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alumni news

SheppardMullin

FALL 2021

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1,007
Lawyers Globally

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5 Countries

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1,826
Alumni in our network

LUCA SALVI TAKES THE REINS AS FIRM CHAIR

Washington, DC corporate partner **Lucantonio (Luca) Salvi** was elected by the partnership as Sheppard Mullin's sixth Chair, effective October 12, 2021. The firm's first Chair located outside of California, Luca succeeds Guy Halgren, who had been Chair since 2001.

Luca witnessed the "American Dream" through his Italian-born parents' dedication and hard work at their Dupont Circle tailor shop, Salvi of Florence. He was humbled by his parents' immigrant experience and shares their work ethic and compassion for others. Luca likened his upbringing to the movie "Moonstruck" with lots of cousins, talking, food and laughter. He met his wife Tania in graduate school, and they have two teenage sons.

Luca has lived and worked in the U.S., Belgium, the United Kingdom, Poland and Italy, and he speaks fluent Italian. He received his B.A., *cum laude*, from Georgetown University; his M.A. in Law & Diplomacy from The Fletcher School at Tufts; and his J.D. from Georgetown University Law Center. After working at Latham & Watkins and Milbank, he joined Sheppard Mullin as a partner in 2006.

At Sheppard Mullin, Luca served as the Co-Managing Partner of the Washington, DC office from 2012 to 2017, and was a leader of the firm's Aerospace & Defense and Private Equity Teams. He has been instrumental in building the firm's East Coast M&A and private equity practice focused on leveraged buyouts, representing such clients as Arlington Capital Partners and their portfolio companies.

Luca's priorities as Chair include navigating the "new normal" coming out of the pandemic, fostering diversity and inclusion, recruiting new talent, training young leaders, promoting the firm and practices of renown, continuing our "clients first" service culture, and, of course, driving revenue.

The changes caused by the pandemic, including shifting to a mostly remote environment, have long-term implications about the business and practice of law. This includes an increased use of technology and flexible work policies that will help drive the firm's success. The firm's long-term outlook includes an increasing reliance on technology like artificial intelligence. "There are many different ways to utilize AI these days," Luca noted, pointing to its effectiveness in areas like document review and due diligence.

Commenting on his new role, Luca continued, "It's humbling and a privilege for me to assume the role of Chair. Guy has been an extraordinary and caring leader over the last two decades. I look forward to continuing the firm's trajectory of collegiality, entrepreneurialism, growth and preeminence as a destination firm with international reach for our global clients."

Future issues of Alumni News will feature Luca's "Message from the Chair," allowing you to get to know him better. We wish Luca much success in his new role, and thank Guy Halgren for his 20+ years of excellent service to the firm.



Luca Salvi

Chair

lsalvi@sheppardmullin.com

NOTABLE NEWS AND ALUMNI MOVES

Below are a few recent in-house alumni moves and other notable achievements. Let us know if you've changed jobs so we can feature your move in a future edition.



Vinay Bhupathy is now General Counsel of Sapient Bioanalytics in San Diego, CA. He was a healthcare/corporate partner in our Century City office from 2014 to 2021.



Jessica Gross is now Privacy and Product Counsel at Playstation in San Diego, CA. She was a privacy associate in our San Diego office from 2018 to 2021.



Tom Hastings is now an Attorney Advisor with the Federal Communications Commission in Washington, DC. He was a corporate associate in the Washington, DC office from 2020 to 2021.



Andrea Isaacs is now Corporate Counsel — Employment with Shipt in San Francisco. She was a labor and employment associate in our San Francisco office from 2018 to 2021.



Cynthia Lie was nominated to be an Associate Justice of the Sixth District Court of Appeal in San Jose, after serving as a judge in the Santa Clara County Superior Court since 2015. She was a litigation associate in our Palo Alto office from 2000 to 2001.



Fatemeh Mashouf is now Associate Director of Employment at GOAT Group in Los Angeles. She was an employment associate in our Los Angeles office from 2020 to 2021.



Mark McGrath is now Senior Director Legal, Head of North America Legal at Cyient in New York. He was a litigation partner in our New York office from 2009 to 2020.



Jon Meyer was confirmed by the Senate on Oct. 4th to serve as General Counsel of the Department of Homeland Security (DHS) in a bipartisan vote. In November 2020, Jon was tapped to help lead the DHS Agency Review Team for then President-Elect Biden and Vice President-Elect Harris. He previously served as Deputy General Counsel and Senior Counselor at DHS during the Obama Administration from 2011 to 2016. Jon was a government contracts/investigations partner in our Washington DC office from 2016 to 2021.



Sam O'Brien is now Associate Corporate Counsel at Amazon – Prime Video Sports Team in Seattle, WA. He was a corporate associate in our Century City office from 2018 to 2021.



Jinsook Ohta was nominated by President Biden to serve as a judge in the U.S. District Court, Southern District of California. She became a judge on the San Diego County Superior Court in 2020, after spending a decade in the California Attorney General's Office's Consumer Protection Section. She was an employment associate in our San Diego office from 2003 to 2006.



Shilpa Ray is now General Counsel of CanTex Capital in Dallas, TX. She was a real estate attorney in our Dallas office from 2018 to 2021.



John Volk is now Principal Counsel at Walt Disney Studios in Burbank, CA. Tom was an entertainment associate in our Century City office from 2020 to 2021.

Congrats to all our alumni! We also regularly post in-house job opportunities from clients and friends of the firm on the Sheppard Mullin alumni site under "Career Opportunities." We welcome in-house job postings from you; please send to alumni@sheppardmullin.com.

ALUMNI SPOTLIGHT INTERVIEW: DAVE PURSLEY AND EVI FKARAS



Rick Runkel

*General Counsel & Corporate Secretary
Synopsys
Mountain View, CA*

*Formerly Litigation Group, 1984-2001
San Francisco Office*



Dave Pursley

*Senior Vice President and Deputy General Counsel
Synopsys
Mountain View, CA*

*Formerly Litigation Group, 1987-1996
San Francisco Office*



Evgenia (Evi) Fkiasas

*Director of Global Employment Law
Synopsys
Mountain View, CA*

*Formerly Labor & Employment Group,
2007-2012
San Francisco Office*

We are delighted to profile former Sheppard Mullin attorneys **Dave Pursley** and **Evgenia (Evi) Fkiasas** of Synopsys, a global electronic design automation company headquartered in Mountain View, California. They were recommended by another alum, Synopsys General Counsel **Rick Runkel**, who was the eighth attorney hired in the San Francisco office and its Office Managing Partner for five years. Rick was a litigation associate and then a partner from 1984 to 2001.

Rick underscored that “all of us started our career at Sheppard Mullin, and one of the things that we most appreciate about the firm is the collegiality and environment that we worked in there. When I came to Synopsys, I was excited to see that Dave was there as he’s been a long-time friend who I’ve known my entire career. And then meeting Evi was an added bonus. It’s just amazing that the two of them have carried forward with those fundamental principles that we learned at Sheppard Mullin. They are two of the most exceptional lawyers I’ve ever worked with, and it’s exciting after all this time to come back to our roots.”

Career Path

Dave Pursley grew up in New Jersey, then moved to California to obtain his B.A. in Political Science from Stanford University in 1982, and his J.D. from UC Davis Law School in 1987. Dave joined Sheppard Mullin San Francisco’s first summer associate class in 1986 and worked as a litigation associate there from 1987 to

1996. He left to go in-house at VISX in Silicon Valley, then moved to Synopsys in Mountain View in 2007. Dave is currently Senior Vice President and Deputy General Counsel at Synopsys, where he oversees the litigation, IP, and employment law functions. Rick commented that Dave is “an outstanding lawyer and terrific colleague worthy of recognition.”

One of Dave’s direct reports is **Evgenia (Evi) Fkiasas**, who also worked in the San Francisco office as an employment associate from 2007 to 2012. Raised in Beaverton, Oregon, she obtained her B.A. in English and Spanish in 2002 and her M.Ed in Educational Leadership in 2003 from the University of Oregon. Evi received her J.D. from the University of Washington in 2006, and afterwards she worked as a clerk at the U.S. Court of Federal Claims. She joined Synopsys in 2012 and is now Director of Global Employment Law. Rick noted that “Evi has most recently provided critical legal support for the company’s global COVID policies and is truly a Renaissance Woman.”

Current Roles and Responsibilities

Since 1986, Synopsys has been at the heart of accelerating electronics innovation with engineers around the world using Synopsys technology to successfully design and create billions of chips and systems found in the electronics that people rely on every day. Their “Smart Everything” products support technologies that power the Internet of Things, autonomous cars, wearables, smart medical devices, secure financial services, and machine learning and computer vision. The Synopsys legal department, which Rick has significantly grown over the last five years, now has approximately 75 attorneys and staff globally.

Dave oversees the legal employment team, which includes Evi, and the litigation function. The latter group is responsible for managing all of Synopsys’ legal disputes worldwide, as well as counseling on IP issues and various programs such as document retention, open source, and more. In addition, Dave’s group handles license compliance and runs the patent program, helping to develop patent strategy for the company.

Evi co-manages Synopsys’ global employment law function, supporting approximately 16,000 employees in 32 countries. Together with her co-director and team, they provide legal support across the breadth of HR’s functions and influence workforce strategy by partnering with senior management. Her geographic responsibilities include North America, South Asia, and EMEA (Europe/Middle East/Africa). During her early years at Synopsys, she was a member of the Ethics & Compliance Team, where she gained valuable experience designing, implementing, and running programs supporting compliance activities.

Importance of Outside Counsel

It is critical that outside counsel be proactive and responsive.

Dave noted that he’s “worked with a lot of outside counsel and has developed outside counsel for over 10 years now. So we have definitely developed go-to counsel who are very good in those two areas – proactivity and responsiveness – and then also obviously quality. Both quality of work product, and quality of results.”

He added, “We are very hands-on managers of outside counsel. We work directly with them as almost part of the team, and they also serve as the conduit to the business people and the creation of overall company strategy when a legal issue is involved. We

then work with outside counsel to implement that strategy and help form it, too. We don't just check in every month or something – it's every day."

Rick notes that Sheppard Mullin San Francisco partner **Greg Schick**, who works with Synopsys on executive comp issues, fits the bill and is "right on top of things."

Pandemic Effect

Regarding the pandemic, Dave commented, "I could do my work pretty effectively over Zoom. I'm realizing now that I'm back in the office, it's nice to be back at my desk and interact with people face to face. But the thing I really missed, which detracted from my job performance, was the inability to travel because, like everybody else, we have some very significant issues going on in China. I really miss being able to meet face to face with the business leaders."

Dave touted that "Evi really was in a leadership role in developing the company's response to the pandemic." Evi noted that COVID really turned the world upside down. "To move a global employment population from working in an office to remote work led to all sorts of issues. A lot of them were directly related to COVID as in: What is the latest order? How do we respond to it? How do we implement it? So they were COVID laws, literally." On top of that, she had to navigate many collateral issues of COVID, such as Synopsys employees stranded outside of their base countries due to lockdowns, among many other challenges.

She added that COVID continues to change things even as the pandemic starts winding down. "We're looking into the post-pandemic world, what will the workforce look like? Where will it be? How will we interact? And these issues [are] not just employment law issues, so we've formed a cross-functional team, and the law is a critical player at the table."

Career Advice for Young Lawyers

Evi's advice for young lawyers is to "both advocate for yourself but be open to new ideas and experiences. You don't know where the path will take you. You'll be presented with opportunities that you didn't consider, that you didn't know were possible. So you should be flexible and agile and open to possibilities, but at the same time, it's good from the start to really think about where you want to go, where you want to be, what you want to do, and chart a path for yourself by being an advocate for yourself."

She continued, "I think I'm completely stealing from Sheryl Sandberg here so I can't take credit for this, but a lot of people tell me, 'I'll work at a firm for a few years and then I want to move on.' And I say the same thing, which is to lean in and don't be out until you're truly out. Do the best job that you can wherever you go because you don't know what the next opportunity will be."

Dave added that young lawyers should "take initiative to seek responsibility with their managers to get work. The in-house experience just enables you to connect with the business people much more easily than outside counsel. So we get a very good, very well rounded experience as in-house lawyers."

Preparing for Their Role at Synopsys

Sheppard Mullin's San Francisco office in the late 1980's was quite small and only took up one floor of Four Embarcadero. Dave even had a window office overlooking the Bay as an associate! The litigators were very high quality and great teachers, but because there weren't many lawyers in the office, it allowed Dave to get a lot of courtroom experience including second chairing several trials and arbitrations. It was "just a great experience overall."

Evi's Sheppard Mullin experience allowed her to obtain a solid training foundation, as "the Big Law experience is where you learn to be a lawyer. When you go in-house, it's a completely different skill set, but you build on what you've already learned." She thinks it's very difficult to be in-house counsel without having had that prior law firm experience.

Dave concurred, noting, "Let's say you're managing an outside litigation team; you need to know the rules of the road, why they're doing something and what they're telling you and then be able to make a lot of judgment calls. I found it very beneficial to have learned all the procedural stuff at a law firm."

Evi continued, "For my job specifically, managing outside counsel is one of the top things we do. It takes up so much of our time because employment law is so local and so specific. Understanding what they're actually doing is very helpful when it comes to managing them."

Sheppard Mullin Memories

Dave half-jokingly noted that he most misses his beautiful view of the Bay from his window office in Four Embarcadero. But seriously, he said that "we had such a great group of people and we worked really hard, but we had a lot of fun too."

Sheppard Mullin was Evi's first job in the Bay Area, and she didn't know anyone when she moved here. Her first friendships were with the SF office associates and their friends, cemented over regular Friday happy hours at Sens. To this day, she has kept in touch with many of them.

Life Outside Work

Dave is lucky to have a vacation house in Tahoe and has enjoyed working from home in the mountains, which has allowed him to relax during these stressful times. He would schedule meetings for the afternoon, then go ski for an hour and a half, and then come back to his meetings. He also collects fine wine and considers himself a gourmand.

Evi notes she's not quite the foodie that Dave is but enjoys good food and good company. She loves to travel and just came back from a trip to France and Greece. Her new pet project is teaching a Greek language class at Fanari Academy, a small Bay Area school for children and adults.



We thank Dave and Evi for taking the time to share their insights with us about their post-Sheppard Mullin career and wish them continued success.

HELPING CLIENTS SUCCEED

Sheppard Mullin lawyers work on a wide range of litigation and transactions to help our clients succeed. Here are just a few examples of our work over the last quarter:



ArchiMed – We represented ArchiMed, a European healthcare-focused private equity fund, in three simultaneous acquisitions that will create an innovative market leader in the bioanalytical market: (1) the acquisition of ImaBiotech, a French-based provider specializing in molecular imaging services and products aimed at enhancing the development of new drugs through innovative proprietary technologies; (2) the acquisition of Pyxant Labs, a Colorado Springs research lab that specializes in biological testing for the pharmaceutical industry; and (3) as part of the deal with ArchiMed, Pyxant acquired a Salt Lake City-based bioanalytical and oligonucleotide studies business, creating the nation's largest independent specialty lab operation focused on testing samples from clinical trial subjects to ensure the safety and effectiveness of new drugs under development. The deal team was led by New York partner **Valérie Demont**, who also Co-Chairs our French Desk.



CyberHeart – After two years of litigation and a week-long Zoom arbitration, we successfully defeated claims for deferred compensation, equity, unpaid wages, defamation and fraud brought by the former Chief Executive Officer of CyberHeart (a Varian subsidiary) and prevailed on CyberHeart's counter claims against the CEO for breach of fiduciary duty and breach of contract. The Arbitrator found the former CEO created an "accounting nightmare" and engaged in "careless and, in some cases, illegal practices" and that there was ample evidence and examples of claimant disregarding his obligations as CEO, violating the terms of his offer letter and the company's employee handbook. The team was led by San Francisco partner **Jennifer Redmond**.



Lyft – We successfully persuaded the Los Angeles Superior Court to dismiss plaintiff's entire action against Lyft after two rounds of demurrers. Plaintiff, a passenger on the Lyft platform, brought an action for battery, assault, and negligent hiring, retention, supervision, and training against Lyft. Plaintiff attempted to hold Lyft vicariously liable for the alleged actions of a driver based on an agency and/or employment relationship, a very contentious issue in the wake of Dynamex, AB 5, and Prop 22. In two rounds of demurrer, we persuaded the Court to dismiss all of plaintiff's claims against Lyft. Palo Alto partner **Paul Cowie** led this matter.



City of Pasadena – We obtained a total victory for the City of Pasadena. Pasadena Tournament of Roses, working with the City, puts on the College Football Playoff semifinal game in the City's Rose Bowl Stadium, and accompanying parade, every January 1. Less than two weeks before the game was to be played in the Rose Bowl on January 1, 2021, the Tournament declared a force majeure event in a contract with CFP, to which the City is not a party, and unilaterally announced the game was being moved to AT&T Stadium in Arlington, TX. The pretext stated by the Tournament was that Pasadena was too dangerous to the teams because of COVID-19. Although California was allowing the game to proceed at the Rose Bowl as long as spectators were not in attendance, the Tournament wanted to sell tickets. So it declared a force majeure, moved the game to Arlington, where the COVID stats were far worse than those in Los Angeles, and then sold 18,000+ tickets, potentially creating a super-spreader event. The Tournament wanted out of contractual restrictions requiring that future games be played in the Rose Bowl. It sued the City of Pasadena for breach of contract, trademark infringement and false advertising based on a single Instagram post by the Rose Bowl that referenced a 1956 Rose Bowl game, plus a statement by the City's Mayor to the *New York Times*. The Court rejected each of the Tournament's arguments, granted the City's motion to dismiss the entire lawsuit, with prejudice, and gave the City leave to apply for its attorneys' fees. Century City partner **Kent Raygor** led the defense of this matter.



SKOUT Cybersecurity – We represented SKOUT Cybersecurity, a leader in cyber-as-a-service software for Managed Service Providers (MSPs) and provider of an extended detection and response (XDR) platform and service, in its acquisition by Barracuda Networks, Inc., a provider of cloud-enabled security solutions. The deal team was led by New York partner **Shon Glusky**.



Trout Unlimited – We secured a landmark victory for Trout Unlimited in the Ninth Circuit challenging the EPA's decision to withdraw Clean Water Act (CWA) restrictions on commercial mining in the Bristol Bay watershed in Alaska. At issue was EPA's abrupt reversal of a 2014 determination that mining in Bristol Bay would cause unacceptable adverse effects on the area's ecosystem and one of the world's most productive salmon fisheries. The EPA withdrew that restriction without considering whether proposed commercial mining operations would cause adverse effects as it had previously concluded. We filed suit in 2019 in Alaska challenging the withdrawal. While the federal district court dismissed the suit, holding that EPA's decision was discretionary and not subject to judicial review, the Ninth Circuit reversed. With a ground-breaking interpretation of CWA, the Ninth Circuit held CWA provided a judicially reviewable legal standard to assess EPA's withdrawal decision. In a rare move, following the court's ruling, EPA moved to vacate its withdrawal determination and have its prior protections for the bay reinstalled because it conceded it had failed to consider whether the withdrawal would cause any adverse environmental impacts. Washington DC partner **Paul Werner** represented TU in this pro bono victory.

Twitter - We acted as lead outside intellectual property licensing counsel to Twitter in connection with the \$1.05 billion sale of MoPub to AppLovin Corporation, a leading marketing software company. Del Mar corporate M&A partner **Kandace Watson** advised Twitter on numerous intellectual property licensing and other issues in connection with the sale and transition services.

NEW ENVIRONMENTAL, SOCIAL, GOVERNANCE (ESG) AND SUSTAINABILITY TEAM



Environmental, Social and Governance ("ESG") has been brewing for a while, and is now hitting the mainstream, driven by collective demand from employees, investors, customers and other stakeholders. All these groups have shifted from a passive to an active stance and are forcing companies to step up to address climate change, social justice and corporate governance. ESG encompasses the standards for how a company operates regarding the planet and its inhabitants. It refers to a company's commitment to do more than make a profit—to implement responsible commercial practices, actively strive to contribute positively to the environment, embrace equity and social causes, and demonstrate corporate integrity. As market, social, economic and political changes accelerate ESG and sustainability concerns, companies face a rapidly evolving reporting and regulatory landscape that differs significantly across jurisdictions and industries.

To address these issues, Sheppard Mullin recently created a team to assist clients with a broad and diverse range of legal issues associated with ESG and sustainability. Our goal is to deliver high-

quality services and problem-solving to clients and to be a positive force in the communities in which the firm and clients work and live, and throughout their respective value chains. Our integrated approach to ESG and sustainability incorporates nine overlapping and mutually reinforcing areas of practice emphasis: (1) Climate Change and Decarbonization; (2) Corporate Governance and Regulatory Risk; (3) Sustainable Business and Projects; (4) Green Energy Financing and Infrastructure; (5) Project Development; (6) Land Use and Environmental; (7) Clean Technology; (8) ESG Marketing and Consumer Communications; (9) Business and Human Rights; and (10) Equitable and Healthy Workplaces.

The team is led by San Francisco partner **Neil Popović**, with more than 40 lawyers across the firm's 15 offices representing a host of disciplines to help clients navigate ESG and sustainability challenges and opportunities. For more information, visit the [ESG web page](#).

UPCOMING EVENTS

Due to the pandemic, our CLE programs have mostly shifted from in-person to webinars for the near term. Upcoming webinars where our lawyers are speaking include, among others:

**Rethinking Physician Compensation:
Industry leaders discuss strategies for Strengthening
Alignment, Incentivizing Productivity and Performance,
and Facilitating Value Based Care**

October 21, 2021

Sheppard Mullin's Women in Healthcare Leadership
Collaborative webinar

**The Mega-Constellation Ecosystem: What Industrial and
Regulatory Elements are Necessary for a Thriving Market?**

October 26, 2021

72nd International Astronautical Congress, IAF GNF Session

Antitrust Hot Topics: Spot the Antitrust Issues

October 27, 2021

AHLA webinar

What's Old Is New Again – Riding the Recommerce Wave

October 27, 2021

RILA Retail Law Conference webinar

Copyright: The New Normal

November 4, 2021

65th Annual IP Law Conference webinar

**Restaurants' Conversion to Digital Menus –
Consumer Privacy and Access Concerns**

November 4, 2021

Fifth Annual Restaurant Legal Summit, Raleigh, NC

Basics of Promotion, Sweepstakes, Contests and Gaming

November 15, 2021

2021 ANA/BAA Marketing Law Conference
San Diego, CA and Virtual

Celebrity Services For Equity

November 17, 2021

2021 ANA/BAA Marketing Law Conference
San Diego, CA and Virtual

Please visit our [Events](#) page to learn more about upcoming webinars including dates, time, speakers and registration information. You can also view recordings of past webinars at www.sheppardmullin.com/events-archive.



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For more information about our alumni program, to notify us of a job change, subscribe to a blog, or register for events, please contact Alumni Program leader Michelle O'Driscoll. We look forward to hearing from you and staying in touch.



Michelle O'Driscoll

Alumni Program Senior Manager,
Sheppard Mullin

modriscoll@sheppardmullin.com
alumni@sheppardmullin.com

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