



The following section features attorneys who have demonstrated leadership qualities and have achieved the AV Preeminent rating by Martindale-Hubbell®.

Martindale-Hubbell®, the company that has long set the standard for lawyer ratings, has supplied ALM with a list of Top Rated Lawyers who have achieved an AV® Preeminent® Peer Review Rating, the highest rating in legal ability and ethical standards. To create this section, Martindale-Hubbell® tapped its comprehensive database of Martindale-Hubbell® Peer Review Ratings™ to identify lawyers who have been rated by their peers to be AV® Preeminent™.

Martindale Hubbell Peer Review Ratings are driven by the confidential opinions of lawyers and members of the judiciary who receive invitations from Martindale-Hubbell®, via an online survey or by mail, to provide reviews of lawyers of whom they have professional knowledge.

A complete directory of all AV® Preeminent™ lawyers can be found online at Lawyers.com® and Martindale.com, in the Martindale-Hubbell® Law Directory in print and CD-ROM formats, and online through the LexisNexis® services and at lexis.com. Attorneys shown do not constitute the full list of "Top Rated Lawyers"



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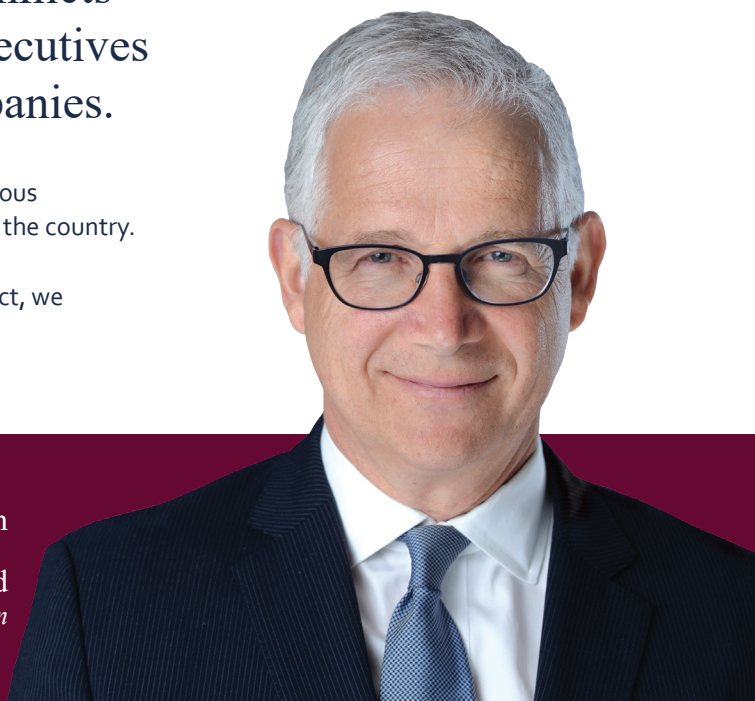
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## CLIFTON W. ALBRIGHT

Clifton W. Albright is the President of Albright, Yee & Schmit, APC, a California based law firm formed in 1982 and specializing in providing legal representation for employment, labor and tort defense to governmental and private entities. Mr. Albright has an AV Preeminent Rating from Martindale-Hubbell. Mr. Albright is a trial lawyer and has tried numerous State and Federal jury trials to verdict. He also has a successful Appellate record. As President, Mr. Albright oversees the firm's litigation. Mr. Albright is also a seminar presenter and conducts continuing education programs for attorneys, executives and employees in such areas as employment/labor law, business management, and complex litigation. He is a member of the International Trade Advisory Council (ITAC 11), and works with the United States Department of Commerce in negotiating trade agreements with other countries. Mr. Albright was awarded Lawyer of the year by the Greater Los Angeles African American Chamber of Commerce. He is a member of several Bar organizations, including the American Bar Association, National Bar Association, and the Orange County, Los Angeles and Beverly Hills Bar Associations. The firm is certified by the City of Los Angeles, the County of Los Angeles, and several other agencies as a Minority Business Enterprise (MBE). It is also certified as a Small Business Enterprise (SBE) with the State of California.

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## MICHAEL R. GOTZLER, J.D.

Mike is a founding partner of Clark & Gotzler, Attorneys at Law, a firm devoted exclusively to representing and advising employers on all employment-related matters. Mike has provided legal and practical human resources advice to a wide range of employers for over 20 years, including 10 years as General Counsel of firm that provided temporary staffing, recruiting and integrated HR services throughout the U.S.

Mike has represented clients in the full array of employment matters, including litigation before courts and administrative agencies. His practice includes employment litigation, ADA/FMLA leave and accommodation issues, wage & hour compliance, non-compete agreements, independent contractor issues, labor relations and NLRB proceedings and preventive HR audits and training.

During his career, Mike has partnered with and provided legal counsel to employers of all sizes and industries throughout the U.S., from multi-national Fortune 50 companies to start-up companies looking to hire their first employee.

Mike has developed particular expertise in contingent and alternative workforce issues, including understanding the issues surrounding joint and co-employment. He has presented at national conferences, represented business at White House briefings, participated on expert panels and been regularly interviewed and quoted as a result.



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## TENNESSEE

TULLAHOMA

## JOHN R. LABAR

Mr. LaBar's practice concentrates on advising business and corporate clients on all manner of transactional, corporate and real estate law matters. Mr. LaBar also advises clients on employment law matters and represents them in both administrative matters as well as in litigation, including matters in State and Federal courts as well as before the EEOC, NLRB, and collective actions under the Fair Labor Standards Act.

Mr. LaBar also advises clients and business owners in implementing tax, business and estate planning strategies and, for the new business client, the choice of entity and incorporation of their business.

Mr. LaBar also assists clients and lending institutions in a variety of commercial finance, commercial real estate, leasing and commercial law matters.

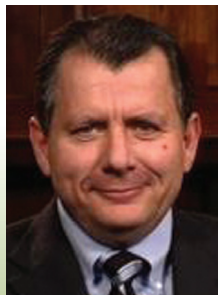


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**MINNESOTA** BLOOMINGTON**PHILIP G. VILLAUME**

**P**hilip G. Villaume concentrates his practice on the areas of employment law, school law, and the criminal and civil defense of professional people facing employment-related misconduct allegations. Mr. Villaume has extensive expertise in the areas of employment law including discrimination claims and whistleblower claims. Mr. Villaume conducts workshops and seminars all over the country on the prevention of workplace and school violence, legal investigations, professional ethics, and eliminating bias and harassment in the workplace and schools. In 2015 and 2016 he was selected as lawyer member of National Association of Distinguished Counsel. Top 1% of lawyers in United States are selected.. Mr. Villaume was selected as a Minnesota Super Lawyer 2015 and 2016 in the areas of Employment Law and Criminal Defense. No more than 5% of Minnesota Lawyers are selected for this achievement.

**Villaume & Schiek, P.A.**  
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**CALIFORNIA** SAN DIEGO**THOMAS S. INGRASSIA**

**T**homas S. Ingrassia is a founding member of Pettit Kohn Ingrassia & Lutz, and serves as the firm's Chief Financial Officer. As co-chair of the firm's Employment and Labor Department, Tom regularly assists his clients in developing and enforcing appropriate employment practices and policies and defending all forms of employment litigation before State and Federal courts and administrative agencies. Tom has achieved Martindale-Hubbell's highest rating for his legal ability and ethical standards. Tom has been selected for inclusion in San Diego Super Lawyers every year since 2008 and honored as one of The "Top 50 Attorneys" in San Diego for 2016 and 2017. Tom has also been selected by his peers for inclusion in *The Best Lawyers in America*, a publication regarded as the definitive guide to legal excellence, each year since 2013.

Tom is a widely-acclaimed speaker who is frequently invited to provide employment practices and employee management training for private firms, other attorneys, and professional organizations throughout California. Tom's leadership in the community was formally recognized with his election as the 2002 President of the San Diego Society for Human Resource Management, the region's largest organization of human resource professionals.

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