## Legal Eagles recognizes the year's top franchise attorneys

Articles by Megan Glenn, Joe Halpern, Matthew Liedke, Laura Michaels and Emilee Wentland; Survey and research by Jenny Raines

egal landscapes can be tricky to traverse for franchisors and franchisees alike. Fortunately for the community, Franchise Times has assembled its Legal Eagles for 2024, listing the best lawyers who specialize in all things franchising. The Legal Eagles deploy their talents at firms in the United States and Canada, bringing a plethora of knowledge on a wide variety of topics.

As part of our Legal Eagles coverage, Franchise Times reporters interviewed several attorneys who offer insight on many important developments. For example, Legal Eagles weigh in on major regulatory happenings from last year, and share what to expect in 2024 when it comes to joint employer rules and the Federal Trade Commission's review of franchising.

Experts also share their views on notable legal trends in franchising, such as the emergence

of artificial intelligence and what laws may come with it, as well as franchisor involvement in franchisee ownership transfers and the security of trade secrets.

In an annual survey exploring several hot topics, the Legal Eagles were questioned on what issues in law people in franchising should be more aware of, the most interesting case they worked on in 2023, how those in franchising should navigate labor issues, what M&A and consolidation mean for the franchising space and more.

In addition to the in-depth coverage, Franchise Times profiled both newcomers and tenured Legal Eagles. New Class and Hall of Fame attorneys in this section share their key areas of focus, and, with a dose of personality, what inspires them.

Congratulations to this year's Legal Eagles. **FT** 

—Matthew Liedke

## **TABLE OF CONTENTS:**

U.S. Legal Eagles	32
Artificial Intelligence	
Regulatory Environment	
What's Trending	
Sales Compliance	
Sales compliance	
Legal Eagles Canada	44
Trade Secrets	
Best Lessons	
Private Equity Impact	
Franchise Transfers	50
Joint Employer	52
New Class & Hall of Fame	
Labor Issues	
Notable Hot Topics	

## Franchise Times

NAMEIAU IRMICATIONRPR SENTSPECIALTYTal GrahlatiLewit HackmaFinine CATill SolowTolowStephanieSpedea LignanaPensylvania,208 0.0TolowBilow NyannCheng LCSolange, LC208 0.0TolowStranenbergCaen O'ComeLos Angeles CA208 0.0TolowMatthewDA'FiperJo Angeles CA208 0.0TolowMatthewDA'FiperSolange CA208 0.0TolowMarthewBager DrinkerBulder, CO208 0.0TolowJucie GuuySager DrinkerBulder, CO208 0.0TolowBader LignanPalaelphap A208 0.0TolowTolowPara HaraSadea LignanPalaelphap A208 0.0TolowRary HellerDA'FiperFiscon AA208 0.0TolowMartin HaraPalael LignanFiscon AA208 0.0TolowRary HellerDA'FiperFiscon AA208 0.0TolowStart HaraBalea LignanFiscon AA208 0.0TolowStart HaraDa Sager CarinkerSilange Carinker208 0.0TolowStart HaraDA'FiperFiscon AA208 0.0TolowStart HaraDA'FiperSilange Carinker208 0.0TolowStart HaraDa'FiperSilange Carinker208 0.0TolowStart HaraSilange CarinkerSilange Carinker208 0.0TolowStart HaraSilange CarinkerSilange Carinker208	UN LE	ITED S GAL EA	STATES Agles	LE	Frachise Tras BAL EAGLES
Allica in the form of the	NAME	LAW FIRM	LOCATION	REPRESENTS	SPECIALTY
GroblerPAKan be able to the set of the set	Tal Grinblat	Lewitt Hackman	Encino, CA	ZEE ZOR	T
Grow RyanCohen LLCLos Angeles, CAWinISusan GruenebergCozen O'ConnerLos Angeles, CA2081Matthew GruenebergDLA PiperLos Angeles, CA2081David GusewellDrumm LawSt. Louis, MO2081Lucie GuyotFaegre Drinker Biddle & ReathBoulder, CO2081Jeffrey HaffDady & Kardnen, P.A.Minneapolis, MN2161Kevin HeinAkerman LLPDenver, CO2152081Kuart HershmanDLA PiperChicago, IL2152081Stuart HershmanDLA PiperChicago, IL2152081Stuart HershmanMarchise LawChicago, IL21501John HulgesKit BoengeryMinneapolis, Minneapolis,21601John HughesQuarles & Brady Minneapolis,Color11John HughesQuarles & Brady Minneapolis,21601John HughesNonroe 		Spadea Lignana		ZOR	T
GruenebergIndicationInterfact of the state of the			Chicago, IL	ZOR	L
GruenebergLLLLLLLLDavid GusewelleDrumm LawSt. Louis, MO2081Lucie GuyotFaegre Drinker Biddle & ReathBoulder, CO2081Jeffrey HaffDady & Cardner, F.A.Minneapolis, MN2651Faun HarraSpadea LignanaPhiladelphia, PA2081Kevin HeinAkerman LLPDenver, CO265 2001Barry HellerDLA PiperReston, VA2081Stuart HershmanDLA PiperChicago, IL265 2001Stuart HershmanDLA PiperChicago, IL265 2001Stuart HershmanDLA PiperMinneapolis, Minneapolis,265 2001John HollandRady KortnerseMinneapolis, Minneapolis,265 2001John HughesQuarles & Brady Monroe Monroes MonressMinneapolis, Minneapolis,265 2001John HughesNenabe LLPMiami, FL20811John HughesSnell & WilmerMonroe, Minneapolis, Minneapolis,265 2001John HughesSnell & WilmerPhoenix, AZ265 2001John HughesSnell & WilmerMinneapolis, Minneapolis,265 2001John HughesSnell & WilmerMinneapolis, Minneapolis,265 2001John HughesSnell & WilmerMinneapolis, Minneapolis,265 2001John HughesSnell & WilmerMinneapolis, <td></td> <td>Cozen O'Conner</td> <td>Los Angeles, CA</td> <td>ZOR</td> <td>T</td>		Cozen O'Conner	Los Angeles, CA	ZOR	T
Lucie GuyotFaegre Drinker Biddle & ReathBoulder, COCORILucie GuyotFaegre Drinker Biddle & ReathBoulder, COCORIJeffrey HaffDady & Gardner, F.A.Minneapolis, 		DLA Piper	Los Angeles, CA	ZOR	T
Biddle & ReathControlJeffrey HaffDady & Gardner, P.A.Minneapolis, MNItilFvan HarraSpadea LignanaPhiladelphia, PAIORIKevin HeinAkerman LLPDenver, COItil <zor< td="">IBarry HellerDLA PiperReston, VAIORIStuart HershmanDLA PiperChicago, ILItil<zor< td="">IStuart HershmanMizel Dreyrs, COItil<zor< td="">IIStuart HershmanDLA PiperChicago, ILItil<zor< td="">IStuart HershmanMizel DreyrsMiani, FLItil<zor< td="">IJohn HollandDady &amp; Gardner, P.A.Minneapolis, MNItil<zor< td="">IJohn HughesQuarles &amp; BradyChicago, ILIORIJohn HughesMonroe Moxness Berg PAMinneapolis, MNItil<zor< td="">IScott HusabyMonroe Moxness Berg PAMiani, FLIORIMichael JobloveVenable LLPMianeapolis, MNItil<zor< td="">ITodd JonesSnell &amp; WilmerPhoenix, AZItil<zor< td="">ISwidt Kaufmann &amp; Robbins LLPNew York, NYItil<zor< td="">ISwidt Kaufmann &amp; Robbins LLPNew York, NYItil<zor< td="">IHersin KennedyWiggin &amp; DanaNew Haven, CTIORIHersin KennedySpadea LignanaPhiladelphia, PAIoRIHaral KilejianHaynes anne, Kobone, LLPIoales, TXIoaI</zor<></zor<></zor<></zor<></zor<></zor<></zor<></zor<></zor<></zor<></zor<>	David Gusewelle	Drumm Law	St. Louis, MO	ZOR	T
Kurtic& Gardner, P.A.MNMNMarchaeM	Lucie Guyot		Boulder, CO	ZOR	T
Kevin HeinAkerman LLPDenver, COZEE ZORIBarry HellerDLA PiperReston, VAZORIStuart HershmanDLA PiperChicago, ILZEE ZORIStuart HershmanDLA PiperChicago, ILZEE ZORIKristian HiggsKit Franchise LawCincinnati, OHZEE ZORILeon HirzelHirzel Dreyfuss & DempseyMiami, FLZEE ZORIJohn HollandDady & Gardner, P.A.Minneapolis, MNZEEIIJohn HughesQuarles & BradyChicago, ILZORIIScott HusabyMonroe Moxness Berg PAMinneapolis, MNZEE ZORIITodd JonesSnell & WilmerPhoenix, AZZEE ZORIIDavid Kaufmann Gildin & Robbins LLPNew York, NYZORIIKevin KennedyWiggin & DanaNew Haven, CTZORIIHarold Maral KilejianHaynes HaynesDallas, TXZORII	Jeffrey Haff			ZEE	L
Rarry HellerDLA PiperReston, VAZORIStuart HershmanDLA PiperChicago, ILZEE ZOR1Stuart HershmanDLA PiperChicago, ILZEE ZOR1Kristian HiggsKit Franchise LawCincinnati, OHZEE ZOR1Leon HirzelHirzel Dreyfuss & Dady & Gardner, P.A.Miami, FLZEEIJohn HollandDady & Gardner, P.A.Minneapolis, MNZEEIJohn HughesQuarles & BradyChicago, ILZORIScott HusabyMonroe Moxness Berg PAMinneapolis, MNZEE ZORIMichael JobloveVenable LLPMiami, FLZORIDavid Kaufmann & Robbins LLPNew York, NYZORIDavid Kaufmann & Robbins LLPNew York, NYZORIMaral KilejianSpadea LignanaPhiladelphia, PAZORIMaral KilejianLawres CIMWachingten D GII	Evan Harra	Spadea Lignana	Philadelphia, PA	ZOR	T
NumberDLA PiperChicago, ILZEI ZORIKristian HiggsKit Franchise LawCincinnati, OHZEI ZORILeon HirzelHirzel Dreyfuss & DempseyMiami, FLZEI ZORIJohn HollandDady & Gardner, P.A.Minneapolis, MNZEIIJohn HughesQuarles & BradyChicago, ILZORIScott HusabyMonroe Moxness Berg PAMinneapolis, MNZEI ZORINichael JobloveVenable LLPMiami, FLZEI ZORIDavid Kaufmann cildin & Robbins LLPNew York, NYZORISpadea LignanaPhiladelphia, PAZORIIHarold KestenbaumSpadea LignanaPhiladelphia, PAZORIMaral KilejianLakurg GDMWischingter B GII	Kevin Hein	Akerman LLP	Denver, CO	ZEE ZOR	T
HershmanIndext of the second seco	Barry Heller	DLA Piper	Reston, VA	ZOR	L
Franchise LawMiami, FLFranchise LawLeon HirzelHirzel Dreyfuss & DempseyMiami, FLItJohn HollandDady & Gardner, P.A.Minneapolis, MNItJohn HughesQuarles & BradyChicago, ILZORItJohn HughesQuarles & BradyChicago, ILZORItScott HusabyMonroe Moxness Berg PAMinneapolis, MNItItMichael JobloveVenable LLPMiami, FLZORItTodd JonesSnell & WilmerPhoenix, AZItItDavid Kaufmann Gildin & Robbins LLPNew York, NYZORItKevin KennedyWiggin & DanaNew Haven, CTZORItHarold KestenbaumSpadea LignanaPhiladelphia, PAZORItMaral KilejianHaynes and Boone, LLPDallas, TXZORIt		DLA Piper	Chicago, IL	ZEE ZOR	T
k DempseyK Dempsey <thk dempsey<="" th="">K Dempsey&lt;</thk>	Kristian Higgs		Cincinnati, OH	ZEE ZOR	
A ConstructionA ConstructionA ConstructionA ConstructionA ConstructionJohn HughesQuarles & BradyChicago, ILZORIScott HusabyMonroe Moxness Berg PAMinneapolis, MNZEE ZORIMichael JobloveVenable LLPMiami, FLZORIMichael JobloveVenable LLPMiami, FLZEE ZORITodd JonesSnell & WilmerPhoenix, AZZEE ZORIDavid Kaufmann Gildin & Robbins LLPNew York, NYZORIKevin KennedyWiggin & DanaNew Haven, CTZORIHarold KestenbaumSpadea LignanaPhiladelphia, PAZORIMaral KilejianHaynes and Boone, LLPDallas, TXZORI	Leon Hirzel		Miami, FL	ZEE	
Scott HusabyMonroe Moxness Berg PAMinneapolis, MNZEE ZORIMichael JobloveVenable LLPMiami, FLZORITodd JonesSnell & WilmerPhoenix, AZZEE ZORIDavid Kaufmann Gildin & Robbins LLPNew York, NYZORIKevin KennedyWiggin & DanaNew Haven, CTZORIHarold KestenbaumSpadea LignanaPhiladelphia, PAZORIMaral KilejianHaynes and Boone, LLPDallas, TXZORI	John Holland			ZEE	
Moxness Berg PAMNIIMichael JobloveVenable LLPMiami, FLITodd JonesSnell & WilmerPhoenix, AZIDavid Kaufmann Gildin & Robbins LLPNew York, NYIKevin KennedyWiggin & DanaNew Haven, CTIHarold KestenbaumSpadea LignanaPhiladelphia, PAIMaral KilejianHaynes and Boone, LLPDallas, TXI	John Hughes	Quarles & Brady	Chicago, IL	ZOR	L
Todd JonesSnell & WilmerPhoenix, AZZEE ZORTDavid Kaufmann Gildin & Robbins LLPNew York, NYZORTKevin KennedyWiggin & DanaNew Haven, CTZORTHarold KestenbaumSpadea LignanaPhiladelphia, PAZORTMaral KilejianHaynes and Boone, LLPDallas, TXZORT	Scott Husaby	Moxness		ZEE ZOR	
David Kaufmann Gildin & Robbins LLPNew York, NYZORIKevin KennedyWiggin & DanaNew Haven, CTZORIHarold KestenbaumSpadea LignanaPhiladelphia, PAZORIMaral KilejianHaynes and Boone, LLPDallas, TXZORI	Michael Joblove	Venable LLP	Miami, FL	ZOR	L
Gildin & Robbins LLPLORLORKevin KennedyWiggin & DanaNew Haven, CTZORHarold KestenbaumSpadea LignanaPhiladelphia, PAZORMaral KilejianHaynes and Boone, LLPDallas, TXZORMarak KirnehLathren CBMWashington D COppon	Todd Jones	Snell & Wilmer	Phoenix, AZ	ZEE ZOR	T
Harold KestenbaumSpadea LignanaPhiladelphia, PAZORLMaral KilejianHaynes and Boone, LLPDallas, TXZORI	David Kaufmann	Gildin	New York, NY	ZOR	1
Kestenbaum Haynes and Boone, LLP Dallas, TX ZOR T	Kevin Kennedy	Wiggin & Dana	New Haven, CT	ZOR	T
and Boone, LLP		Spadea Lignana	Philadelphia, PA	ZOR	
Mark Kirsch Lathrop GPM Washington, D.C.	Maral Kilejian		Dallas, TX	ZOR	T
	Mark Kirsch	Lathrop GPM	Washington, D.C.	ZOR	

NAME	LAW FIRM	LOCATION	REPRESENTS	SPECIALTY
Jill Klein	Akerman LLP	West Palm Beach, FL	ZEE ZOR	T
Gaylen Knack	Lathrop GPM	Minneapolis, MN	ZOR	
Scott Korzenowski	Dady & Gardner, P.A.	Minneapolis, MN	ZEE	L
Matthew Kreutzer	Howard & Howard	Las Vegas, NV	ZEE ZOR	
Jonathan Labukas	Quarles & Brady	Washington, D.C.	ZOR	
Peter Lagarias	Lagarias, Napell & Dillon LLP	San Rafael, CA	ZEE	
Nancy Lanard	Luther Lanard	Plymouth Meeting, PA	ZEE	T
Mark Landauer	Larkin Hoffman	Minneapolis, MN	ZOR	T
Mark Leitner	Laffey, Leitner & Goode LLC	Milwaukee, WI	ZOR	L
Norman Leon	DLA Piper	Chicago, IL	ZOR	
Michael Levitz	Drumm Law	Minneapolis, MN	ZOR	T
Warren Lewis	Akerman LLP	Washington, D.C.	ZEE ZOR	
Marc Lieberstein	Kilpatrick Townsend & Stockton LLP	New York, NY	ZOR	
Josh Lignana	Spadea Lignana	Philadelphia, PA	ZOR	
Bret Lowell	DLA Piper	Washington, D.C.	ZOR	
Julie Lusthaus	Lusthaus Law PC	White Plains, NY	ZEE ZOR	T
Doug Luther	Luther Lanard	Newport Beach, CA	ZOR	
Trish MacAskill	Akerman LLP	Denver, CO	ZOR	T
Leonard Macphee	Polsinelli PC	Denver, CO	ZEE ZOR	
Kevin Maher	Baker McKenzie	Dallas, TX	ZOR	
Gina Malandrino	Cheng Cohen LLC	Chicago, IL	ZOR	T
Andrew Malzahn	Dady & Gardner, P.A.	Minneapolis, MN	ZOR	L
April McKenzie Mason	Burr & Forman LLP	Birmingham, AL	ZEE ZOR	T
Andrew Matson	Spadea Lignana	Philadelphia, PA	ZOR	T
Daniel Matthews	Warshawsky Law Group	Seattle, WA	ZEE ZOR	T

Transactional

Т