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The Hot 100

Hot 100 2017

From saving a woman caged against her will to fighting for parliamentary sovereignty in the UK courts, these outstanding lawyers show that nothing is impossible

PHIL HAGAN

**Group legal director, Phoenix Group
In-house**

After a couple of relatively quiet years, Phoenix Group has hit the headlines in a big way. A prime example is its involvement in one of the most high-profile deals in the insurance world last year, taking on part of Deutsche Bank's insurance arm Abbey Life for £935m.

At the helm of this high profile acquisition was Phoenix group legal director Phil Hagan, who also had to juggle negotiations to buy all of AXA's UK assets. Now, he will take a key role in integrating the companies.

To drive these investments Phoenix operates an informal legal panel consisting of Eversheds, Freshfields Bruckhaus Deringer, Hogan Lovells, Linklaters and Skadden Arps Slate Meagher & Flom.

So, which firm to use in any given situation? Hagan makes his decision based on a "four-leaf clover" rule of thumb that involves selecting the firm based on cost, technical expertise, commercial judgement, and service delivery.

WILL BLOOMER

**General counsel and chief risk officer,
Hyperion
In-house**

After a frenetic year of deal-doing, including a merger with RK Harrison, 2016 was about bedding in for Hyperion and its general counsel Will Bloomer. Unlike others in this role, Bloomer is also chief risk officer, which means he is part of the insurer's management team and has been key in consolidating the company's spread of

businesses, which it aims to reduce from 200 to 100.

In his dual roles, compliance, internal audit and the company secretary all report to Bloomer. In this rapidly expanding company, Bloomer is set to recruit a full-time chief risk officer who will also report to him, though that does not mean the general counsel will work any less.

A major hurdle surmounted by Bloomer in 2016 was a litigation in Hong Kong which had prevented Hyperion from growing in Asia. It was resolved, with help from Herbert Smith Freehills, and now means Hyperion can expand there.

KATHY ATKINSON

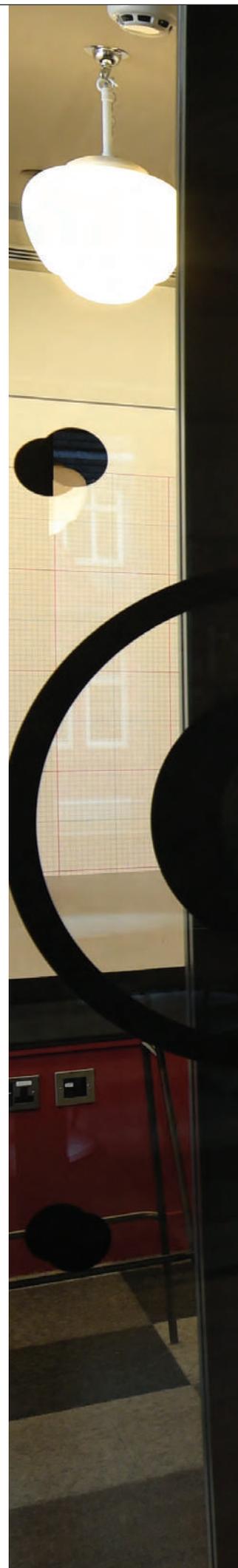
**Legal director, Kettle Foods UK
In-house**

It has been a year of transition for Kettle Foods legal chief Kathy Atkinson, who battled not one but two transformational M&A transactions at once over 2016. At the start of the year, Atkinson saw Kettle Foods through a sale process to US giant Snyder's-Lance, at the same time as entering discussions to buy an initial stake in Metcalfe's Skinny.

The Metcalfe acquisition, which was completed at the end of 2016, saw Atkinson take on a hefty pile of integration work to ensure the rebranding adhered to consumer laws and food labelling regulations. She was also tasked with issuing new employment contracts to all 430 of Kettle Foods' employees to match the financial year of new owner Snyder's Lance.

Leading the project in-house and amid multiple time constraints, Atkinson successfully saw Kettle Foods on its way to not one but two of its biggest-ever plays in the corporate sphere.

“The Metcalfe's acquisition saw Atkinson take on a pile of integration work to ensure the rebranding adhered to consumer laws and food labelling regulations”





L-r: Phil Hagan, Phoenix Group; Will Bloomer, Hyperion; Kathy Atkinson, Kettle Foods

The Hot 100

ANDREW BALLHEIMER, Global managing partner, Allen & Overy Management

Last year marked a changing of the guard at Allen & Overy (A&O). But while Wim Dejonghe's re-appointment came as little surprise, the battle to become the firm's new managing partner was a little more open-ended.

In the end it was Andrew Ballheimer who cruised to victory, making this the first time A&O has been led by two former corporate heads.

Ballheimer closed several hefty deals before taking over, advising on the sale of Argus Media and securing approval for VimpelCom in one of the largest-ever telecoms tie-ups in Italy.

Since then, his focus has turned to expanding A&O's capabilities globally, making his way round all 42 of the firm's offices and meeting over 120 of its largest institutional clients.

He also played a key role in one of the firm's biggest-ever plays in the US, with the arrival of five leveraged finance partners seeing A&O make use of its super-points for the first time.

KAREN DAVIES Partner, Ashurst Corporate

Former Clifford Chance associate Karen Davies quickly became one of Ashurst's busiest corporate players last year. Having acted for services provider Xchanging while at her former firm, Davies saw the company through a highly-publicised bidding war in 2016 between Capita and eventual winner CSC.

Davies has been actively building on relationships across the board, strengthening Ashurst's links to Morgan Stanley by advising it as co-sponsor to Sainsbury's on its £1.2bn purchase of Home Retail Group.

She was also a key adviser to Alberta Investment Management Corporation as it acquired London City Airport, picking up a further role on the equity raise of Enquest in one of the largest-ever restructurings of a European oil company.

Having made it onto Ashurst's 10-strong admissions committee to identify new laterals and promoted partners, Davies has been pinpointed as one of the strongest emerging female leaders in the City.

JAMES MAYNARD General Counsel, Farfetch In-house

Since joining as Farfetch's sole counsel in 2014, James Maynard has seen the fashion retailer almost triple in size and open new offices across China, Japan and Russia.

Now heading up a team of five, Maynard has been busy taking care of Farfetch's corporate output and led on its pivotal \$110m fundraising round – the second undertaken by the company in just 14 months.



L-r: Andrew Ballheimer, Allen & Overy; Karen Davies, Ashurst; James Maynard, Farfetch; Edward Ho, Brick Court Chambers; Simon Harper, LOD



Corporate is a big focus for Maynard, who has been busy building out his in-house team with lawyers from M&A powerhouses such as Allen & Overy and Macfarlanes.

He is also heavily involved in Farfetch's trademark protection efforts, which have stepped up significantly in the past year. In 2016 a new IP solution was rolled out within Farfetch, spearheaded by Maynard. Thousands of posts have already been removed from social media helping to protect Farfetch's brand across the world.

EDWARD HO

**Barrister, Brick Court Chambers
The Bar**

What a year it's been for Brick Court Chambers barrister Edward Ho. Aside from moving chambers from 20 Essex Street, he has been embroiled in an astounding number of matters.

In 2016 Ho acted alone for claimants in a three day, multi-million dollar LMAA arbitration; represented a major national oil company in a \$300m UNCITRAL arbitration in a dispute over a drilling services contract and represented the National Iranian Oil Company in a significant appeal.

In between these big cases, Ho ploughed through several cases – including one that featured Somali pirates – that ended up settling before going to trial.

On the side, he advised on a hearing for Glaxo-SmithKline during its trademark disputes, providing some disputes advice.

Aside from handling tight time constraints, Ho's biggest victory was dealing with foreign law matters that involved different civil codes and adapting to Iranian, Islamic and South American law within a tight timeframe.

SIMON HARPER

**Co-founder and director, Lawyers on
Demand
Management**

Lawyers on Demand broke new ground a decade ago as one of the original flexible working trailblazers and 10 years on (2017 is the Berwin Leighton Paisner spin-off's tenth birthday) the business is still at it.

In practice last year that meant striking a merger with rival Australian business Advent Balance as well as a separate deal with global firm DLA Piper. Leading the charge on both deals was co-founder Simon Harper.

As Harper points out, both deals were partly about internationalisation and partly about scale. As he admits, the legal market a decade ago, when LOD was seen as a maverick, was a very different environment from what it is now.

These days alternative models are mainstream but Harper admits that it has been "phenomenal" to have had the chance to sit at the heart of this seismic legal market change. This theme is likely to continue during 2017, with expansion into the world's largest legal market, the US, very much on the cards. And leading the charge is Harper.

The Hot 100



L-r: Matthew Bennett, Centrefield; Clare Wardle, Coca-Cola; Anita Adam, Molson Coors; Michelle Blunt, Baker McKenzie

MATTHEW BENNETT **Founding partner, Centrefield Management**

In December 2015 Matthew Bennett, along with his partners Edward Canty and David Bentham and six other lawyers, left North West firm Brabners to set up their own firm specialising in sports law. The split was an amicable one and Bennett and his colleagues have set about building a practice with its own distinct identity and a more flexible way of working than is sometimes possible in a larger firm.

With a solid reputation already in the field, Centrefield Law had a large stable of clients on the books from day one and its speed off the starting blocks has been electrifying. Peers say that the firm's name already seems to be attached to every football deal, and confirming this perception is the fact that in the last football summer transfer window it worked on transfers worth over £400m – approaching 40 per cent of the total business done by Premier League clubs.

Away from football, Bennett and co have clients across a multitude of other sports and the goal for 2017 is to increase awareness of its media practice – the firm also does crisis management work for non-sporting celebrities.

CLARE WARDLE **General counsel and company secretary, Coca-Cola European Partners In-house**

Last year was literally a game of two halves for Clare Wardle. She began 2016 as the general counsel and company secretary for the home improvements giant Kingfisher and ended it as general counsel and company secretary of Coca-Cola European Partners.

She went out on a high at Kingfisher when she facilitated the company's exit from China via the sale of its 70 per cent stake in B&Q China to Wumei Holdings. She led the complex unwinding as both general counsel and head of strategy because Bruce Marsh, who worked on the original deal, had since joined Tesco.

In Wardle's new role at Coca-Cola, which she joined in July, her focus is very much on legal risk, compliance and governance following the three-way merger that created the bottling giant. However, she continues to find time to pursue her real passion, which is diversity in the workplace and staff development.

ANITA ADAM **Director of legal and corporate affairs, Molson Coors In-house**

Mere weeks prior to publication of the Hot 100, beverage giant Molson Coors' head of legal Anita Adam was promoted to the role of director of legal and corporate affairs, working on international-scale deals and strategic work.

In less than a month she has built up a team of

four, and there are already ambitions for the team's growth to match the company's expanding global footprint.

The 12 months leading to this new in-house role have not been easy. They involved a massive amount of work for Adam in timely transformational projects for the business. Of these, Adam worked as part of a large team on a mega-deal with SAB Miller that allowed Molson Coors to acquire SAB's 58 per cent stake in MillerCoors and take over the Miller portfolio outside of the US, making Molson Coors into the third largest brewer in the world.

She also led the negotiations for the three-year sponsorship of the English Premier League – not just in the UK but worldwide – and worked on an exclusive partnership deal with Dutch brewer Bavaria.

With the company restructure planned this year, Adam will be at the helm of 'accelerating growth' for Molson Coors.

MICHELLE BLUNT

**Partner, Baker McKenzie
IP**

Baker McKenzie's Michelle Blunt, who became an equity partner at the global firm in 2016, really is someone who, as she puts it, has an "ongoing love affair with all things to do with tax".

Blunt is an expert in transactional IP, an often overlooked specialism but one that is crucial at Bakers. Through her prowess in this field, Blunt has attracted a considerable number of IP-heavy M&A deals, not least for key client and serial deal-maker Unilever.

Along with IP, Blunt's other core specialism is tax-related issues faced by technology companies, such as moving tax residence and tax transfer pricing. These days this is a highly public area, with many deals playing out in the press.

Indeed, for many tech companies, where tax planning generally involves intangible assets that can move location with the stroke of a pen, the number one issue when discussing tax with their advisers is 'what is this going to look like if it hits the Daily Mail'. At which point, it's handy to have someone as skilled as Blunt on their side.

NATALIE SHERBORN

**Legal director and barrister, Schillings
Litigation**

Since joining reputational boutique Schillings two years ago, rising star Natalie Sherborn has been carving a niche for herself acting for high-profile political figures.

This year alone has seen her take the lead on a case involving an individual battling to resolve a range of reputational issues related to alleged state corruption.

She also successfully represented an individual who was embroiled in a political scandal resulting from an alleged data breach at the height of a leadership campaign.

The cases are perfect examples of how Sher-

born has been able to use her experience as a criminal defence barrister to tackle a wide-range of regulatory complexities on a global scale. And with targeted social media campaigns continuing to pose reputational issues at an increasing rate, Sherborn's line of work shows no sign of abating.

To top off an already stand-out year, Sherborn was promoted from associate to legal director at the end of 2016.

RICHARD TROBMAN

**Partner, Latham & Watkins
Finance**

It is the second time that Richard Trobman has made it to *The Lawyer's* Hot 100, and this year it's for his leadership role in driving the US firm's

already strong London office into a higher gear.

In 2016, the firm made eight key partner lateral hires, as well as two senior members from UK government and one in-houser. As the London corporate co-head and member of the firm's executive committee, Trobman was the mastermind behind the firm's latest recruitment surge.

Slaughter and May corporate partner Sanjev Warnakula-suriya, Allen & Overy former banking head Stephen Kensell and corporate partner Ed Barnett are just some of the names that reflect the calibre of the heavy hitter hires Trobman has pulled off.

Latham's standout hiring spree is expected to continue in 2017, as Trobman works diligently to deliver the firm's long-term strategy – to be top-ranked in practices that are global in nature.



**Natalie Sherborn,
Schillings**



**Richard Trobman,
Latham & Watkins**



L-r: Alex Woodward, Linklaters; Kate McMahon, Edmonds Marshall McMahon; Michael O’Kane, Peters & Peters; Mo Ajaz, National Grid; Alison Charnock, Wm Morrison Supermarkets; Mike Bird, Foot Anstey



“Ajaz’s collaborative approach has earned him plaudits from external lawyers, who recognise his transformative efforts”

ALEX WOODWARD
Partner, Linklaters
Corporate

Linklaters corporate partner Alex Woodward is a rising star in private equity. Since his promotion to the partnership in 2012, Woodward has already built a strong record of transactions and is tipped to be the magic circle firms’ big hope for private equity-related work. He is the firm’s key relationship partner to major clients including Carlyle, HgCapital, Oaktree, Cerberus and Brait.

Woodward’s work advising Cerberus in its \$4.6bn offer for GE’s French Banking Unit last year is one recent deal highlight. In 2015, he was named co-head of the firm’s global financial sponsors sector, both in recognition of his skills and as part of the firm’s strategy to kickstart growth in private equity. Since then, Woodward has demonstrated exceptional ability to develop the practice, taking on new clients, such as BC Partners, Ardian and Advent. As a case in point, having fenced off strong competition, Woodward won Linklaters’ first private equity mandate for BC Partners, acting for the private equity firm in its \$1.6bn acquisition of a majority stake in Israeli furniture maker Keter Plastic in 2016.

KATE MCMAHON
Founding partner, Edmonds Marshall
McMahon
Litigation

Edmonds Marshall McMahon (EMM) co-founder Kate McMahon has driven the firm through a period of rapid expansion in 2016, attracting senior lateral hires and major client mandates.

McMahon is helping position the firm as a one-stop shop for fraud and IP private prosecutions. Last year it attracted major referrals from Allen & Overy, Herbert Smith Freehills, Mishcon de Reya, Stewarts Law and Withers, but has also been growing its own client following.

In January 2016 McMahon was instructed to advise PCP Capital Partners boss Amanda Staveley on her £1bn claim against Barclays over the lender’s emergency £7.3bn fundraising in 2008. The case is one of EMM’s biggest disputes to date and will be a major legal headache for the bank.

McMahon’s leadership also helped secure the hire of Herbert Smith Freehills civil fraud veteran Robert Hunter last year, as well as Boodle Hatfield private client partner Sofie Hoffman, signalling a major play for the then three-partner boutique and a serious boost for the firm’s future growth.

The Hot 100

MICHAEL O'KANE

Senior partner, Peters & Peters
Management

What do the Malaysian prime minister and actor Leonardo DiCaprio have in common? They are both affected by a scandalous fraud case that Peters & Peters senior partner Michael O'Kane acted on in 2016 when he defended Khadem Al-Qubaisi, who was allegedly behind a conspiracy to steal up to \$6bn from the Bank of Malaysia. It was the world's biggest financial scandal, resulting in the largest asset seizure in US history.

O'Kane is in his element with high-profile clients. His work in 2016 included acting for the CEO of Hungarian oil and gas company MOL, who was accused of paying a €10m bribe to the prime minister of Croatia.

Aside from a heavy caseload, O'Kane stepped up to a management role in October 2016 and is in charge of expanding the firm's global reach to reflect its international clientele. This ambitious plan may add to O'Kane's already full plate, but it will be a matter of juggling – he is firm on his plan to not give up fee-earning at all.

MO AJAZ

General counsel and head of professional services, National Grid
In-house

Mo Ajaz is one of new breed of operations specialists in in-house functions. Having joined National Grid as a trainee in 1997, he has become a pivotal member of the team. He moved into operations in 2016, covering strategy, planning, budgeting, change and improvement for the company's UK and US legal, risk and company secretariat.

And what a year it was: Ajaz ran National Grid's legal panel process from start to finish, including redesigning its approach to procurement and KPIs, and internally ran a capacity and demand management review that showed the rest of the business what its use of legal resource was.

He also successfully created a business case for an e-billing and document management system across the legal team. His creative problem-solving also powered Project Piccadilly, National Grid's mass transfer of 18,000 properties.

Ajaz's collaborative and can-do approach has earned him plaudits from external lawyers, who have recognised his transformative efforts. Outside work, Ajaz manages to find the time to study, recently completing an MSc in lean enterprise thinking.

ALISON CHARNOCK

Head of legal, Wm Morrison Supermarkets
In-house

Wm Morrison Supermarkets head of legal Alison Charnock was a key part of her company's challenging change management programme in the past 12 months.

Charnock helped the CEO to restructure head office and the senior leadership team, affecting 40

“Bird's network goes beyond personal injury. Foot Anstey recently won work with a major entertainment company through his referral”

per cent of head office; successfully engineering the restructure of the store colleague framework, which involved liaising with over 80,000 people; and devised an employment law solution that pays colleagues significantly above the living wage.

Among other projects, Charnock also implemented a £150m asset-based funding arrangement to improve the security of the pension scheme beneficiaries' benefits and improve funding efficiencies.

All of this work was done while managing a small, highly-motivated and committed in-house team that is permanently on call and has demonstrated significant progress to improve legal compliance.

Colleagues claim that her leadership, vision, tenacity, razor-sharp ethics and ability to maintain her cool in a crisis were integral to driving the business's transformation, which has delivered results for customers, colleagues and shareholders.

MIKE BIRD

Partner, Foot Anstey
Private client

For Foot Anstey's Mike Bird last year was dominated by his group action work for women who received negligent care from gynaecologist Rob Jones. In a landmark case that has contributed to a shake-up in medical standards at a national level, Bird advised over 200 women on their claims against the Royal Cornwall Hospitals NHS Trust and negotiated a protocol between the RCHT giving any woman with concerns the right to have her case considered.

While Mr Jones himself escaped sanctions after taking voluntary erasure – meaning that the General Medical Council had no power to investigate him – the medical director who protected him was struck off.

The case was less about levels of compensation and more about giving the women affected answers, a sense of closure and re-establishing trust in their local healthcare system. In a rural community the social impact of such cases cannot be underestimated.

Away from his main practice Bird still works as a coroner in Derby. His network stretches beyond the world of personal injury and clinical negligence and Foot Anstey recently won work with a major international entertainment company through his referral.



Richard Youle,
White & Case

RICHARD YOULE
Private equity co-head, White & Case
Corporate

Together with global private equity co-head Ian Bagshaw at White & Case, pre-eminent private equity co-head Richard Youle has played an equally integral role in establishing White & Case's leading position in the UK and as a strong contender to established private equity practices in the magic circle firms.

In addition to focusing on building up the team in London, Youle has also put significant effort in ensuring White & Case's private equity offerings are globally competitive, and his long-standing clients are switching over to the new platform.

Mid-market buyout firm HgCapital is among a list of followers Youle has added to the firm's client roster, which have kept the firm's private equity deals volume high.

White & Case's growth momentum is set to continue in 2017, as Youle has drawn up plans to invest and strengthen the practice in the Nordics and Germany to support the firm's 2020 strategy.

“Youle has played an integral role in establishing White & Case's leading position in the UK private equity market”

LUCY VERNALL
General counsel, Funding Circle
In-house

Funding Circle general counsel Lucy Vernall joined the peer-to-peer lender in 2014 as its sole UK-based in-house counsel.

It was a challenge, but one that Vernall was used to after building a team from scratch at Wonga across a three-year stretch.

Vernall, who is described by ex-colleagues as a “great strategist”, has used her ample experience in private practice running tech boutique Kemp Little for 12 years to help her map out the future trajectory of her in-house team.

This year, her company has already raised £82m from global investors and is in growth mode. And so is Vernall's team. After hiring UK general counsel Martin Cook last year and expanding the US team, the plan is to match the in-house team's growth to reflect the company's expansion.

“Dempster has overseen the growth of Freeths' London office from nothing to a 33-lawyer operation”

PHILIPPA DEMPSTER
Managing partner, London office, Freeths
Management

Having trained at Hogan Lovells, Philippa Dempster will celebrate 25 years at Freeths this February. She returned to the City just over three years ago to become the firm's London managing partner and lead its push into the UK's toughest legal market.

Much has been achieved in that time. Dempster has overseen the growth of Freeths' London office from nothing to a 33-lawyer operation working out of 6,000sq ft of space, luring partners with a wide range of specialisms away from the some of the top City firms.

There are plans to grow headcount further over the next year and the goal is to become a £10m turnover office in 2017.

Underpinning this success is Dempster's own busy caseload of varied litigation work – a £26m warranty claim; an energy sector international arbitration between a Nigerian company and an Irish defendant; and a multimillion-pound claim against Ford from one of its suppliers are among recent and future cases.

JONATHAN WOOD
Corporate partner, Weil Gotshal & Manges
Corporate

There's no better way to start a new financial year than with a new client, which is how Weil Gotshal & Manges corporate partner Jonathan Wood began 2016.

Wood landed his first deal for Ardian (formerly AXA Private Equity) through his relationship with Simon Cottle, who had moved to the fund from HG Capital – a longstanding client of his.

Although June's Brexit vote temporarily interrupted deal flow for the legal profession, it returned with a vengeance in September when Wood had to brush off his pre-financial crisis experience of advising private equity funds in close-run auctions where decisions are made in hours not days.

As a kind of consigliere, but without the terrifying Mafia links, Wood takes clients through these high pressure situations with strong preparation as well as a very clear and pragmatic view of risk.



Philippa Dempster,
Freeths

The Hot 100

JAMES LIBSON

Head of Mishcon Private, Mishcon de Reya Litigation

Mishcon de Reya private client boss James Libson spent 2016 working on the biggest case of his career, and one of the most important for the UK for decades.

Challenging the Government on its proposed launch of Article 50 following the European Union referendum was a bold move. Libson's team stuck its head above the parapet initially without a client, attracting international media and public attention, before securing Gina Miller as lead claimant.

What started as a case about parliamentary sovereignty has provoked a national debate on judicial independence and democracy, with Libson's team first winning at the High Court and then again at the Supreme Court in January.

But if working on the Brexit challenge didn't provide enough media glare, in 2016 Libson watched himself portrayed in a Hollywood movie about another historic and groundbreaking Mishcon case, holocaust denier *David Irving v Deborah Lipstadt*.

TRACEY CHRISTIE

**Head of legal services, Wolverhampton City Council
In-house**

Wolverhampton is a city on the up. And so is the council's head of legal services Tracey Christie, who has helped to transform public perception of the organisation while implementing change from within.

Providing legal services in an area of almost a quarter of a million people is no mean feat for Christie, whose team amounts to just 40 in-house counsel.

Christie's legal team has been involved in the growing number of development projects across the city, alongside an increase in waste-related prosecutions and Court of Protection work.

Despite taking on more work than ever, the legal team has been tasked with doing it for less money. In response to this, Christie appointed nine firms to its legal services framework this year after a six-month selection process.

Market insiders say Christie is a "local lawyer who has done incredibly well for herself and her community". Who better to lead the charge for change?

SION RICHARDS

**Partner, Jones Day
Litigation**

Any business administration can be a difficult, emotive process but the collapse of BHS is in another stratosphere.

In this frequently adversarial situation, Sion Richards, the head of global disputes in London for Jones Day who is leading a team acting for joint administrator FRP Advisory, has been

praised for his strong technical skills and clarity of thought.

A role in a politically-charged situation such as BHS means that lawyers must be able to think strategically, weigh-up all the options and disregard those that won't work.

Richards has also been commended on what is perhaps the most important role that must be fulfilled – making the client feel that their lawyer is with them every step of the way.

A litigation veteran, Richards also helped secure Britain's First Deferred Prosecution Agreement with the Serious Fraud Office on behalf of his client ICBC Standard Bank, experience that will surely come in handy in the future.

DANIELLE DRUMMOND-BRASSINGTON

**Head of real estate disputes, CMS
Cameron McKenna
Litigation**

CMS Cameron McKenna real estate disputes partner Danielle Drummond-Brassington may be known by clients such as Sainsbury's, GLH Hotels and CBRE Global Investors for her "spot-on commercial and tactical judgment", but that's not all she does.

Since taking up the reins of CMS Cameron McKenna's practice in 2012, Drummond-Brassington has been the force behind pushing the practice into the spotlight, doubling its turnover and growing the team from five lawyers to 13.

This boost was thanks to her skill in working with other practices, like commercial litigation, to leverage her team's strength as property experts and generate more work.

Shortly after being promoted to head of the team, Drummond-Brassington also led a pitch that secured the disputes team one of their biggest clients, biomedical research charity Wellcome Trust.

This year, she worked on big projects advising Aberdeen Property Trust on obtaining injunctive relief in the purchase of a shopping centre and the Royal Mail redevelopment at Nine Elms.

But it's not all about the big clients. After all, Drummond-Brassington is also representing a graffiti artist to secure permission to work on a high-profile building.

NICHOLA PETERS

**Head of corporate crime, Addleshaw
Goddard
Corporate crime**

Nichola Peters is head of Addleshaw Goddard's corporate crime team. She took over the practice three years ago. Since then, it has grown by 90 per cent, while profitability is up 40 per cent.

One of her most significant achievements has been to embed the corporate crime offering across all the firm's sector specialisms, building sector specialists within her own team.

Much of Peters' own work is shrouded in confidentiality, but in the past year the EU's rollback



of sanctions against Iran has changed much. Rather than telling clients they can't do anything with Iran – the stance for the last decade – Peters is in a position to advise clients on the commercial opportunities in the country and how they can reduce risk.

Peters is also working out incredibly complex issues that come about from the fact that the US still has sanctions in place against Iran.

For 2017, Peters says her work will be equally interesting and equally under wraps. All she can say is that with the Serious Fraud Office agreeing the UK's first Deferred Prosecution Agreement with Standard Bank at the end of 2015, there will be all sorts of other businesses that will be wanting legal advice.



L-r: James Libson, Mishcon de Reya; Tracey Christie, Wolverhampton City Council; Sion Richards, Jones Day; Danielle Drummond-Brassington, CMS Cameron McKenna; Nichola Peters, Addleshaw Goddard



L-r: Stephen Cragg QC, Monckton Chambers; Marcia Willis-Stewart, Birnberg Peirce & Partners; Sarah Murphy, Freshfields Bruckhaus Deringer; Natasha Kaye, Cooley; Edward Anderson, Sainsbury's; Natasha Luther-Jones, DLA Piper; Matt Howells, Co-op Legal Services; Suyong Kim, Hogan Lovells

STEPHEN CRAGG QC
Barrister, Monckton Chambers
The Bar

Stephen Cragg QC's busy human rights practice is packed with significant cases. Among the most notable in the last year was a Supreme Court appearance acting for a woman and her mother seeking to gain the right to access NHS-funded abortion services in England for women from Northern Ireland.

He also represented three former police officers bringing action against the Chief Constable of South Wales in the biggest ever civil action against the police. Of the 15 officers involved, just two were successful – both of them Cragg's clients. He acted for members of the Labour Party excluded from an automatic right to vote in its leadership election and has also been advising the child sex abuse inquiry on various public law issues.

Cragg is also a special advocate, appointed by the Attorney General to act on behalf of claimants in cases when there is national security material they are not entitled to see. Recently called to the Northern Irish bar he looks forward to being instructed in national security cases in that country in 2017.

Also lined up for the coming year is a major

Court of Appeal case in front of the Lord Chief Justice involving coroners' powers to hold inquests in stillbirth cases. Since joining Monckton from Doughty Street two years ago, Cragg has taken on more commercial work and in March will be in the High Court on *R (PML) v HMRC*, a case that will examine the power of HMRC to seize records from accountancy firms.

MARCIA WILLIS-STEWART
Human rights lawyer, Birnberg Peirce & Partners
Litigation

What an extraordinary year it has been for Marcia Willis Stewart. In April, Willis-Stewart's clients – the families of 77 people who died in the 1989 Hillsborough disaster – finally got justice when a jury found that the 96 Liverpool fans who died at the Sheffield Wednesday ground had been unlawfully killed.

The Birnberg Peirce solicitor is described as having “enthusiasm, professionalism and compassion”, qualities that were emulated by the 32-lawyer team that she led on the inquests. She and the team are praised for always having time to address clients' worries and concerns, as

well as being “supportive” and “cheerful”.

They are the same qualities Willis-Stewart displayed when she represented the family of Mark Duggan, the Tottenham resident whose death at the hands of the police in 2011 sparked riots across London and some other cities. Willis-Stewart is commended for her “calm, thoughtful, caring and professional manner when dealing with the family in their moment of desperation” as well as the “ability to empathise without making empty promises”.

SARAH MURPHY
Partner, Freshfields Bruckhaus Deringer
Corporate

Freshfields Bruckhaus Deringer US corporate chief Sarah Murphy couldn't have a more varied international practice.

In the past year, she has been busy building up her network of corporates across the world, acting on the debut offering of Russian infrastructure company Global Ports, as well as cement maker PPC's rights issues in South Africa.

Also holding the role of international capital markets co-head, Murphy led on one the largest listings in Sweden last year as CVC exited Ahlsell,



Willis-Stewart's clients – the families of 77 people who died in the 1989 Hillsborough disaster – finally got justice last year”

all of the partners in London and many abroad.

Widely considered “one to watch as a future leader” within her firm, the true proof of her success is in the numbers. From the start of the year until November 2016, Kaye worked on an astounding 140 matters for 120 clients.

EDWARD ANDERSON
Head of commercial and competition law,
Sainsbury's
In-house

In 2012, Sainsbury's head of commercial and competition law Edward Anderson went to his company's board with grounds to make a multi-million claim against one of the biggest financial services corporations in the world.

At the time, he didn't know how long it would take, or how much the claim would be worth. With the support of his board, CEO and CFO, Anderson triggered a process that would eventually see the Competition Appeal Tribunal award Sainsbury's around £65m, plus a rare award of compound interest in the UK's first ever successfully litigated cartel damages case.

The groundbreaking MasterCard case is yet to be fought out in the Court of Appeal, but it has already triggered a wider trend within the retail sector, with other supermarkets launching their own claims.

Despite a demanding workload from the case, Anderson was also internal legal lead on the corporate sale of Sainsbury's pharmacy business, including advising on the CMA Phase 1 merger aspects, and was front and centre for Sainsbury's buyout of Home Retail Group.

There is no greater example of an in-house lawyer delivering value back to the business.

NATASHA LUTHER-JONES
Partner, DLA Piper
Energy

It is rare to come across someone so infectiously enthusiastic about their job as Natasha Luther-Jones is. The DLA Piper partner, who was promoted to head of renewable energy for Europe, the Middle East and Africa in 2016, has parlayed what used to be a UK-focused PFI practice into one that works on energy and infrastructure projects across the globe. Using DLA Piper's network, Luther-Jones was a leader on a team acting

for Credit Suisse on its investment in a 40 per cent stake in Norway's Fosen Vind Wind Project.

That instruction came via a regulatory lawyer in the firm's German practice who had already advised Credit Suisse. Luther-Jones has also carved significant niches for DLA Piper, such as acting for major corporates such as Unilever that want to become carbon neutral by signing power purchase agreements in regions including the Middle East and Africa. She has also been at the forefront of finding ways to finance mid-level renewables projects that will attract instructional investors who usually stick to much larger scale deals.

MATT HOWELLS
Managing director, Co-op Legal Services
In-house

For Matt Howells, 2016 was the year that he could finally show what Co-op Legal Services can do. After a transformative – and painful – few years for the entire Co-operative Group, the legal services division turned a profit in 2015.

Howells joined the business in 2014 after previously working at Barclays as director of UK secure lending. As Co-op Legal Services' managing director, Howells shifted the focus in the last 12 months to innovating its online wills and conveyancing products. The emphasis has been on helping people who may shy away from law by giving them a fixed price and full transparency so no hidden charges can jump up and bite them on the proverbial.

For 2017, the company hopes to grow its “later life” legal services, such as wills, probate and LPAs (lasting power of attorney), where it will work with The Co-op Funeralcare which has 60,000 pre-payment customers.

SUYONG KIM
Partner, Hogan Lovells
Competition

Corporate lawyers stole the limelight last year for their work on Anheuser-Busch InBev's (AB InBev) acquisition of SABMiller. But it was the competition teams that finally got the deal past the line, with Hogan Lovells practice co-chair Suyong Kim leading the way.

As head of the team, she handled substantial requests from both the European Commission and US Department of Justice, as regulators scrutinised all aspects of the £78bn megamerger.

Under pressure from both the authorities and corporates, Kim responded to information requests at speed for SABMiller, as AB InBev sought to push through phase one clearance and avoid a phase two investigation.

The deal dominated Kim's 2016, but she still found time to lead Air Canada to victory at the start of the year in a landmark ruling before the EU General Court.

The decision was monumental, successfully overturning the European Commission's 2010 decision on fines for alleged price-fixing.

while her US legal knowledge continues to be invaluable on deals such as London Stock Exchange's proposed £21bn merger with Deutsche Boerse.

Away from fee-earning, Murphy has been taking more of a stand on diversity issues, participating in first year of mentoring in the renowned 30% Club. She has also been heavily involved in Freshfields' own sponsoring scheme to further the careers of the firm's up-and-coming lawyers.

NATASHA KAYE
Partner, Cooley
Tax

Since Cooley tax partner Natasha Kaye joined the firm less than a year ago from Olswang, she hasn't stopped.

In 2016, she gained a spot on the firm's 10-strong global management committee, which was searching for “new blood” from within the London ranks. In that role she is in charge of strategy and key decisions across the firm.

But her responsibilities in the boardroom do not take her away from fee-earning. As the firm's first tax partner in London, Kaye has single-handedly built up the practice and worked closely with

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DAVID WAKELING Partner, Allen & Overy Finance

Allen & Overy finance partner David Wakeling is the mastermind behind the first major collaboration between a magic circle firm and one of the Big Four professional services firms.

In 2015, Wakeling came up with an idea for a platform that would code derivatives in different jurisdictions to easily comply with legislation.

Thus, Margin Matrix was born. Wakeling, with the backing of Allen & Overy, quickly realised that

although the firm had enough lawyers, it lacked the amount of paralegals necessary to power the project internally. Enter Deloitte, which invested in the project, dealing with the day-to-day issues and escalating matters to Allen & Overy where necessary. After six months of investment, the Margin Matrix team landed its first client – a major bank.

At the end of 2016, Margin Matrix had the capacity for eight clients and 40,000 negotiations. But this wasn't a lightbulb moment – Wakeling has had a long career in tech innovation, and already has a new project in the pipeline for 2017.



L-r: David Wakeling, Allen & Overy; Jonathan Keen, Dialight; Shaheed Fatima QC, Blackstone Chambers; Duncan Weston, CMS Cameron McKenna; Sascha Grimm, Cooley; Matthew Merkle, Kirkland & Ellis

JONATHAN KEEN**Deputy general counsel, Dialight
In-house**

Dialight deputy general counsel Jonathan Keen may have yet to set foot in his new role at the FTSE 250 tech company, but the last year in his previous role set him up to handle anything.

When he started his former role at pharmaceutical business Vectura in late 2015, Keen was the company's sole in-house lawyer, reporting to a consultant general counsel.

The past 12 months have been a rollercoaster,



with Keen proving fundamental in providing both legal and business advice during one of the most important years of the organisation's history with the £441m merger with Skyepharma.

The merger negotiations lasted around nine months and were handled mainly by Keen, who was also in charge of the legal aspects of the day-to-day business as well as contracts – all in a sector that he was previously not familiar with.

Keen quickly made his mark on the business, revamping its compliance processes and building relationships with new and existing external law firms. His next role is at a growing company in the tech sphere – the perfect challenge for a strategic thinker.

SHAHEED FATIMA QC**Barrister, Blackstone Chambers
The Bar**

Blackstone Chambers silk Shaheed Fatima QC has been described by those who instruct her as “Supreme Court judge material”, with a “powerful mind” and a “wicked sense of humour”.

She was the youngest female barrister to take silk in 2016, already acting above and beyond her junior status.

Last February marked Fatima's first solo appearance before the Supreme Court, standing up before a nine-panel court on a politically-charged and sensitive case regarding detainment during armed conflict – the only junior to make submissions before the court.

Last year Fatima also acted alongside Lord Grabiner on a case for Saudi royal Prince Abdul Aziz. The seven-year-long case took an unexpected turn last year with Blackstone thrown into the spotlight amid claims of bias by High Court judge Peter Smith, making the victory extra sweet.

Fatima was also instructed by the former president of Ukraine in the EU court over a sanctions dispute, and acts on the ongoing tricky enforcement actions related to the \$50bn Yukos arbitration award.

DUNCAN WESTON**Executive partner for global development,
CMS Cameron McKenna
Management**

There wasn't much doubt about the biggest merger revealed by *The Lawyer* in 2016, at least in terms of the number of firms involved. The deal between CMS Cameron McKenna, Nabarro and Olswang, which is set to go live on 1 May this year, will create a real estate-focused behemoth.

At the core of the negotiations in this mega merger was CMS executive partner Duncan Weston, the firm's UK managing partner for the previous eight years who in February last year stepped into a new role as executive partner for global development.

The role gave Weston responsibility for CMS' firm-wide strategy and put him in charge of international expansion. Now that the UK box is well

“Fatima was the youngest female barrister to take silk in 2016, already acting above and beyond her junior status”

and truly ticked thanks to the Olswang and Nabarro deal, expect Weston's expansionist eyes to shift firmly westwards. The US beckons.

SASCHA GRIMM**Associate, Cooley
Litigation**

Cooley associate Sascha Grimm is well known within the world of law firm diversity as one of the outspoken founding members of Women in Law London (WILL), a network launched in 2014 aimed at improving female retention in law. It now boasts around 2,100 in-house and private practice members.

Outside of her work as a gender diversity advocate, Grimm is making a name for herself in litigation. Her go-to clients include Amazon and Tata Steel, and Grimm works on a mix of contractual disputes, commercial litigation, investigatory work and anti-corruption work. This year, Grimm's work has diversified from anti-corruption and disputes into crime matters.

In 2016, she worked on conducting internal investigations in different sectors, liaising with Europol and other law enforcement agencies around the world, as well as assisting with civil recovery programmes on behalf of governments.

MATTHEW MERKLE**Partner, Kirkland & Ellis
Finance**

Kirkland & Ellis London capital markets partner Matthew Merkle has been described by his peers as “exceptional and a total rockstar”, and is the protégé of high-yield star Ward McKimm, who now co-heads Freshfields Bruckhaus Deringer's European leveraged finance group.

Although Merkle was made up only two years ago, he has made his mark in the high-yield space with several ground-breaking transactions, particularly for private equity sponsors and offerings backing leveraged buyouts. In one of the most remarkable, he advised Advent International, Bain Capital and Clessidra in connection with the Mercury Bondco offering of €1.1bn of high yield PIK notes to finance the acquisition of Italian payments banking group ICBPI last year.

In the process, he blazed a trail in listing European high yield bonds on the Channel Islands Securities Exchange following the introduction of the EU Market Abuse Regulation in 2016. New deals have adopted the structure since then.

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LORELEI FLEMING

Deputy general counsel, Hutchison Whampoa Europe
In-house

Widely recognised in her industry as a driving force behind a wave of consolidation deals in the mobile sector, Fleming was most recently instrumental in achieving EC merger clearance of Hutchison's proposed joint venture in Italy with VimpelCom, to combine mobile operators 3 Italia and Wind.

Fleming's guidance on how to navigate the EC's approach to mobile consolidation and her knowledge of mobile telecoms were crucial to the success of the project.

Colleagues say she is "an inspiring, driving force who sets the bar high and achieves a great deal for her business".

These leadership qualities were crucial to completing this daunting task. The regulatory arrangements around the deal, which would normally take six months to negotiate in a statutory timetable, were completed in just a few weeks. To meet the deadline, Fleming called on 20 to 30 in-house and external lawyers to help, co-ordinating them to succeed.

ALISON SMITH

Partner, Freshfields Bruckhaus Deringer Corporate

Alison Smith may have only been a partner at Freshfields Bruckhaus Deringer for just over 18 months, but she has already led on one of the biggest M&A transactions ever carried out by the firm.

Smith was one of four lead partners acting for Anheuser Busch InBev (AB InBev) in its £78bn deal with SABMiller and took on the role after a series of successful transactions for consumer giant Tesco.

Supporting the brewer on a complicated deal structure involving a Belgian merger process and UK scheme of arrangement, Smith took charge of Freshfields' mammoth 400-lawyer team and co-ordinated them across a range of disciplines and jurisdictions. She also lent her cross-border expertise on AB InBev's associated disposal deals – all hefty transactions in their own right.

Many in corporate would be proud of working on just a few billion-dollar deals in their first full year as a partner. However, for Smith, these deals were just a precursor to the main event.

ALISON MORLEY

Managing director, Capsticks Management

Alison Morley makes a second appearance in the Hot 100 after initially featuring in 2012. Then, we said "quietly but with immense authority Morley is helping to transform her firm". The work continues.

As Capsticks' historical specialism of health and social care, professional discipline and social hous-





L-r: Lorelei Fleming, Hutchison Whampoa; Alison Smith, Freshfields Bruckhaus Deringer; Alison Morley, Capsticks; Jonathan Clark, Slaughter and May; Sarah Day, DLA Piper; Nada Jarnaz, Taylor Wessing; Chris McGaffin, Slaughter and May

The Hot 100

ing continue to shift beneath its feet, Morley has deftly guided the firm's steps, leading occasionally reluctant partners into new areas of work. The result: success in the "blue light sector" as well as the social housing and charities space. In tough market conditions revenue has continued to grow, with a 5 per cent rise to £39.5m in 2015/16.

One of the highlights of the year for Morley has been helping a group of the younger salaried partners to carve out a niche acting for GPs – a new area for the firm and one that has been highly successful.

For 2017, she is aiming to further expand Capsticks' growing care home practice. She is also working on several interesting internal changes, the first of which – agile working and hot-desking for lawyers – has already come to fruition. To say watch this space is a cliché, but under Morley's competent guidance, Capsticks is definitely a firm to keep an eye on.

JONATHAN CLARK

**Partner, Slaughter and May
Litigation**

Slaughter and May partner Jonathan Clark spent 2016 – only his second year as a partner – on the high stakes €1.8bn Banco Santander swaps case, a chunky piece of financial services litigation requiring multiple jurisdictions and tricky points of law.

The client turned to Clark in Portugal in a bid to have proceedings commenced in the English courts, meaning he had to rely on a Portuguese government statement to seek a declaration that the swaps were valid.

What was an interesting point right at the outset only snowballed, with the case culminating in a Court of Appeal hearing late last year on the Rome Convention.

Clark also succeeded in striking out more than £600m from the high-profile air-cargo cartel claim for his client British Airways. The mammoth case took an unexpected turn when Clark and his team successfully petitioned to have the presiding judge recused. The Court of Appeal subsequently wiped 60 per cent of the claim, reducing its size from £1bn to £400m in one of the most impressive courtroom moves of the year.

SARAH DAY

**Leeds managing partner, DLA Piper
Management**

Sarah Day has not only been the managing partner of DLA Piper's Leeds office since May 2011, with overall responsibility for the leadership of the business there, she is also a senior partner in the firm's finance and projects team.

This is particularly pertinent as this year Day will step down from her managing partner role to become DLA Piper UK head of finance, a role she will formally take up on 1 May.

And a chunky role it is too. The UK segment of DLA Piper's global finance and projects business

“In his first full year as a partner, McGaffin acted on one of the largest post-Brexit deals – Softbank's takeover of ARM Holdings”

represents some 40 per cent of the international business.

Day's vision is to put in place a structure for people to work remotely in a way that is as effective and rewarding as working in a physical team.

DLA Piper's legal delivery centre in Leeds, its alumni scheme and AI provider Kira will be useful tools in this ambition. But much of its future success will be down to Day.

NADA JARNAZ

**Senior associate, Taylor Wessing
Finance**

Nada Jarnaz may be a senior associate at Taylor Wessing, but her contribution to the finance practice is above and beyond her title. Throughout the 13 years since she trained at the firm, she has honed her skills in finance and excelled as one of a small group of lawyers in London who truly understand Islamic finance.

She is a key relationship keeper for several of Taylor Wessing's top 50 clients. Recently she acted as lead finance lawyer to City Prime and helped the scheme complete the £320m financing for its development of the Landmark Pinnacle site in the Isle of Dogs. It was one of the first real estate financing deals to close in the UK after the Brexit vote.

Jarnaz has also been instrumental in the development of the firm's Islamic finance practice. Her expertise is valued by many banking clients, including Santander, RBS, and Lloyds Bank, and is what drives relationships with key Islamic financial institutions such as Gatehouse Bank, Al Rayan Bank and QIB. As a highlight, she is advising Al Rayan on pioneering a unique and complex Islamic finance structure to fund a residential development in Victoria.

CHRIS MCGAFFIN

**Partner, Slaughter and May
Corporate**

Slaughter and May was on to a winner when it promoted rising star Chris McGaffin in 2015. In his first full year as a partner, McGaffin acted on one of the largest post-Brexit deals to grace the corporate stage, as the darling of British technology industry ARM Holdings was taken over by Japanese conglomerate Softbank in a £24bn deal.

The announcement, made less than a month after the EU referendum, came amid a period of immense uncertainty in the market. However, the deal helped to restore confidence in the M&A sector, as well as reaffirm commitment in British deal making.

McGaffin, who led on the transaction alongside senior partner Steve Cooke, has a long history of working with ARM and also counts Hikma Pharmaceuticals, Platform and WS Atkins as some of his main clients.

He was put in charge of Slaughters' takeover training for newly-qualified associates last year – a testament to his work in the field.

MARK GEORGE QC**Barrister, Garden Court North Chambers
The Bar**

Garden Court North head of chambers and crime silk Mark George QC had a dramatic and emotional 2016 with the culmination of the Hillsborough inquest, on which he had advised 22 families for a difficult three years.

George devoted himself entirely to his work on the inquest to put right a huge miscarriage of justice and secure a welcome outcome for his clients, who had suffered serious and lasting trauma.

He met regularly with the families during the course of the inquest to manage expectations and decide what the best course of action would be. He was faced with clients who were extremely cynical of the legal system because it had let them down in the past.

In the aftermath of the verdict of unlawful killing, George, Pete Weatherby QC and Michael Mansfield QC have proposed to the Home Office to introduce the 'Hillsborough Law', which would compel organisations and public authorities to owe a duty of candour, transparency and frankness.

Following legal budgets being slashed as the inquest closed, George is now back doing what he refers to as his "day job", working on a significant murder trial towards the end of the year.

ED TRAYNOR**Group general counsel, company
secretary, Paddy Power Betfair
In-house**

Last year was a transformational one for both Paddy Power and its top lawyer Ed Traynor. The betting giant's merger with Betfair brought it into the FTSE 50 and also gave a new opportunity to Traynor, who took on the role of group general counsel and company secretary of the entire operation. It was a considerable step up – Traynor had been at Paddy Power for less than a year.

He was the main lawyer behind the deal, coordinating from the very start of the process and successfully navigating the regulatory hurdles with both the Competition and Markets Authority (CMA) and the Competition and Consumer Protection Commission (CCPC) in Ireland.

Since then, he has been in charge of integrating the legal teams from both companies, which now amounts to 20 people. For 2017, Traynor has one thing on the agenda: helping the company in further growth plans.

Cooke is making sure that Slaughters is among those firms at the sharp end of technology developments"

STEVE COOKE**Senior partner, Slaughter and May
Management**

When Steve Cooke was appointed senior partner at the start of 2016, he made it clear that Slaughter and May was not the sort of firm that was going to transform its mission because of a change at the top.

Then again, that clearly didn't mean that Cooke would shy away from making sure Slaughters was among those firms at the sharp end of technology developments, particularly those relating to artificial intelligence.

Cooke's longstanding relationship with Autonomy founder Mike Lynch is at the heart of his firm's deal with tech provider Luminance, making Slaughters one of a growing number of firms to announce AI deals last year.

But Cooke is about a lot more than just novel tech deals. As head of Slaughters, he is tasked with maintaining the firm's relevance in an ever-more competitive legal market landscape. Something tells us he has, in abundance, the intelligence to achieve this. And there's nothing artificial about that.



Steve Cooke,
Slaughter and May



Ed Traynor,
Paddy Power Betfair

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ADAM MORALLEE

Founding partner, Brandsmiths IP

IP expert and Brandsmiths founder Adam Morallee took a leap into the unknown when he left Mishcon de Reya to launch his own firm.

Two years later and Brandsmiths has 10 lawyers, two trainees and another on the way, a second office in Manchester which launched last February, and an impressive client book, including boxer David Haye, TV chef Gordon Ramsey, Microsoft, Pavegen, Hunter and Puregym.

In 2016 Morallee pioneered a series of creative fee structures that involve the firm taking a percentage of clients' earnings instead of operating on hourly rates or flat fees. The innovative concept means Brandsmiths becomes part of its clients' businesses, regularly seconding lawyers in-house and taking a trainee from Microsoft. Part of the deal helped secure Morallee's firm a mandate as one of only two firms doing Microsoft's anti-piracy work in the UK.

Broadening its core IP and litigation practice, Morallee hired two corporate lawyers last year. He also ran a successful trainee recruitment video

campaign featuring interviews with some of his most high-profile celebrity clients.

KATHRYN HIGGS

Ethics and compliance senior counsel, Tesco In-house

Tesco has taken strides forward in compliance over the past two years, but ethics and compliance senior counsel Kathryn Higgs has turbocharged its approach. Since starting in February 2016,



L-r: Adam Morallee, Brandsmiths; Kathryn Higgs, Tesco; Priya Taneja, Reed Smith; Tom Usher, Macfarlanes; Duncan Field, Norton Rose Fulbright; Tom Hickman, Blackstone Chambers

“Morallee has pioneered creative fee structures that involve the firm taking a percentage of clients’ earnings instead of operating on hourly rates or flat fees”



Higgs has transformed the existing compliance programme to make it consistent across Tesco’s global platform. This involved building relationships with international businesses, to put across what the compliance team wanted to achieve and gaining feedback on what works and what doesn’t. This process has already impacted the entire company, improving communication and the way it flags issues internally.

Higgs has also driven technology implementation, with programmes automating Tesco’s e-learning programmes, new coding to help managers with their roles, and a global due diligence platform. The platform, which is cloud-based, allows Tesco to screen third-parties for bribery issues and ethical or reputational matters such as modern slavery, human rights and code of conduct.

Higgs’ year may have been intense, but insiders claim she has achieved something even more commendable – she has made Tesco proactively embrace due diligence.

PRIYA TANEJA

**Associate, Reed Smith
Finance**

Reed Smith finance associate Priya Taneja has had a busy year, working on a large number of transactions, with a strong focus acting for the trustee and agents on high yield debt products.

Her business acumen and industry insights enabled her to launch the Corporate Trust Women’s Network in 2016. The first of its kind in the industry, it connects women across a number banks and financial institutions in the City such as Deutsche Bank, BNY Mellon, Citibank and HSBC.

But the most remarkable aspect of Taneja’s practice relates to the firm’s cutting-edge social impact finance group, which she helps drive with group chair and partner Ranajoy Basu.

A highlight of the social impact finance projects she has worked on is the pioneering Educate Girls development impact bond that aims at improving education of 15,000 children in India.

Taneja’s dedication to pro bono projects also makes her stand out from mid-level associate peers. As a key co-ordinator, she has led on several projects such as charity group Amicus’ death penalty cases and the Reed Smith female genital mutilation project.

TOM USHER

**Partner, Macfarlanes
Competition**

Macfarlanes made a rare hire at the end of 2016, adding a trio of partners from ailing firm King & Wood Mallesons (KWM). Among the cohort to be quickly snapped up was competition star Tom Usher, who has demonstrated incredible skill at retaining relationships with key corporates.

At KWM, Usher’s 2016 was dominated by the £2.3bn merger of Ladbrokes and Gala Coral, finally securing regulatory approval and sealing 18 months of work on the transaction.

Usher held on to the competition advice mandate despite some muscling in from Slaughter and May, which advised Ladbrokes on corporate aspects. His long relationship with Ladbrokes, which started 20 years ago as a trainee, resulted in a major win for his firm and success on the biggest divestment package ever for his client.

Usher also continued to advise longstanding client Royal Bank of Scotland (RBS) on global competition investigations such as Libor and credit default swaps in 2016, again claiming the role thanks to his close relationships and meticulous approach, despite a bid for the work from RBS corporate adviser Linklaters.

DUNCAN FIELD

**London head of planning, Norton Rose
Fulbright
Real estate**

Norton Rose Fulbright head of planning Duncan Field may have beaten the competition to advising City Airport on securing its planning permission, but it was the start of an arduous task involving almost two years of work. The planning application was made to Newham Council in July 2013 and was initially approved after an 18-month consultation, which was then rejected by Boris Johnson.

Following two public inquiries Field helped secure the planning permission and compulsory purchase orders (CPO) needed to get the project started. Despite Johnson’s initial surprise decision, Field and his team pulled off the CPOs within an incredibly short 15 months.

The huge media attention that was given to the airport project added extra pressure to Field and his team’s work. To counteract this, Field examined every decision before it was made to see how it would stand up to public scrutiny. Because of the complicated elements at play, Field was instrumental in making sure that the project got off the ground.

TOM HICKMAN

**Barrister, Blackstone Chambers
The Bar**

What do UB40 and Brexit have in common? The answer is Tom Hickman, the Blackstone Chambers barrister who, it may be argued, is an architect of Britain’s most important legal contest in decades – whether parliament must vote before triggering Article 50.

Hickman co-wrote the blog post, ‘Pulling the Article 50 ‘Trigger’: Parliament’s Indispensable Role’, with academics Nick Barber and Jeff King, which claims that parliamentary authorisation is necessary before a prime-ministerial declaration of withdrawal from the EU. It received almost half a million hits within a week of publication.

Hickman worked on the case alongside Lord Pannick after being instructed by Mishcon de Reya. In a world away from that, Hickman also happens to act for singer Ali Campbell in a fight with his two brothers and former bandmates over the use of the UB40 name.

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EMILY WOOD

**Barrister, Essex Court Chambers
The Bar**

If Emily Wood isn't at the top of everyone's list for major litigation and arbitration cases, she should be. The Essex Court Chambers barrister acts for major household names in highly complex circumstances. She is also a favourite of some of Britain's top tier law firms. Most recently, Wood has been defending Barclays against a €240m indemnity claim by UniCredit, the Italian bank.

The genesis of the case came after details of a structured finance deal between Barclays and UniCredit were exposed by Wikileaks. Following an investigation into tax benefits claims by the bank, UniCredit settled with the Italian Tax Authorities. UniCredit then pursued Barclays, alleging that the transaction was an abuse of Italian tax law which the UK bank had agreed to indemnify it against.

At the same time, Wood has been involved in other weighty disputes, including acting for the UAE's Crescent Petroleum when she knocked out an attempt by the National Iranian Oil Company to challenge an arbitration award.

ANGUS MCBRIDE

**General counsel, News UK
In-house**

In the most unexpected in-house move of the year, Kingsley Napley heavyweight Angus McBride took on his first in-house role – working for former client Rebekah Brooks as News UK's new general counsel.

And he hit the ground running, dealing with personal attacks against newspaper magnate Rupert Murdoch, handling strategic acquisitions to grow the business and taking a closer look at external spend. It is quite a change for a litigator accustomed to spending more time in the courtroom than in the office.

McBride has already outlined his main objective: to set aside the past and usher in a new era at News UK. Meanwhile, who could be better to deal with those lingering reputation issues?

ANNE-MARIE HUTCHINSON QC

**Partner, Dawson Cornwell
Litigation**

Family law expert Anne-Marie Hutchinson, head of the children department at boutique Dawson Cornwell, has rather a lot on her plate.

The specialist in all aspects of domestic and international family law has assisted in the protection of more than 150 forced marriage victims and many threatened or actual victims of female genital mutilation.

Last year Prime Minister Theresa May appointed Hutchinson to the Home Office's sharia review council, examining the role of sharia courts in the UK. She is also involved in a major The Hague-based review of international surrogacy arrangements.

But probably Hutchinson's highest-profile case last year was her representation of 21-year-old Amina Al-Jeffery, held by her father against her will in Saudi Arabia for more than four years.

Thanks to Hutchinson, Al-Jeffery was successful in securing a High Court ruling that she must be returned to the UK. While that case is continuing Hutchinson, an OBE since 2002 and an honorary QC since last year, is certain to have a packed 2017.

ED FLETCHER

**CEO, Fletchers Solicitors
Management**

Ed Fletcher, chief executive of Merseyside personal injury firm Fletchers Solicitors, is a man on a mission.

Fletcher joined his eponymous firm in 1996, 10 years after his uncle had founded it. The former

high street practice was already advising people who had had serious motorbike accidents. But three years after joining the firm, Fletcher had a serious motorbike accident, severing his spinal cord. The upbeat Fletcher, a former member of the Team GB para triathlon squad, says that vocationally this gave him a focus: to dedicate the rest of his working life to people who have been seriously injured.

While motorbike claims continue to form much of the firm's workload, Fletchers also handles clinical and other negligence-related, serious injury claims. Meanwhile its ABS structure has, since 1 October 2007, brought a business focus unlike many of its more traditional rivals, notably in relation to its ongoing investments in technology.

Last year this helped make Fletchers the fastest-growing firm in the lower half of the *The Lawyer UK 200 2016*, with turnover rising by 37 per cent in 2015/16 from £12m to £16.5m.



VICKY LOCKIE**Associate general counsel, Pearson
In-house**

Pearson associate general counsel Vicky Lockie has transformed the in-house team at her company over the past two years, modernising the legal function and injecting legal tech capability into an extremely traditional business.

Lockie had been in charge of the legal function outside of North America at Pearson for 17 years when the arrival of general counsel Bjarne Tellman gave her the chance to change her role and take on a herculean challenge.

Lockie reinvented herself from being a legal adviser to being an innovative thinker, determined to ensure that Pearson's internal and external lawyers work in ways that match its fast-changing business.

Lockie is responsible for effectively implementing key strategic initiatives including negotiations

with alternative legal providers, introducing e-billing and AI, and restructuring teams to better match the business. These elements have already begun to bear fruit in the business, completely changing the make-up of the in-house team and its perception inside and outside the business.

FRANCES HUGHES**Senior partner, Hughes Fowler Carruthers
Family**

A founding partner of Chancery Lane family firm Hughes Fowler Carruthers, Frances Hughes has had a long career acting in divorce proceedings, with Hollywood celebrities and figures from the worlds of theatre, TV and music on her client list.

Hughes' standout matter of 2016 was her work for ex-supermodel Christina Estrada, for whom she secured a £53m 'reasonable needs' settlement – the highest ever in a UK court. A key part of the

case revolved around the ex-husband seeking to strike out Estrada's claim based upon his diplomatic immunity.

Only instructed on the case in mid-December 2015, Hughes managed to succeed in the High Court, Court of Appeal and Supreme Court in relation to diplomatic immunity as well as obtain a fully contested financial order within six months from start to finish, all within two weeks of Mrs Estrada's ex-husband's death which would have extinguished her claims.

Hughes has a fully-booked diary until 2018, with a Court of Appeal hearing coming up in February and a cross-jurisdictional matter spanning the UK, Italy, Switzerland and Monaco – just two pieces of work to occupy her in the coming year.

CAROLINE EDWARDS**Partner, Travers Smith
Litigation**

Last year was one of the busiest in Caroline Edwards' career, with not one but four high profile cases being heard in the English courts.

In one of the first cases to be heard in the new Financial List, Edwards acted for Taberna European Capital in a novel summary judgment application that is due to go trial in 2017.

She also led on the industry's leading judgment on market standard financial contracts, as her client Lehman Brothers International became embroiled in a dispute with a contractual counterparty following its administration in 2008.

A member of Travers' international board, Edwards is one of four partners responsible for maintaining its relationships with firms in over 100 jurisdictions. The role has added yet another string to her bow, with the litigation star continuing to shine on disputes in a range of areas. Her work on concession licences disagreements and cartel damages cases both attracted substantial attention last year.

RHODRI THOMPSON QC**Barrister, Matrix Chambers
The Bar**

If the court case over Brexit and triggering Article 50 has brought out the very worst in people, it has also served as a reminder of the extraordinary bravery of some – Gina Miller, for example – and the people who are fighting on her behalf.

Rhodri Thompson QC is representing Miller on this landmark case and while he is often described as calm, he is also tough, determined and prepared to stand up for his beliefs – the 'Remainer' trounced Lord Lamont in a debate over whether Brexit would be bad for London's lawyers and bankers.

The Matrix Chambers barrister has also had a busy year working for BT, first on the pricing of superfast broadband and now on whether the telecoms giant must split off its Openreach infrastructure division. A break-up could have wide-reaching implication both for BT's employees and the telecoms industry as a whole.



L-r: Emily Wood, Essex Court Chambers; Angus McBride, News UK; Anne-Marie Hutchinson OBE QC, Dawson Cornwell; Ed Fletcher, Fletchers Solicitors; Vicky Lockie, Pearson; Frances Hughes, Hughes Fowler Carruthers; Caroline Edwards, Travers Smith; Rhodri Thompson QC, Matrix Chambers;

The Hot 100

NIGEL PATERSON

**General counsel and company secretary,
Dixons Carphone
In-house**

Almost two years into his role as general counsel and company secretary, Nigel Paterson can truly say he has successfully ushered in a new era after the Dixons Carphone merger.

After uniting two different legal teams under one roof, Paterson has worked on the company's external legal services, launching the company's first legal panel in 2016.

But tying together internal and external teams wasn't the only focus for Paterson last year – the 50/50 joint venture with Sprint in the US bore fruit, giving the green light for Dixons Carphone to open up 500 stores in the region.

Paterson acted as the escalation point for things that hit a logjam in the four-month negotiation process and is now gearing up to aid business success in the US market.

His biggest triumph is perhaps a quiet one. Paterson has successfully done what many in-housers aspire to do; bridging the gap between providing legal services and general business advice, making him someone who business leaders turn to for general advice, not just legal.

SAM ROSS

**Head of legal, WorldRemit
In-house**

Sam Ross took a step into the unknown at the start of 2016, leaving a team of around 750

lawyers at global banking giant Barclays to join a niche but rapidly growing FinTech disruptor company known as WorldRemit as its sole legal counsel.

Going from being one cog in a massive legal machine to running the legal function of a global financial business handling around \$40m of cash transfers between non-developed countries and the developed world each month required Ross to get rapidly up to speed with the potential legal pitfalls of operating in countries across Asia and Africa.

Luckily he is a quick learner: Ross's first year in the job has seen him become an expert in regulation and risk, data protection and employment law, plus marketing, the company's internal tech systems, and app development. He has had to advise on changing regulation in Nigeria, operat-



L-r: Nigel Paterson, Dixons Carphone; Sam Ross, WorldRemit; Nick Thomas, Kennedys; Jasveer Randhawa, Herbert Smith Freehills

ing events in Zimbabwe, and opening bases all over the world.

He first undertook a major audit of how WorldRemit used lawyers, bringing in-house all of its commercial contracts work, and now takes an active role in negotiating those contracts. The company is in major growth mode and Ross is set to dramatically expand his team in 2017.

NICK THOMAS

Senior partner, Kennedys Management

Kennedys senior partner Nick Thomas has been the driving force behind the firm's quiet expansion strategy in South America this year, opening offices across the continent and promising more in the near future.

In July Kennedys opened its doors in Brazil after picking up a partner from São Paulo firm TM Law. At the same time the firm also opened its doors in Peru and created a new association with Alberto Bunge & Asociados in Argentina.

But the deals turned out to be only a warm-up as Thomas led the firm on an expedition into Chile and Colombia, where the firm once again planted flags.

To support the firm's plans in South America Kennedys also hired its first US-qualified lawyers in Miami. Kennedys is also exploring opportunities to open additional offices across the US.

Thomas' sights are firmly set on the continent in future plans for the firm and Kennedys has no plans on slowing down, with a Mexico tie-up on the cards in the New Year.

JASVEER RANDHAWA

Senior associate, Herbert Smith Freehills Litigation

Herbert Smith Freehills lawyer Jasveer Randhawa is one of just two senior associates in the firm's busy public law team, meaning she often takes the lead managing cases on a day-to-day basis for some of the firm's biggest FTSE clients.

In 2016 Randhawa acted as the lead associate for KPMG on a groundbreaking challenge alleging the private company should be amenable to judicial review for its role as an independent reviewer to Barclays. Randhawa and the rest of the team successfully defended the claim, securing a landmark ruling for all professional services companies and the debate on the distinction between public and private business. She stepped up to the plate on the case, advising the client on strategy, timetables, PR and commercial risk.

In the past 18 months she has advised EDF on two big judicial reviews related to its nuclear proposals: Hinkley Point C and Sizewell B, as well as a confidential client in the shale gas industry on an upcoming fracking dispute.

Randhawa has also been busy acting pro bono for the AIRE Centre in its intervention in the appellate court in a case regarding access to benefits for non-EU citizens who have a child that is an EU citizen.



Ian Bagshaw,
White & Case

IAN BAGSHAW

Private equity co-head, White & Case Corporate

In 2016, White & Case took over Latham & Watkins as the largest US firm in London by revenue, after an 18 per cent rise in fee income to \$283m.

Much of the growth was thanks to the private equity drive led by global practice co-heads Ian Bagshaw and Richard Youle, who both joined from Linklaters in 2013. In Bagshaw's words, he was most proud of having built a private equity team from scratch in London in just three years with 50 associates, newly made-up partners and heavy hitters pulled in laterally.

Apart from his critical role in delivering on White & Case's growth strategy in London, Bagshaw remains a force to be reckoned with in the private equity space.

He has completed some stellar work along the way, for his impressive roster of clients that include not only major PE houses such as CVC Capital Partners, Rhône Capital and Bridge Capital, but also increasingly founders.

A highlight was his role representing the Sagol family in the largest buyout in Israel last year – which involved the owner of Keter Plastic selling an 80 per cent stake to BC Partners for \$1.4bn.



Martha Spurrier,
Liberty

MARTHA SPURRIER

Director, Liberty In-house

Three weeks after Doughty Street barrister Martha Spurrier took up her role as one of the most prominent lawyers in the country – director of Liberty – the results of the EU referendum were announced and along with it a shift in the political landscape of this country.

Though Liberty was neutral on the outcome of the EU vote, the consequences of it have added a new dimension to the human rights organisation's work. Spurrier has joined the front lines of a struggle against rising levels of racial hate crime and the policies of the May administration. The fate of the Human Rights Act, the implementa-

tion of probably the world's most invasive surveillance regime, the human rights abuses taking place in detention centres: all huge battles that she will be fighting – and that is without even mentioning Liberty's work ensuring a fair and just Brexit is achieved.

In a time when human rights lawyers are often viewed with suspicion, Spurrier also aims to show that they are not just there for terrorists and prisoners and will highlight Liberty's work with the military and victims of rape, among others.

When Liberty appointed Spurrier, the organisation's chair Frances Butler said she "shone out in a competitive field as our unanimous choice". In 2017, Spurrier faces some Herculean tasks, but if anyone can handle them, she can.

The Hot 100

EVAN STERGOULIS

Partner, Watson Farley & Williams
Energy

Watson Farley energy powerhouse Evan Stergoulis had an exceptionally busy year in 2016, acting on the first deal to successfully close after the Brexit vote. Following considerable market uncertainty in the energy market caused by Brexit, Stergoulis helped Macquarie Capital to cement its £900m funding for the Tees Renewable Energy Plant. Since then, he hasn't stopped.

Highlights for him last year include advising longstanding client Dong Energy on its 50 per cent stake sale to Danish pension provider PKA and KIRKBI. PKA's interaction with Stergoulis during the deal led to the company later instructing him on another deal, a first for the firm with the company.

Stergoulis also advised on the sale of two Scottish assets and the French portfolio press for Riverstone-managed fund Velocita Group.

Stergoulis' role also involves recruiting new lawyers into the energy practice, which has grown in the last 14 years to account for around 30 per cent of his firm's revenue.

NICOLA CHESAITES

Of counsel, Quinn Emanuel Urquhart & Sullivan
Litigation

It started as a kind of business development-side project and ended up being the largest claim in Britain's legal history and Nicola Chesaites, of counsel at Quinn Emanuel Urquhart & Sullivan, was instrumental in both.

The firm's case against MasterCard, through which it is seeking £14bn in damages, is also the first consumer-wide collective action to be brought in the UK following the introduction of the Consumer Rights Act 2015 last October.

As the first lawyer recruited by Boris Bronfenrinker, the head of the EU and competition practice for Quinn Emmanuel in the UK, Chesaites was charged with building up the client base. This included working on a UK collective competition damages action after the European Commission found that MasterCard had charged unlawfully high cross-boarder interchange fees, which is the sum retailers pay to the company when a shopper uses a credit card, between 1992 and 2008. It was up to Chesaites to push the case forward – finding a class representative, funders to finance a case under a law that had never been tested before and seeking experts in the field.

PHILIP HOLDEN

Executive chairman,
Drydensfairfax
Management

The owner and executive chairman of Bradford-based debt recovery firm Drydensfairfax Philip Holden knows a thing or two about the legal market.

Holden qualified as a solicitor in 1990 and became a licensed insolvency practitioner in 2001. He was a partner with DLA Piper and then head of financial recovery at Lloyd's of London where between August 1994 and December 2001 he was responsible for collecting debt due from 33,000 Lloyd's names totalling some £1.2bn.

Holden later set up an independent business specialising in insurance run-off. The business that is now Drydensfairfax solicitors was created in 1984 as a unit of legacy Hammonds (now Squire Patton Boggs) and in 2012 merged with Fairfax Solicitors to form Drydensfairfax solicitors, the largest specialist debt recovery law firm in England and Wales.

In 2015/16 Drydensfairfax posted a total turnover of £9m, enough to make it a new entry in the *The Lawyer UK 200 2016*.

Holden's
Drydensfairfax
is now the largest
specialist debt
recovery law firm
in England and
Wales"



Left front to back: Evan Stergoulis, Watson Farley & Williams; Nicola Chesaites, Quinn Emanuel Urquhart & Sullivan; Philip Holden, Drydensfairfax
Right back to front: Rebecca Wales, Hogan Lovells; Matthew Weiniger QC, Linklaters; Stefan Borson, Watchstone Group

REBECCA WALES**Partner, Hogan Lovells
Litigation**

Hogan Lovells commercial litigator Rebecca Wales was made up to partner in 2016, right in the middle of a complex multibillion-dollar fraud case for the Russian state Deposit Insurance Agency against businessman Sergei Pugachev.

The case involved Wales co-leading a team investigating and drawing together evidence, deploying a series of freezing injunctions and search orders on global assets and negotiating ways to recover assets from someone with healthy resources trying to put them beyond creditors' reach.

One move even saw Wales hand-deliver a court order on Pugachev at his Chelsea home with a tipstaff escort.

The case, which is still ongoing, reached a crux in 2016 with the Court of Appeal making a significant ruling requiring disclosure from the defendant, a decision creating new law.

It follows several years of high-profile work by Wales on Russian and CIS litigation, also notably securing the largest receivership order ever granted by the English court on the landmark *BTA Bank v Ablyazov* case.

MATTHEW WEINIGER QC**Solicitor-advocate and partner, Linklaters
Litigation**

Linklaters partner Matthew Weiniger QC has been described as an arbitration superstar by his peers in the disputes world. His move from Herbert Smith Freehills made waves in the arbitration world and signalled the magic circle firm making a major play in international arbitration.

2016 saw Weiniger conclude three years of work for United Utilities in an investor state arbitration against Estonia over changes to the country's tariff mechanism. Unusually for an ICSID dispute, it was run entirely by parties within the EU, and was also one of the first hearings to be broadcast over the internet, heralding the start of a new era of transparency in such cases.

Weiniger also secured an award last summer for Standard Chartered in its multibillion-dollar arbitration against Tanzania and electricity company Tanesco over fraud claims. The award marked the first time an ICSID tribunal has been persuaded to change its mind, eventually ruling in favour of Weiniger's client. All this just two years after being made up to silk and while focusing on making his mark at a new firm.

STEFAN BORSON**Group general counsel and company
secretary, Watchstone Group
In-house**

After two years at Watchstone Group – formerly known as Quindell – group general counsel and company secretary Stefan Borson has seen it all.

As the company's sole legal counsel, Borson has weathered the explosive fallout from the professional services arm sale to Slater & Gordon (which happened before his time), several regulatory investigations and legal action from the company's former CEO.

But it is not all about litigation and dispute resolution – Borson has also helped to turn the business around.

He was key in restructuring the company, acting on key disposals and other corporate matters. He also put in place a regime of corporate governance as company secretary, and reformed the company's investor relations to create compliant communication to shareholders.

In his in-house interview with *The Lawyer* last year, Borson showed that he doesn't shy away from a challenge. With court inevitably on the horizon, 2017 looks set to be another interesting year.



The Hot 100

DAVID LEWIS

Associate general counsel, UK director of legal, Snap
In-house

It has been two years of meteoric career success for Snap star David Lewis. He abandoned the partner track at Fieldfisher in 2015 to take on a GC role at the iconic charity Comic Relief. It was a time of change at the charity as new CEO Liz Warner had taken over from Kevin Cahill, who had been at the helm for 25 years.

Lewis was instrumental in a company restructure, as well as delivering a BBC co-production agreement well before the night of Sports Relief for the first time. Juggling campaigns, embedding legal into the business, building up the team and dealing with data privacy issues were part of the day job.

At the end of 2016, Lewis received an offer he couldn't refuse – to be the Snapchat creator Snap's first legal counsel outside of the US. In his new role as associate general counsel, he acts as a bridge between Europe and the US.



David Lewis,
Snap

CHARLIE JACOBS

Senior partner, Linklaters
Management

Linklaters M&A heavyweight Charlie Jacobs was elected as the magic circle firm's senior partner last May, adding to a lifelong career of over-achievements in the law.

Jacobs joined the firm in 1990 as a trainee and made partner just seven years after qualifying. Now he controls some of the firm's most prominent client relationships, including mining giant Glencore, advising it on its \$12bn London flotation in 2011, one of the biggest IPOs ever for the London market. He has subsequently advised the FTSE 100 business on its \$29bn merger with Xstrata and ongoing plans to slash \$10.2bn of debt.

The past 18 months saw him land a lead role on the world's biggest brewing deal, advising SABMiller on its colossal \$72bn merger with AB InBev.

Jacobs also picked up a mandate for Steinhoff in its major bid for Poundland, earning Linklaters £2.7m on the transaction.

Not one to shirk responsibilities, Jacobs continued fee-earning with force last year, making him one of the few bosses in the market to fill in his timesheets. As senior partner he's leading discussions on technology and efficiency at the firm, and leading the charge on changes to its remuneration structure.



Charlie Jacobs,
Linklaters

Spencer's contribution to *Pyrrho* being the first case to use predictive coding was acknowledged by Master Matthews

PHILIP DAVIS

General counsel and company secretary, ARM
In-house

In just two years at the British computer chip designer, general counsel and company secretary Philip Davis has seen the complete transformation of ARM. Many of those changes occurred last year, when the company was acquired by SoftBank for \$31bn (£24.3m), the biggest tech take-over of the year.

Davis' team provided legal support to ARM at



a company level, launching a new operating model to safeguard any future expansion strategy. Davis also reorganised the legal team into two teams: legal partners and specialists. This was a crucial step in the setting up of a legal panel as well as guiding the company through its merger, integration and future growth plans.

Davis says his accomplishments are a reflection of an impressive team effort, with in-housers working together to provide support and leadership within the business. They played a fundamental part in the changes in the company – which is the thing that Davis is most proud of in 2016.

RACHEL FENWICK
Global funds counsel, LaSalle Investment Management
In-house

LaSalle Investment Management general counsel Rachel Fenwick made a difficult learning curve look easy at the real estate investment management firm, running the legal side of fundraising for the European part of the business in her first in-house role.

This was a big role in itself as the firm has multiple funds in the market at any time, across

various strategies and utilising different structures, and deals with investor issues from all round the world on a daily basis.

But it wasn't just high-level work that the former Dechert senior associate had to contend with. Months into her new role, Brexit threw the property sector (among many others) into turmoil.

Alongside her day job, Fenwick effectively allayed the concerns of investors in the market. She even had enough time to undertake an exercise to modernise and streamline the documents and processes LaSalle uses.

So what's the key to her success? Insiders at LaSalle say "she manages to stay cool and collected, whatever else is going on".

EDWARD SPENCER
Associate, Taylor Wessing
Litigation

It's not every up-and-coming lawyer that gets a ringing endorsement in a landmark judgment, but this is precisely what happened last year to Edward Spencer.

The Taylor Wessing associate was acknowledged in *Pyrrho Investments v MWB Property*, the case in which Master Matthews gave the first judicial approval for the use of predictive coding during disclosure in English High Court proceedings.

The Master acknowledged Spencer's contribution in taking the court through the significant cost-savings to be achieved by the use of predictive coding. Looking back, 2016 was the year when the use of technology in the legal market, and particularly artificial intelligence, came of age.

With costs continuing to be scrutinised more than ever, this is a trend that isn't going away, and Spencer has already proven himself to be a trail-blazer. Expect much more in the future.

KIM DIETZEL
Partner, Herbert Smith Freehills
Competition

Regarded as one of the go-to advisers on cartel matters, Herbert Smith Freehills (HSF) partner Kim Dietzel had her hands full in 2016. Acting on one of the most significant cases surrounding pan-European cartels, Dietzel advised glassmaker Pilkington on its defence of a follow-on damages claim brought by a number of car manufacturers.

The case, concerning price-fixing and cartelisation, has been a long-running saga and is a matter that continues to generate a vast amount of work for the competition star, making her one of the UK's leading lawyers on this issue.

Dietzel also strengthened her ties to Virgin Atlantic Airways last year, advising on the regulatory aspects of its landmark £220m securitisation financing that saw it set up a second airline and raise money through take-off and landing slots.

Already a member of HSF's graduate recruitment team, Dietzel further made it onto the firm's prestigious partnership promotions committee, giving her an increasing amount of responsibility in the future of HSF.



L-r: Philip Davis, ARM Holdings; Rachel Fenwick, LaSalle Investment Management; Edward Spencer, Taylor Wessing; Kim Dietzel, Herbert Smith Freehills; Clare Fielding, Town Legal; Nikolaus Grubeck, Monckton Chambers

The Hot 100

CLARE FIELDING

Partner, Town Legal
Real estate

Since moving to Lawrence Graham (now Gowling WLG) as a partner from Herbert Smith (now Herbert Smith Freehills) in 2012, Clare Fielding has built up one of the strongest planning practices in the City.

Her CV includes the £8bn Battersea Power station redevelopment, and clients include a raft of major developers such as Derwent London, Crown Estate, Tishman Speyer, Sellar Design & Development and Workspace.

Now Fielding has decided to move away from BigLaw and strike out on her own.

In the most important move to hit the legal planning sector for years, Fielding is joining forces with planning stars Patrick Robinson from Herbert Smith Freehills, Simon Ricketts from King & Wood Malletsons and Mary Cook from Cornerstone Barristers to set up a boutique planning firm called Town Legal.

The specialist outfit launched formally in January 2017 and is on course to be a major player in the sector.

Fielding is also an LGBT role model: her candid interview with *The Lawyer* for Pride Week 2016 ('My Pride Story: "I'm a trans partner in the City and I'm happy to be a role model"') was among the most popular on the site.

NIKOLAUS GRUBECK

Barrister, Monckton Chambers
The Bar

If there is a common thread in Nikolaus Grubeck's wide-ranging practice, it is the power of the state and how it is exercised.

The Monckton barrister has acted on an impressive range of human rights cases, often relating to national security and military operations abroad. But that is only a part of his practice, which also encompasses major competition and regulatory law matters.

Just a few of the smorgasbord of cases the busy junior had a hand in during 2016 include Grubeck acting for members of the Labour Party excluded from an automatic right to vote in the party's leadership election; for Afghan interpreters who served alongside frontline troops and are now being denied asylum in the UK; for the Secretary of State for Health against the big tobacco companies over plain packaging of cigarettes; and for BT against Ofcom regarding the Wholesale Must Offer obligation originally imposed by Ofcom on Sky.

In the pipeline for Grubeck in 2017 are more developments on the case of Ali Babitu Kololo, who was sentenced to death in Kenya for assisting the kidnapers of a British couple but is appealing thanks to strong evidence uncovered in the UK that he is innocent.

He also has work lined up for Human Rights Watch, Amnesty and Rights Watch UK on an arms trade case, alongside several meaty competition matters.

Perry has been a key driver of growth: the firm's turnover rose 10 per cent last year. She now aims to double it in three years"

CHRIS BOOTH

Head of legal, Arriva UK Trains
In-house

Only a very unique legal team can handle pulling off a series of key acquisitions, while dealing with a hefty regulatory investigation and helping to dramatically grow the business from within – all in under 12 months.

Arriva UK Trains head of legal Chris Booth led his team to achieve the impossible in 2016. They orchestrated two successful bids for Northern and London Overground 2, one of which included the purchases of a fleet of new trains from Spain. But that's not all. They mobilised the new Arriva Rail North Franchise while dealing with the first Phase 2 Competition and Markets Authority investigation in 10 years.

The key to the legal team's success is Booth's capable groundwork to make the legal team a true business partner of the company. This trust meant that he was able to lead projects with complete



confidence from the company, enabling the team to shortcut many lengthy processes to achieve the incredible workload. It's all steam ahead for 2017, as Booth's team leads further growth.

LUCILLE DE SILVA

**Partner, Dentons
Energy**

Less than a month into 2017, Dentons energy partner Lucille De Silva has already closed what may be the biggest solar deals of the year, valued at £470m.

She advised longstanding Asia-headquartered client Tenaga Nasional Berhad (TNB) on the acquisition of a 50 per cent shareholding in one of the UK's largest solar power portfolios with a combined net installed capacity of about 365MW.

De Silva's client list includes Lightsource Renewable Energy, Canadian Solar, Hanwha Q CELLS, Gamma, Total, and TGC Renewables.

De Silva effectively anticipated the demand in the renewable energy market, setting up the practice from scratch in 2009 and growing it to 40 lawyers. This year, opportunities in Africa beckon as De Silva plans to work in Ethiopia from next month and will take on work with the potential to "revolutionise the solar market".

SANDIE OKORO

**Senior vice-president and general counsel,
The World Bank
In-house**

When Sandie Okoro joined HSBC Asset Management in 2007 from Barings Asset Management, she was pretty much on her own. While the bank had various lawyers working globally on asset management, it did not have a dedicated function.

Over the next few years and despite the turmoil within the financial markets, Okoro reshaped the

asset management legal function to create a team of 44 across the globe and in doing so, gave legal a seat at the table.

A stellar career was topped this year by her impending move to the World Bank as senior vice-president and general counsel, where she will head the global legal team from Washington DC. Combining the sense of mission with acute legal and commercial requirements, it is the perfect position for Okoro, who has been a standard-bearer for diversity within the profession and is one of its most popular role models.

ANNE MCARTHUR

**General counsel and company secretary,
Financial Reporting Council
In-house**

In June 2016, the Financial Reporting Council (FRC) became the new authority for audit regulation, marking a significant transformation in the UK's audit regulatory landscape and the end of two years' hard work for general counsel Anne McArthur.

McArthur shaped a one-of-a-kind change programme to enable the FRC to adapt to its new status and responsibilities. With a team of 11 in-house and external lawyers, she set about changing the FRC without alienating accountancy professional bodies.

This programme drove big structural changes within the FRC, as well as to its audit regulation capability, including governance, executive structure, the publication of new, compliant audit codes and standards, and the design and development of multiple bespoke procedures.

Timing was critical. The implementing domestic legislation, which was presented by the FRC just a few weeks after the general election and two weeks before the Brexit referendum to Parliament in June 2016, was still being drafted in May.

SARAH PERRY

**Managing partner, Wright Hassall
Management**

Sarah Perry became managing partner of Midlands firm Wright Hassall in January 2016 and has wasted no time making her mark.

The former litigation group head, who was a member of Wright Hassall's management board for several years, has been a key driver of the firm's growth strategy.

Last year turnover rose by 10 per cent to £17.6m but Perry's ambitious target now is to double turnover within three years. Perry is certainly clear about where her firm is going strategically.

She says the firm has started to ratchet up its growth plans, providing an environment where there is scope for major operational improvements and staff feel free to be "brave, less conservative and more ambitious".

With Perry at the helm, Wright Hassall looks set for a sea change in culture, behaviour and ultimately its financials.



L-r: Chris Booth, Arriva UKTrains; Lucille De Silva, Dentons; Sandie Okoro, the World Bank; Anne McArthur, Financial Reporting Council; Sarah Perry, Wright Hassall

The Hot 100

SALLY-ANN JAMES

**General counsel, Metro Bank
In-house**

Having worked in-house for 23 years, Metro Bank legal boss Sally-Ann James continues to be a solid fixture on the banking circuit.

While many companies pulled away from high-profile corporate transactions last year, Metro Bank pushed forward with its £400m capital raise and premium listing amid challenging conditions and under intense scrutiny. For James, getting the deal past the line was one thing.

However, it has been up to her to ensure Metro Bank has been able to meet its obligations as a listed company, hiring extra company secretariat support and putting in place new structures to meet London Stock Exchange requirements.

Last year also saw the legal chief take on her first paralegal in the legal team – in the hope that the challenger bank may soon be able to offer training contracts to up-and-coming in-house stars.

VANESSA COWLING

**General counsel, VentureFounders
In-house**

Vanessa Cowling joined financial services business Venture Capital early last year. It was the first time the company had appointed an in-house lawyer.

The company, which uses crowdfunding to allow large numbers of small investors to finance innovative start-up companies, is in its initial stages of growth with 13 members of staff.

Having joined from a big in-house team at Canada Life, Cowling had to adapt to work alone on many varying new legal challenges presented by investing in start-ups.

Cowling integrated quickly into the business, she also proved her value to the investors using the platform – juggling due diligence and advisory roles on dozens of start-up objectives.

Cowling is also helping to shape regulation in her sector. She represents the UK Crowd Funding Association (CFA) a body that lobbies the Government about issues and how to resolve them.

Being the only in-house counsel in a very new sector could be isolating, but Cowling has hit her stride with a community of 'Disruptive GCs' that share advice and experience in the tech and start-up sphere. Bring on 2017.

NATALIE GAMBLE

**Founding partner, Natalie Gamble
Associates
Family**

Despite – or perhaps because of – the small number of fertility lawyers, those specialising in the area tend to be passionate about their field. For Natalie Gamble, co-owner of specialist fertility firm Natalie Gamble Associates, campaigning is a very important part of the job. Her interest in fertility law stems from personal experience when she and her wife were trying to conceive their daughter, who is now a teenager.

Then, only two fertility clinics were open to lesbian couples and it was not possible to register two people of the same sex as parents on birth certificates. Driven by a desire to change these restrictions Gamble, previously a private client associate at Lester Aldridge, decided to become the firm's first specialist fertility lawyer – and has never looked back.

A particular high point of 2016 for Gamble was winning a groundbreaking legal case on UK surrogacy laws for a single father in the High Court.

ASTER CRAWSHAW

**Partner, Addleshaw Goddard
Corporate**

In a year of merger-mania, Addleshaw Goddard partner Aster Crawshaw was the go-to adviser for law firms. As well as working on Addleshaw's own acquisition of HBJ Gateley's Scottish offices, Crawshaw also picked up a pivotal role on the second-ever transatlantic merger by way of an alternative business structure (ABS) between US firm Haynes & Boone and UK-based Curtis Davis Garrard.

With Cahill Gordon & Reindel the only other US firm to have been licensed as an ABS, Crawshaw led on an innovative structural arrangement in which Haynes & Boone took an interest in its UK suitor directly.

The merger was one of the largest legal tie-ups to be announced post-referendum, with international expansion continuing to be one of the biggest challenges faced by Crawshaw's legal, accountancy and advisory clients.

As one of the UK's only partners dedicated to professional services work, Crawshaw is leading the way in some of the year's hottest topics for law firms, such as global network agreements and veirin structures.

SUE MILLAR

**Head of sanctions, Stephenson Harwood
Finance**

Sue Millar's job requires phenomenal patience. As the head of Stephenson Harwood's sanctions group, co-chief of its Iran office and co-head of its finance litigation team, Millar is slowly guiding her Iranian clients through a post-sanctions world.

Specifically, she has taken a prominent role supporting Iranian banks in their reintegration into the international banking community after years of isolation. While there is some appetite in Continental Europe to do business with Iran's banks following the Joint Comprehensive Plan of Action, some countries, such as the UK with its world-leading financial centre, are harder nuts to crack – something that Millar is prepared to work on.

As a woman, Millar is something of a rarity in



Iranian professional circles and, closer to home, she leads Stephenson Harwood's diversity initiatives. The firm has been accredited by the UK National Equality Standard which recognises equality diversity and inclusion.

SARAH JONES

**Partner, Eversheds
Litigation**

Dispute resolution partner Sarah Jones was one of the first lawyers to qualify with accountancy firm EY before moving to Eversheds 14 years ago.

She has built up an incredible reputation in her field acting as the lead partner on the 'Trojan Horse' investigation for the Birmingham City Council and on the Mid Staffs Inquiry.

Last year was dominated by the Independent Jersey Care Inquiry which took up virtually 100 per cent of Jones' time during its duration. Her project management of the inquiries ensured both were completed within two years – an incredible feat given their scope and size.

Jones now leads Eversheds' firmwide efforts to deliver innovative ways of managing large projects.

2017 will be a varied one for Jones, not least because she is currently on maternity leave for the birth of her first child.

On her return she will be as busy as ever, this

time tackling the Westminster Child Abuse inquiry. Representing interested parties rather than running the inquiry will undoubtedly bring a new set of challenges.

NEHALI SHAH

**Barrister, One Essex Court
The Bar**

One Essex Court's Nehali Shah is FTSE companies' most coveted adviser. She has been instructed more in the past two years by the top 100 UK companies than any other junior. Her clients include Aviva, Legal & General and Prudential.

Described by many as an "up and coming financial services star", Shah has been involved in a high-profile appeal case in the Supreme Court on the proper ranking of subordinated debt and the 'insolvency waterfall' from Lehman Brothers. The case was heard over four days in court and unearthed some groundbreaking insolvency law.

But that's not all. Shah also acted on cases such as the £2bn Terra Firma fraud claim against Citigroup, and the £3bn Barclays claim against Unicredit.

Shah's workload, which is extremely varied, has her working court cases back to back. She expects another busy year in 2017, including multimillion-dollar arbitrations by herself for Shell.

NATHAN PILLOW QC

**Barrister, Essex Court Chambers
The Bar**

Essex Court Chambers' Nathan Pillow QC may have taken silk only relatively recently but he is already taking the lead on big cases.

In the latest thriller-esque turn, the Essex Court Chambers barrister is acting for National Bank Trust (NAT), which had to be bailed out by the Russian state in 2014 during the ruble crisis. Russia is pursuing an \$850m fraud claim against the former bank's directors, shareholders, and the wives who are allegedly hiding the alleged goodies.

It has been quite a battle already. Pillow and his three-strong team saw off an attempt by Ilya Yurov, the former chairman of NAT's board, and his wife, Nataliya, to have their assets unfrozen. If the application had been successful, it would have paved the way for the other defendants to discharge the freezing order that had been granted in February. The trial is now likely to take place in 2018.

While Pillow predominantly acts for claimants, he will hop over to the other side of the fence to advise defendants. In one such case, working alongside Steven Berry QC, Pillow worked for the defendant in the long-running *Fiona Trust v Privalov* to secure a victory and damages for the wrongful granting of worldwide freezing orders in 2005.



L-r: Sally-Ann James, Metro Bank; Vanessa Cowling, VentureFounders
Natalie Gamble, Natalie Gamble Associates; Aster Crawshaw, Addleshaw Goddard; Sue
Millar, Stephenson Harwood; Sarah Jones, Eversheds; Nehali Shah, One Essex Court;
Nathan Pillow QC, Essex Court Chambers

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Stephen Cragg QC, barrister, Monckton Chambers
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 Mark George QC, barrister, Garden Court North Chambers
 Nikolaus Grubeck, barrister, Monckton Chambers
 Tom Hickman, barrister, Blackstone Chambers
 Edward Ho, barrister, Brick Court Chambers
 Nathan Pillow QC, barrister, Essex Court Chambers
 Nehali Shah, barrister, One Essex Court
 Rhodri Thompson QC, barrister, Matrix Chambers
 Emily Wood, barrister, Essex Court Chambers

COMPETITION

Kim Dietzel, partner, Herbert Smith Freehills
 Suyong Kim, partner, Hogan Lovells
 Tom Usher, partner, Macfarlanes

CORPORATE

Ian Bagshaw, private equity co-head, White & Case
 Aster Crawshaw, partner, Addleshaw Goddard
 Karen Davies, partner, Ashurst
 Chris McGaffin, partner, Slaughter and May
 Sarah Murphy, partner, Freshfields Bruckhaus Deringer
 Alison Smith, partner, Freshfields Bruckhaus Deringer
 Jonathan Wood, corporate partner, Weil Gotshal & Manges
 Alex Woodward, partner, Linklaters
 Richard Youle, private equity co-head, White & Case

CORPORATE CRIME

Nichola Peters, head of corporate crime, Addleshaw Goddard

ENERGY

Lucille De Silva, partner, Dentons
 Natasha Luther-Jones, partner, DLA Piper
 Evan Stergoulis, partner, Watson Farley & Williams

FAMILY

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 Frances Hughes, partner, Hughes Fowler Carruthers

FINANCE

Nada Jarnaz, senior associate, Taylor Wessing
 Matthew Merkle, partner, Kirkland & Ellis
 Sue Millar, head of sanctions, Stephenson Harwood
 Priya Taneja, associate, Reed Smith
 Richard Trobman, partner, Latham & Watkins
 David Wakeling, partner, Allen & Overy

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Anita Adam, director of legal and corporate affairs, Molson Coors
 Mo Ajaz, general counsel and head of professional services, National Grid
 Edward Anderson, head of commercial and competition law, Sainsbury's
 Kathy Atkinson, legal director, UK, Kettle Foods
 Will Bloomer, general counsel and chief risk officer, Hyperion
 Chris Booth, head of legal, Arriva UK Trains
 Stefan Borson, group general counsel and company secretary, Watchstone Group
 Alison Charnock, head of legal, Wm Morrison Supermarkets
 Tracey Christie, head of legal services, Wolverhampton City Council
 Vanessa Cowling, general counsel, VentureFounders
 Philip Davis, general counsel and company secretary, ARM
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