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Introducing the second edition of the 40 Under 40, GIR's list of 40 accomplished young investigations lawyers who will help shape the future of this fast-evolving area of law.

With the 40 Under 40, GIR wants to shine a spotlight on up-and-coming individuals who don't always get the kind of recognition that their more established peers do. But while the idea behind 40 Under 40 is simple, choosing the final list was far from easy.

After asking for nominations in April, we found ourselves inundated with applications from a talented and experienced crop of young practitioners.

To help us choose the final 40, we asked lawyers to submit a brief summary of their career and three references – one from a client, one from a senior colleague and another of their choosing.

GIR received responses from Palo Alto to New Delhi and many places in between. Applicants referenced their roles on landmark cases, and submitted recommendations from some of the industry's biggest names.

To choose the final 40, GIR considered the cases that nominees worked on, the jurisdictions they practised in and the references that were submitted on their behalf.

We aimed to present a diverse group of individuals from a wide range of jurisdictions and firms. After whittling down over 100 applications we ended up with a list of 17 women and 23 men from 11 countries.

GIR set out to introduce the individuals both as professionals and people, so the final 40 were asked a variety of questions about their career highlights, inspirations, major investigations developments in their jurisdictions and more.

Lawyers recount tales from the front lines of investigations, such as assignments where employees escaped out of windows with laptops, and trips that included drinking fermented horse milk in Kazakhstan or being stalked by hungry baboons in Zambia.

We also put the next generation of the investigations bar on the spot by asking "what's next" in investigations in their respective jurisdictions. The answers ranged from making investigations more efficient by using artificial intelligence to discussions around the future of legal privilege.

Matthew Alexander
Mayer Brown

Lily Becker
Orrick Herrington & Sutcliffe

Marc Alain Bohn
Miller & Chevalier Chartered

Shaul Brazil
BCL Solicitors

Dorina Bruns
Hogan Lovells

Louis Burrus
Schellenberg Wittmer

Jonathan Clark
Slaughter and May

Kyle Clark
Baker Botts

Ilaria Curti
DLA Piper

Michael Diamant
Gibson Dunn

Stéphane de Navacelle
Navacelle Law

Mauricio España
Dechert

Alison Geary
WilmerHale

Kunal Gupta
Cyril Amarchand Mangaldas

Stephen Hauss
Quinn Emanuel Urquhart & Sullivan

Emma Hodges
Forensic Risk Alliance

Audrey Laning Ingram
Richards Kibbe & Orbe

Ryan Junck
Skadden Arps Slate Meagher & Flom

Laura Kabler Oswell
Sullivan & Cromwell

Kiran Raj
O'Melveny & Myers

Mark Lanpher
Shearman & Sterling

Anne Lefever
Pillsbury Winthrop Shaw Pittman

Edward Liva
Kirkland & Ellis

Hugo López Coll
Greenberg Traurig

Sonja Maeder Morvant
Lalive

Jonathan Mattout
Herbert Smith Freehills

Alex Parker
Debevoise & Plimpton

Anthony Rapa
Steptoe & Johnson

Kim Rosenberg
Freshfields Bruckhaus Deringer

Erica Sarubbi
Maeda Ayres & Sarubbi Advogados

Tine Schauenburg
White & Case

Nathan Seltzer
Latham & Watkins

Andrew Smith
Corker Binning

Camila Steinhoff
Trench Rossi Watanabe Advogados

Anahita Thoms
Baker McKenzie

Emmanuel Ubiñas
Jones Day

Johanna Walsh
Kingsley Napley

Alison Wilson
Linklaters

David (Dj) Wolff
Crowell & Moring

Mimi Yang
Ropes & Gray

Mauricio España

Dechert
New York
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**Why investigations?**

As a junior associate, I started working on investigation matters because they were assigned to me. I chose to pursue the work later because I found it to be intellectually challenging. It allowed me to use and refine my fact-gathering and analytical skills in trying to ascertain the relevant facts and determine whether improper conduct has occurred. So far, I have not been disappointed.

Career highlight

Throughout my career, I have had the opportunity to work on many exciting and complicated matters, so it is difficult to point to one thing as being the highlight. The most complicated and rewarding to date was my recent representation of an airbag manufacturer under investigation by, among others, the Department of Justice, the Department of Transportation and several Congressional committees.

Influences

The individuals with whom I have worked and who have provided invaluable mentorship and guidance have had the biggest influence. Hector Gonzalez, one of my partners, has had the greatest influence on my career. I've worked with Hector my entire legal career and from him have learned not only how to be a good lawyer but also the importance of being a team player and leader.

If you hadn't been a lawyer...

I enjoy working on complicated puzzles and building things, so despite my dislike for mathematics in school I like to think I would have been an engineer of some sort.

A pivotal decision

Although regulators investigating a company usually identify the individuals they would like to meet and interview, in certain instances they identify topics of interest and give the company the opportunity to choose the individuals. During a recent investigation where the Department of Justice asked that the client make available employees who could explain the business and related processes in question, picking the right individuals was critical in convincing the Department of Justice that the company was not engaged in any wrongdoing and had the right processes in place to prevent wrongdoing. Although there were many employees who could have provided the substantive information, it was important for me to identify the individuals who would also convey the right tone for the company.

Advice to a young lawyer

For young lawyers working on investigation matters, I would recommend that they become the masters of the facts and strive to become the most knowledgeable person on their project or particular subject matter. Not only will they be the most prepared on the team, but having a good grasp of the facts will make them indispensable and enable them to be first in line for projects and assignments. The other piece of

advice I normally provide to junior associates is to be confident in their abilities and to portray that confidence. Acting with confidence, and performing accordingly, will better garner the trust of senior lawyers.

What's everyone talking about?

In light of the current political environment in the United States, many clients are asking themselves how the new administration will impact regulators' priorities. For instance, there is constant chatter at all levels about whether the Department of Justice and the Securities and Exchange Commission will continue their focus on the FCPA as aggressively as before.

What's next in investigations?

Regardless of the new administration, I think we will continue to see investigations and prosecutions of corrupt conduct by companies and individuals, and a continued focus on corruption in China, Brazil, Mexico and elsewhere in Latin America. In addition, we will see more foreign regulators taking the lead in international corruption matters that may lead to companies paying fines and penalties across the globe.

The most interesting place your job has taken you

I have had the good fortune of being able to travel to many interesting locations (unfortunately, often only for a day or two). The most interesting that come to mind are Istanbul, Turkey and Monclova, Mexico.

Favourite meal

The best Mexican food I've eaten to date I had in Monclova, Mexico, an industrial town in northern Mexico that's a world away from the country's beach resorts.