Yanni.....16

TAX

Gilfix & La Poll Associates, LLP.....16

Randick O'Dea & Tooliatos LLP.....13

TRIAL LAWYER

Foreman & Brasso.....11

TRUSTS & ESTATES

Law Office Of Amanda L. Ebey, P.C.....15

Randick O'Dea & Tooliatos LLP.....13

WILL & ESTATE CONTESTS

Goddard Law Offices.....15

Wrongful Death.....13

Law Office Of Mark J. Zanobini.....13

Law Offices Of Baron J. Drexel.....11

Law Offices Of John L. Burris.....15

Law Offices Of Steven A. Fabbro.....5

Mary Alexander & Associates, P.C.....3



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SECURITIES LITIGATION, INTELLECTUAL PROPERTY, COMMERCIAL LITIGATION

Daniel J. Bergeson is the founding partner of Bergeson, LLP. He is admitted to practice in all California Courts, all of the United States District Courts in California, the United States Court of Appeals for the Ninth Circuit, and the United States Supreme Court. Mr. Bergeson is also admitted to the New York State Bar and the District of Columbia Bar.

His expertise encompasses all aspects of a business trial practice with an emphasis in securities and intellectual property litigation. He has extensive experience in securities class action and derivative lawsuits. He has conducted numerous investigations on behalf of special litigation committees and audit committees. He has represented officers and directors in internal investigations and SEC interviews. Mr. Bergeson also has represented companies in patent, copyright, trade secrets, and trademark litigation. He has litigated cases in DE, NY, WA, TX, TN, NV, AZ, IL, FL, MI, and the District of Columbia.

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Patrick has extensive experience in a variety of civil litigation matters and jury trials, and is uniquely qualified to serve as Mediator in a vast array of civil disputes between parties in litigation. Patrick has experience in mediating settlements of disputes both as an advocate and as a Mediator in all Bay Area Counties. A *San Francisco Top Rated Lawyer* for many years, Mr. Byrne has Martindale-Hubbell's highest peer review rating, "AV Preeminent® 5.0 out of 5," and has been AV Rated® for more than 30 years.

A San Francisco Native and a graduate of USF School of Law, Patrick has the legal and mediation experience needed to help parties resolve a diversity of disputes, including personal injury, products liability, insurance coverage, landlord/tenant, vehicle and equipment accidents, neighbor and boundary disputes, and business, commercial, construction and attorney-client matters. Mediation is cost effective, anxiety reducing, and saves the parties time and expense. Patrick is widely respected for his knowledge, skills, honesty and integrity. As Mediator, Patrick serves as a neutral third party, committed to helping parties reach mutually agreeable and satisfactory solutions.

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Mr. Harper is pleased to have been recognized as one of the 2015 AV preeminent® lawyers in San Francisco. After 36+ years of practice, he has earned a reputation for his ability to handle complex personal injury and medical malpractice cases. Due to his extensive experience and background, Mr. Harper has developed a successful mediation and arbitration practice and has mediated approximately 2,000 cases since 1994. In this connection, Mr. Harper is also a panelist with Judicate West in San Francisco.

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Joe Bravo is a real estate and personal injury attorney, practicing in San Francisco for over 30 years. He is the principal attorney and owner of the **Bravo & Margulies** law office. For 18 years he has been rated "AV®," the highest peer rating for competency and ethics. In 2003 and 2004 he was voted "Super Lawyer" by *San Francisco Magazine*. Joe Bravo is an experienced trial lawyer, having tried cases throughout San Francisco Bay Area courts.

His professional associations include membership in personal injury attorney organizations, five terms as president of the San Francisco Apartment House Association, three years as delegate to the California Apartment House Association, and two years as chair of its legal committee.

He graduated from Saint Ignatius College Preparatory in San Francisco. He is a graduate of the University of California, Berkeley and received his law degree from the University of California, Berkeley, School of Law.

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He currently represents a young man who was brutally assaulted by an armed security guard at Whole Foods in an unwarranted attack. He represented the family of Oscar Grant, who was shot to death by a BART police officer. The film "Fruitvale" is based on the case. He represented 119 clients in the "Riders" case against the City of Oakland where an independent monitor was appointed by the federal judge to oversee a series of reforms. He was class counsel in multimillion-dollar employment class action cases against FedEx and UPS.

A legal analyst to national and local media, he was a *Los Angeles* and *San Francisco Daily Journal's* 100 Top Attorneys in and 2005 and 2009, respectively, and *American Trial Lawyers Association* Top 100 Trial Lawyers in 2007. He is the author of *Blue vs. BLACK: Let's End the Conflict Between Police and Minorities*.

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Clients say, "Francis is supportive, knowledgeable, skillful, and he communicates clearly."

Publications include "Income Taxation of Nonresident Aliens in International Estate Planning" (Matthew Bender) and "Vaporize Estate Taxes and Keep It All in the Family: The Family Limited Partnership," (Gilfix Elder Law NewsAlert - Bancroft-Whitney). He also contributes to Tax & Financial Planning for the Elderly (Matthew Bender).

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Joseph "Joe" A. Piasta II is an experienced trial lawyer who has tried a wide spectrum of cases since he started practice in 1977. In 2014, Joe tried a real estate fraud case resulting in a \$15 million verdict for his clients in Sonoma County, California. A member of the American Board of Trial Advocates (ABOTA), his past trials include criminal and civil fraud, elder financial abuse, breach of fiduciary duty, employment, sexual harassment and abuse, insurance bad faith, real estate, business contract, personal injury and wrongful death. He has been both a prosecutor and a criminal defense attorney and a plaintiffs and defense attorney in civil cases, handling numerous high visibility matters including the defense of senior military officers, court staff and clergy. In addition to his 34 years of civil trial experience, Joe teaches civil discovery at the University of San Francisco School of Law and earned the rank of Colonel in the U.S. Army Judge Advocate General's Corps Reserve. Joe and his wife, Kathy have seven children and three grandchildren.

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She is a Fellow of the International Academy of Matrimonial Lawyers (www.iaml.org) and a long standing member of the American Academy of Matrimonial Lawyers (www.aaml.org) and the AAML Foundation (former President).

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Mr. Winslow served as a Lieutenant in the U.S. Army. He has taught legal research at Hastings College of Law and has also taught at Lincoln Law School. Mr. Winslow is a graduate of the University of California, Hastings College of the Law.

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Admiralty and Maritime Law	18	Dental Malpractice	35	Internet Law	53
Alternative Dispute Resolution	18	Discrimination	35	Legal Malpractice Law	55
Appellate Law	19	Domestic Violence.....	35	Litigation.....	55
Arbitration	20	Education	35	Medical Malpractice.....	62
Asbestos Litigation.....	20	Eminent Domain.....	35	Non-Profit Law	62
Banking & Finance	20	Energy and Natural Resources Law	35	Personal Injury.....	62
Bankruptcy	21	Entertainment Law.....	35	Products Liability	65
Business & Commercial	22	Environmental	36	Professional Liability.....	66
Civil Law.....	27	Family Law.....	37	Real Estate Law.....	67
Civil Rights.....	28	Franchise Law.....	38	Securities	71
Class Actions.....	28	General Practice	38	Social Security Disability	72
Collections Law.....	29	Government Law	48	Taxation	72
Commercial Litigation.....	29	Health Care Law	48	Technology.....	73
Communications & Media.....	32	Immigration Law	49	Transportation	73
Construction Law.....	32	Insurance Law.....	49	Trusts and Estates.....	73
Consumer Law	33	Homeowners Association	49	Workers' Compensation	77
Criminal Defense - White Collar	33	Intellectual Property	51	Zoning, Planning and Land Use	77
Criminal Law.....	33				

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