

2019

# Annual Report

# Focused Excellence

Epstein Becker & Green, P.C., is a national law firm with a primary focus on health care and life sciences; employment, labor, and workforce management; and litigation and business disputes. Founded in 1973 as an industry-focused firm, Epstein Becker Green has decades of experience serving clients in health care, financial services, retail, hospitality, and technology, among other industries, representing entities from startups to Fortune 100 companies. Operating in locations throughout the United States and supporting domestic and multinational clients, the firm's attorneys are committed to uncompromising client service and legal excellence.

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# Valuing Client Service

In 2019, after formally announcing our “[Values Commitment](#)” the previous year, Epstein Becker Green built on the firm’s pledge of delivering focused excellence and quality client service in the areas of health care and life sciences and labor, employment, and workforce management.

On May 7, 2019, Epstein Becker Green announced a strategic alliance with Deloitte Legal to create the first and largest global employment law and workforce management services resource for employers. Through this alliance, we offer legal services in the United States for Deloitte Legal’s multinational client base as well as holistic, end-to-end workforce management solutions anywhere in the world for our clients. We can now tailor legal, tax, consulting, and technology services to overcome our clients’ toughest business challenges. Already, the alliance is providing tremendous opportunity for us to work more collaboratively with our clients through enhanced services, and we look forward to continuing to leverage this multidisciplinary team for our clients in 2020 and beyond.

Shortly after our announcement in May, we also expanded the regulatory, clinical, quality, privacy, compliance, and reimbursement capabilities available to our BioPharma, medical device, and other life sciences clients by adding several professionals to both Epstein Becker Green and our affiliate consultancy EBG Advisors. These new additions bring years of industry experience and magnify the firm’s ability to deliver comprehensive business, compliance, and legal services to the life sciences industry.

The inclusive professional and personal development initiatives available to our attorneys, strategic advisors, and staff are also an essential part of fostering the best team for delivering exceptional service to our clients. We are pleased to announce that, in 2019, the firm updated its parental leave policy. In keeping with our commitment to create a flexible, family-friendly work environment, beginning in 2020, eligible employees, male or female, will receive increased time off to care for and bond with a new child.

This report provides many other examples of thought leadership, client advocacy, innovation, and professional development that the Epstein Becker Green team is proud to share this year.

It is our core commitment to quality client service that drives our success and comradery as a team. We thank you for the trust you have given us. Whether this was the first year we worked with you, or our relationship was established decades ago, we hope to continue to have the privilege of serving you for many years to come.



**Mark E. Lutes**  
Chair, Board of Directors



**James P. Flynn**  
Managing Director

# Strategic Alliance with Deloitte Legal

## Innovative global workforce management

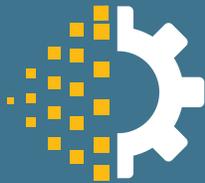
### Prepare for tomorrow's challenges, today

Multinational corporations continue to face unprecedented market complexity with increasingly stringent regulations and the rapid pace of business change. Because a wide range of workforce issues can impact a company's ability to attract and retain talent or can damage its reputation and market value in an instant, companies need trusted, globally scalable workforce management solutions.

Deloitte Legal and Epstein Becker Green collaborate with others in the Deloitte family to offer a comprehensive portfolio of employment law and workforce management solutions to clients, including:

#### Workforce Transformation

Manage your organizational change



#### Global Legal Mobility Services

Support for your international workforce



#### HR Risk, Regulatory & Legal Advisory

Tailor-made global compliance programs



#### Contingent Workforce

Comprehensive support for on-demand labor



#### Executive Compensation and Employee Share Plan

Global incentive design and implementation



Deloitte Legal + Epstein Becker Green =

*One comprehensive global delivery model*

Together, we're providing clients with a comprehensive and global employment law and workforce management services portfolio.

## Strategies and Solutions for the Health Industry

### End-to-End Expertise

EBG Advisors is a national strategy and management consultancy that serves the health care and life sciences industry and provides workforce management consulting across various industries. With a far-reaching network of experts, EBG Advisors is capable of supporting client innovations, from ideation to full implementation.

### Industry Leaders

Our network offers a mix of professional talent—from physicians who have run medical policy and health plans to former members of federal regulatory agencies and the former Acting Administrator for the Centers of Medicare & Medicaid Services. Among our industry leaders are financial experts, actuaries, engineers, privacy and security professionals, lawyers, and others with an extensive knowledge of the wide array of problems that health care and life sciences clients face.

### One-Stop Solution

Through affiliations with Epstein Becker Green and legislative and regulatory consultancy National Health Advisors, we offer services such as:

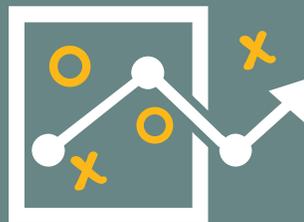
#### Legal Risk Management Analysis

Navigate the laws and regulations affecting your business decisions



#### Business Consulting

Build strategies that meet your specific needs



#### Policy Advisory

Implement advocacy campaigns with key stakeholders



Be well positioned to anticipate and efficiently tackle all the complex challenges ahead.

# Innovative Solutions

Epstein Becker Green's "super boutique" focus and deep knowledge has allowed us to serve our clients in the health care and life sciences, financial services, retail, hospitality, and technology, media, and telecommunications industries in truly multifaceted ways in 2019.

Private equity transactions continued to drive deal activity in all areas of the health care and life sciences industry. For example, a team of attorneys across six Epstein Becker Green offices provided key regulatory advice to a long-term middle-market private equity client in the sale of its stake in a well-known group of veterinary hospitals across the United States, which had a total enterprise value of \$1.2 billion. We provided continuous regulatory support as the investment grew over several acquisitions.

An employer's first and often best opportunity to successfully defend a wage-hour class action is to defeat certification of the proposed class. In July, Epstein Becker Green defeated class certification in a decision that withstood two appellate challenges within the past year. The court of appeal adopted many of Epstein Becker Green's arguments wholesale in its decision and again sided with the firm's position in a rehearing and upheld the denial of class certification.

These are just two examples of the successful results that ongoing, strategic client service can bring. Our attorneys worked on several other matters this year that demonstrate our tenacity in getting what many might consider the impossible done.

We are already actively working with clients on emerging areas such as artificial intelligence and cannabis. In 2020, we resolve to continue to find new innovative pathways and partnerships to deliver deeper and more complete solutions to the evolving challenges and disputes our clients will face in this new decade to come.



3<sup>rd</sup> Counsel to Counsel roundtable facilitated brainstorming and networking among in-house peers in the health care industry

In its first year, our anti-harassment e-learning course, *Halting Harassment: Rules of the Road for a Respectful and Inclusive Workplace*, was rolled out



to dozens of clients and has helped effectively and compliantly train over 100,000 of our clients' employees across all 50 states, the District of Columbia, and Puerto Rico

**460+** registrants for the 38<sup>th</sup> Annual Workforce Management Briefing for employers

## 4 convenient, on-the-go resources



**Employment Law This Week<sup>®</sup>**  
– video and podcast series



**Thought Leaders in Health Law<sup>®</sup>**  
– video series



**Telemental Health Laws app**

**Wage & Hour Guide for Employers app**

**600+** employment law and workforce solutions professionals across **60+** countries through our strategic alliance with Deloitte Legal



**Top 10** in *Modern Healthcare's* 2019 list of the nation's largest health care law firms

**Certified for  
2nd straight  
year**



# Highlighted Recognitions

## *BTI Client Service A-Team 2020:*

Ranked as a BTI Top 100 Client Service Leader

## *BTI Litigation Outlook 2020:*

- Standout in Employment Litigation – Top 15
- Honor Roll in Complex Employment Litigation

## *BTI Brand Elite 2019:*

Recognized in the categories “Client Experience,” “Premium Worthy,” and “Innovation”

BTI Consulting Reports and Market Research



Shortlisted for

**Labor & Employment  
Firm of the Year**

Chambers USA 2019 – New York Awards

Ranked for

**Health Care (Top 2) and  
Labor and Employment Law (Top 20)**

Vault “Best Law Firms” 2020



21 attorneys identified in the

**Health Care or Labor and Employment  
practice areas as leaders in their field**

Chambers USA: America’s Leading Lawyers for Business 2019



Tier 1 in the category of “Healthcare: Health Insurers”

Recommended in 6 practice areas

- Healthcare: Service Providers
- Employee Benefits, Executive Compensation and Retirement Plans: Design
- Labor and Employment Disputes (Including Collective Actions): Defense
- Labor-Management Relations
- Workplace and Employment Counseling
- M&A: Middle Market (Sub-\$500 Million)

The Legal 500 United States 2019

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# Professional Development & Inclusion

## Diversity Awareness Month

Promoting inclusion and diversity awareness is acknowledged and celebrated throughout the year, with the month of October designated as Diversity Awareness Month. October 2019 marked the 10th consecutive year we observed Diversity Awareness Month. We celebrated the month with international food festivals and weekly educational email campaigns and by having employees share stories of what they learned about other cultures through travel.

## “Make a Difference” Award

In October, at our yearly Diversity Reception, we presented the firm’s Seventh Annual “Make a Difference” Award to Wade Henderson for his lifetime commitment to diversity and for his 20 years of service to The Leadership Conference on Civil and Human Rights, an advocacy coalition that grew from 170 to more than 230 member organizations under Mr. Henderson’s direction.

## Pro Bono Work

We recognize our professional responsibility to the communities that we serve and understand the rewarding opportunities for personal and professional growth that pro bono work affords. This year, we spent over 7,800 hours working on pro bono projects and held the Fourth Annual Pro Bono Challenge, which encourages all attorneys to perform at least five hours of pro bono work during the year.

## 1L Summer Associate – Pipeline Program

First-year law school students are invited to contribute to the firm’s core practice areas through exposure to subject-matter seminars, real projects, and real experiences that junior Associates regularly face at the firm. In 2019, two 1L students participated, and one of the two accepted an offer to return as a 2L Summer Associate in 2020.

## Future Lawyers Program

The Third Annual Future Lawyers Program invited college students interested in attending law school to meet with current attorneys, Summer Associates, and law school career counselors through an interactive one-day seminar presenting topics such as preparing for a career in law, choosing a law school, and studying for the Law School Admission Test.

## Associate Shadowing Program

The Associate Shadowing Program provides experiences that improve an Associate’s confidence, skill set, and professional development without requiring a client to foot the bill. This year, 78 Associates spent nearly 2,700 hours learning through the program, and 79 Members of the Firm provided shadowing opportunities.



“This year, I was particularly proud to be part of a large-scale pro bono case that has significant impact nationally. The experience allowed me to grow professionally by working alongside seasoned Members of the Firm in collaboration with a reputable nonprofit organization that protects democratic principles. Prevailing in the first phase of this case was extremely gratifying for me personally and professionally.”

- Erica Sibley Bahnsen, Associate

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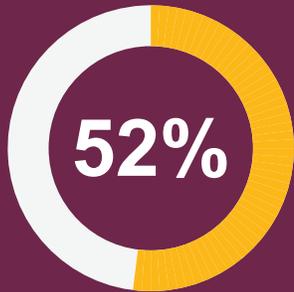
“In 2019, diversity and inclusion at Epstein Becker Green continued to be much more than numbers on a page. The firm completed its unconscious bias training for attorneys at all levels, regular educational campaigns fostered conversations among employees from different backgrounds, and our affinity groups and student programs continued to reflect our core values by supporting the firm’s rich and diverse team of attorneys.”

- Thalia Bowen, Diversity Manager

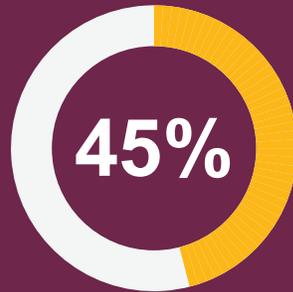


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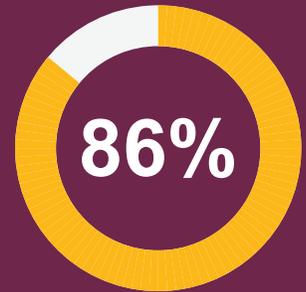
# Professional Development & Inclusion



of Epstein Becker Green attorneys are minorities or women



of new firm hires in 2019 were minorities



of Associates participated in pro bono work in 2019

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## TOP 25

law firm for minorities

*Law360's*

### Diversity Snapshot

(150 – 299 lawyers category)

### A year of service:



42% growth in pro bono hours

## 5X

increase in mentoring through the  
**Associate Shadowing Program in 2019**

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### Affinity Groups promote an environment of inclusion

- Women's Initiative
- LGBTQ+ Outreach Group
- Minority Attorneys Forum
- Work/Life Integration Resource Group

## 100+

employees recognized as  
**2019 Values Champions**

# New Team Members

**Carrie Anderer**

New York  
Associate



**Kathleen Barrett**

Chicago  
Associate



**Matthew Berger**

Washington, DC  
Associate



**Amy Bharj**

Chicago  
Senior Counsel



**Kellie Chen**

Chicago  
Associate



**Erika Collins**

New York  
Member of the Firm



**Garen Dodge**

Washington, DC  
Member of the Firm



**Kathy Doelling**

Memphis  
Advisor



**Daniel Fahey**

Chicago  
Associate



**Michael Ferrell**

Chicago  
Member of the Firm



**Brett Fischer**

Newark  
Associate



**Rina Fujii**

New York  
Associate



**Adriana Galindo**

Los Angeles  
Associate



**Elizabeth Harris**

Washington, DC  
Associate



**RyAnn Hooper**

New York  
Associate



**Tony Huber**

Newark  
Member of the Firm



**Ryan Hutzler**

Washington, DC  
Associate



**Stephanie Kanwit**

Washington, DC  
Of Counsel



**Julie Lampley**

Nashville  
Member of the Firm



**Randall Lee**

Newark  
Senior Counsel



**Devin Lindsay**

Los Angeles  
Associate



**Robert Lufrano**

Princeton  
Associate



**Karen Mandelbaum**

Washington, DC  
Senior Counsel



**Vanessa Manolatos**

Los Angeles  
Associate



**Elizabeth Martin**

Chicago  
Associate



**Jennifer Michael**

Washington, DC  
Member of the Firm



**James Oh**

Chicago  
Member of the Firm



# New Team Members

**Robert O'Hara**

New York  
Member of the Firm



**Brock Olson**

Los Angeles  
Associate



**Jonathan Salm**

New York  
Associate



**Brock Seraphin**

Los Angeles  
Associate



**Machelle Shields**

Memphis  
Strategic Advisor



**Christopher Smith**

Washington, DC  
Senior Counsel



**Lauren Sullivan**

Stamford  
Member of the Firm



**Kevin Vozzo**

New York  
Member of the Firm



**Mary Vu**

Los Angeles  
Associate



**Virginia Wilson**

Memphis  
Senior Counsel



# 2019 First-Year Associates

**Alexis Boaz**

Washington, DC



**Ashley Creech**

Washington, DC



**Eric Emanuelson**

New York



**Alison Gabay**

New York



**Eduardo Quiroga**

New York



**Zachary Taylor**

Newark



**Bailey Wendzel**

Washington, DC



# 2019 Summer Associates

Sanchita Bose\* (American University)

Vidaur Durazo (UCLA School of Law)

Radhika Gupta\* (New York University)

Cynthia Joo (Benjamin N. Cardozo School of Law)

Phillip Lamborn (USC Gould School of Law)

Devon Minnick (The George Washington University Law School)

Lauren Petrin (University of Maryland School of Law)

Scott Platton (Seton Hall University School of Law)

Emily Plinio (Seton Hall University School of Law)

Jenna Russell (American University, Washington College of Law)

Christopher Shur (Benjamin N. Cardozo School of Law)

Christopher Taylor (The George Washington University Law School)

\*Denotes a student in the 1L Summer Associate - Pipeline Program.

EPSTEIN  
BECKER  
GREEN

[ebglaw.com](http://ebglaw.com)