



THIRTY UNDER 40

Earlier this year we launched our search for the rising stars of the private funds legal world. Trusted contacts, industry participants and the law firms themselves nominated both colleagues and peers, and in total we were sent 129 profiles of high-achieving lawyers under the age of 40 based around the world.

Competition was stiff, which made the judging process challenging, but nominees were whittled down to a final list of 30 based on their career progress, their client base, notable work to date and their X Factor - many of those on the list today are engaged in good-will work outside of their funds practice.

The list follows and, we're sure you'll agree, each and every one of them deserves to be there.



Jonathan Adler, 37
Debevoise & Plimpton
New York
Partner, fund formation



Recommended by clients for his judgment and tireless work ethic, Jonathan Adler has advised large, multi-asset managers including the Carlyle

Group and KKR and firms like Clayton, Dubilier & Rice across geographies. Since becoming a partner in 2014, Adler has led or co-led the formation of more than eight funds with aggregate commitments of almost \$19 billion. In the first quarter of this year, he has led final closings on three private funds with aggregate commitments of around \$6 billion, including advising Crescent Capital Group on the formation of its latest mezzanine fund. Adler is also a highly-valued member of the firm's Latin America practice group.

Amy Beckingham, 36
Latham & Watkins
Hong Kong
Partner, M&A

Recognized for her commercial acumen, technical skills and entrepreneurial drive, Amy Beckingham has been hands-on in developing Latham & Watkins' private equity practice in Asia and has become a mentor to junior lawyers in the year since she joined the firm after more than 10 years at Freshfields. Beckingham has recently led a number of deals, including Warburg Pincus and KKR's Series D investment in GO-JEK, Indonesia's leading on-demand mobile platform for transport, food, logistics and payment. She supports the firm's diversity initiatives and is the Asia representative on the global steering committee for



Women Enriching Business, a firm committee designed to address the business challenges and opportunities unique to women.

Siew Kam Boon, 36
Dechert
Singapore
Partner, M&A

Clients who have worked with Siew Kam Boon are always full of glowing reviews and praise, according to her manager, and the Dechert team in Singapore



had been trying to recruit her for two years, enticed by her extensive experience and expertise in private equity transactions. She now leads the firm's South-East Asia M&A and private equity transactions practice. Boon is recommended as a foreign expert for corporate and M&A, and has been involved in some of the largest M&A, private equity and venture capital deals in Asia Pacific. She has worked for Baring Private Equity Asia, Everstone Capital and Sequoia Capital India among others. Prior to joining Dechert in May 2017, Boon served as a partner in the private equity and emerging growth practice at K&L Gates.

Marie-Laure Bruneel, 39
Goodwin
Paris
Head of tax practice

Known for her willingness to fully immerse herself in the matters she handles, Marie-Laure Bruneel advises on the tax aspects of structuring and financing mergers and acquisitions, private equity acquisitions and fund formation. She also works with real estate firms on investments and restructurings. Bruneel was an



associate at the age of 21 and made partner by 32, and she has been a key driver in the growth of Goodwin's private equity practice. Recent client work includes representing investment funds such as listed firm Eurazeo and Equistone. She has also co-authored several publications including the first book in the French market on REITs.

Ellen Ching, 35
Paul Weiss
New York
Corporate partner

Ellen Ching has been a leading member of the team representing a number of high profile clients including General Atlantic and Oaktree Capital Management. This year she has been co-lead counsel on GA's investments in Grupo Axo, Torchy's Tacos and General Information Services. Ching also represented GA in healthcare transactions including the sale of portfolio company MedExpress to Optum and is representing Virtu Financial on its \$1.4 billion acquisition of KCG Holdings. She serves on the board of Lawyers Alliance for New York and was also co-lead advisor to the International Consortium of Investigative Journalists, a pro-bono client, which was awarded a Pulitzer Prize for its work on the Panama Papers.



Paul Cicero, 39

Goodwin

New York

Partner, private equity



Paul Cicero's practice has been described as unique in the New York market in that he represents investors

across each stage of the investment lifecycle, ranging from leveraged buyouts to growth equity all the way down to seed investments. His current client base includes three of Bain Capital's proprietary funds. He focuses on representing socially conscious investors with funds such as Environmental Capital Partners which focus on investing in environmentally friendly platforms. Last year he helped Goodwin launch its Impact & Responsible investing incubator dedicated to advising clients on social impact investing relating to ESG and sustainability certifications and much more.



Craig Cordle, 35

Ogier

Guernsey

Partner, asset management

Extremely capable, experienced and knowledgeable of the listed fund space: these are some of the ways brokers describe Craig Cordle. An asset management lawyer with a background in advising private equity fund of funds investment trusts and real estate investment trusts, Cordle specializes in Guernsey structures. Highlights include advising Lloyds Banking Group on the asset management arrangements for its portfolio of more than £100 billion (\$132 billion; €110 billion) transferred to Aberdeen Asset Management after the sale of Scottish Widows Investment Partnership and advising HarbourVest's listed private equity offering.

Ted Craig, 37

MJ Hudson

London

Head of secondaries

It took Ted Craig all of 10 months after joining MJ Hudson in 2013 to make partner. He now oversees the fastest-growing practice area within MJ Hudson, and is currently implementing an innovative transparent legal fee pricing model for indirect secondary transactions.



In addition to secondaries, Craig also has a broad private fund formation practice acting for GPs and LPs in relation to the establishment of, and investment into, private equity, venture capital, infrastructure and other closed-ended funds, funds of funds and co-investment structures. Craig's clients value his industry expertise, pragmatism and perseverance, resulting in him having the highest client retention rate at the firm.

Eamon Devlin, 39

MJ Hudson

London

Managing partner

Since helping to found MJ Hudson in 2011 - and re-mortgaging his house in the process - Eamon Devlin has held two roles: one being responsible for the firm's law business and the second managing his practice made up exclusively of private equity clients. These include Aberdeen Asset Management, one of Europe's biggest asset managers, and several of the world's largest investors in finance including Adams Street Capital and LGT Capital Partners. Clearly trusted by limited partners, Devlin is also one of only two European lawyers on the Institutional Limited Partners Association committee created in 2017 with the goal of simplifying fund documents.



Alexandra Davidson, 33

Clifford Chance

London

Partner, funds and investments

Described by clients as a "role model and a star," Alexandra Davidson made one of the fastest tracks to partnership at a Magic Circle firm in 2016 at the age of 32. Davidson has strong relationships with blue-chip clients including Actis, Bridgepoint and Permira and works with funds based in Luxembourg, Ireland, the Channel Islands and the UK. She has been a key driver of



Clifford Chance's thought leadership on Brexit implications for UK sponsors, and has been involved in developing the group's participation in industry initiatives and nurturing junior talent. She has experience across multiple asset classes, including private equity, real estate and infrastructure.

Sally Gibson, 38
Debevoise & Plimpton

London

Partner, investment management

A regulatory and fundraising expert, Sally Gibson has established herself as one of private equity's most trusted advisors during a period of much regulatory change. Her clients include Deutsche Bank, EQT and DH Private Equity Partners. Among her key fundraisings is the \$1.65 billion Deutsche Bank secondaries fund, which completed its fundraising in 2014 with a single close. As a complement to her strong fund formation practice, she also leads the firm's funds practice in relation to the implementation of the AIFMD, and has established a private funds-specific regulatory practice which is relied upon by Debevoise's fund sponsor clients including the Carlyle Group, EQT and Oaktree Capital Management.



Peter Gilman, 38
Simpson Thacher & Bartlett

New York

Partner, private investment funds

In addition to funds work, Peter Gilman provides strategic advice and long-term planning to founders and senior partners of a number of private equity firms regarding succession arrangements and leadership transitions, and his experience spans asset classes.

He has a particularly long-standing relationship with Blackstone, and has assisted the firm in establishing and structuring a variety of its new initiatives and funds. He has also advised financial sponsors on some of the industry's most recent noteworthy minority stakes transactions including sales of interests to third parties by Silver Lake, Lexington Partners and Riverstone.



Ana González-Linares, 35
DLA Piper

Madrid

Legal Director, corporate group



Since joining DLA Piper in 2014, Ana González-Linares has led some of the most prominent private equity transactions in Spain. She advised CVC

on the acquisition of Spanish care home group Vitalia Home from Portobello Capital, completing due diligence and negotiation of the main contracts within a month. She also worked on CVC's portfolio sale of R Cable to Euskaltel, a deal worth €1.2 billion. This gave rise to the leading telecommunications group in the north of Spain. González-Linares is a member of DLA Piper's trainees recruitment committee, and she also collaborates in pro-bono matters, such as with the NGO Girls of Sudan for advancing education in the area.

Jarrold Huffman, 37
Morgan, Lewis & Bockius

Silicon Valley

Partner

Fund sponsors and institutional investors turn to Jarrod Huffman for critical advice in connection with the formation and operation of private investment funds, joint ventures and managed accounts. In the past year, he has represented Next Equity in connection with the launch of a new investment management firm and a growth stage venture capital fund. The firm was founded by three Elevation Partners managing directors Adam Hopkins and ex-Apple employees Fred Anderson and Avie Tevanian. Huffman has also acted as legal counsel for a number of buyout and special



situations funds, and has represented institutional investors. He also regularly assists clients with federal income tax issues.



Michael Lampshire, 35
Actis

London

Fundraising lawyer

A one-man band managing multiple limited partners, limited partnership agreements and strategies, Michael Lampshire also works closely with the Simpson Thacher Bartlett team supporting Actis. This year he was instrumental in raising Actis Energy 4's \$2.7 billion emerging market energy fund, while managing the day-to-day operations of multiple other Actis funds and co-investment programs. Lampshire previously worked at advisory firm Campbell Lutyens and Clifford Chance, where he specialized in establishing private investment funds including private equity, real estate, debt and infrastructure funds, acting for both fund managers and investors.

Adrian Leipsic, 37

Cleary Gottlieb

New York

Partner, fund formation

Some of the best-known private equity sponsors, including TPG, Blackstone and KKR, have used Adrian Leipsic for fund formation matters and he has developed a penchant for complex and inventive structures. He was instrumental in implementing the innovative legal structure of Silver Point Capital's Speciality Credit Fund, which closed in December 2016 on \$552 million. The fund can convert to a publicly listed business development company and conduct an initial public offering, but was originally structured as a traditional private fund. He is currently representing TCW Direct Lending in connection with a landmark split-off transaction – reorganizing a corporate structure and transferring stock to holders of the parent company in exchange for stock in the latter.



Owen Lysak, 36

Clifford Chance

London

Partner, asset management

Specializing in advising financial institutions and other market participants on financial market regulation, and jointly leading the firm's London asset management focus, Owen Lysak was made partner this year. As well as advising the top global private fund managers and asset managers on regulatory issues relating to fund formation and investment, Lysak regularly advises the top global private fund managers on regulatory reform such as Brexit, AIFMD, MiFID II and MAR. Most recently he has been involved in advising the British Private Equity & Venture Capital Association on the UK Senior Managers' & Certification Regime issues for private equity, and the Investment Association on Brexit issues.



Brian McPeake, 38

Goodwin

San Francisco

Partner, private equity

Considered a key driver of the growth of Goodwin's private equity practice in San Francisco, Brian McPeake has helped the firm position itself in mid-market M&A in the Bay area. He takes the lead on notable transactions, most recently advising Goldman Sachs in connection with its and its existing investors \$41 million funding of consumer healthcare platform Vitals. He also supported JMI Equity on its £32 million investment into UK-headquartered software company Avecto. Both a personal and professional mentor to Goodwin associates, McPeake operates an open-door policy and believes in developing others' talents through coaching, delegation and involvement.

Mateja Maher, 36

Campbell Lutyens

London

General counsel

Recently promoted to general counsel from the deputy position, Mateja Maher has been instrumental in developing Campbell Lutyens' offering across its primary fundraising and secondaries practice. On the primary side, his ability to make sense of legal and regulatory change across jurisdictions is considered invaluable among clients, and he has helped products come to market quickly. On the secondaries side, Maher has brought expertise in-house at Campbell Lutyens and is able to think of pragmatic and targeted solutions to legal issues as they arise, which has also been praised by clients. Before moving in-house, Maher was a partner at Kirkland & Ellis, where he was a fund formation partner.



Hamed Meshki, 38

Kirkland & Ellis

Los Angeles

Corporate partner

A natural problem solver with a strong business sense, Hamed Meshki's clients have described him as "creative and commercially minded." For over a decade, Meshki's practice has negotiated and completed transactions across a full spectrum of industries. Meshki focuses on highly structured and complex transactions including mergers and acquisitions, restructurings, recapitalizations and financings. He recently represented Sycamore Partners in its \$3 billion take-private of Belk, the US's largest family-owned department store chain, and Oaktree Capital Management's \$280 million sale of Tecta America Corporation. Other engagements included Clearlake Capital Group's acquisition of Landesk Software in a deal reported to be in excess of \$1.1 billion.



Allison Muth, 33

Alston & Bird

New York

Senior associate, corporate and finance

With fund formation, regulation and compliance expertise in her arsenal, Allison Muth advises clients through the entire life cycle of a fund, from initial structuring through to liquidation. At 33, she has already taken a leadership role advising several prominent investment advisors on formation and operation of private equity and other alternative investment funds. Recently she advised Morgan Stanley Investment Management on the formation of two feeder funds. Muth is also an active member of the Managed Funds Association Outside Counsel

Forum, Alston & Bird's Women's Initiative Steering Committee and often mentors junior associates.



Stephen Newby, 36

Herbert Smith Freehills

London

Partner, investment funds



Stephen Newby's expertise spans from the east to the west and he has previously completed secondments to the firm's Paris, Singapore and Dubai offices.

Newby has been making a name for himself in private equity for his work on innovative deals and funds in emerging markets, such as Quadria Capital in relation to the establishment of its \$300 million Asia-focused healthcare fund. Newby is also interested in innovative deals in emerging and frontier markets, such as the launch of an Iran-focused fund for Griffon Capital, which was one of the first in the market following the lifting of sanctions against Iran. Currently he is working on significant mandates across Europe, Africa and Asia.

Ros Ni Dhubhain, 33

Freshfields Bruckhaus Deringer

London

Senior associate, corporate and M&A

Valued by colleagues and clients alike for her commercial approach and use of practical know-how in highly complex matters, Ros Ni Dhubhain provides general corporate advice to a number of key private equity clients including CVC Capital Partners and Cinven.



Recent notable mandates include advising Cinven on its acquisition of Kurt Geiger,

and Constatia Flexibles, a One Equity Partners portfolio company, on the acquisition of label and packaging business Spear group. She went on secondment for six months to HSBC in 2011, where she managed and advised on the equity positions taken following the 2008 downturn and was awarded a young dealmaker of the year award. Her mentors at the firm regard her as having incredibly high potential.

Dan Oates, 39

Fried Frank, Harris, Shriver & Jacobson

London

Partner, private equity

Working on a variety of transactional and regulatory matters, Dan Oates advises private equity and corporate clients on a wide range of multi-jurisdictional issues. During his career he has worked on behalf of Apax Partners, KKR and Blackstone. Recent work highlights include advising Goldman Sachs on its investment in Qubit and Francisco Partners on the acquisition of Lean Logistics and Blackbay. He also worked with the management team of New Look Retail Group on its \$1.2 billion sale to Brait from funds advised by Apax Partners and Permira. Oates is also noted for his commitment to give back to his profession and is a lead partner on the London office pro bono committee.



Fatema Orjela, 33

Sidley Austin

London

Partner, private equity



Admired for her sharp legal-technical ability, problem-solving prowess and understanding of interpersonal dynamics, Fatema Orjela provides strategic counsel to

European and US private equity sponsors across leveraged buyouts, strategic mergers, acquisitions and disposals. She acted as lead counsel to HIG Europe in its disposal of Zmart Group and the International School of Europe Group, and has represented Oaktree Capital, KKR and Goldman Sachs on previous mandates. Orjela is committed to promoting diversity in the legal profession, and co-founded Women in Law London, which aims to promote and engage the next generation of female leaders and now has over 2,000 members.

Emma Parr, 39

White & Case

London

Partner, corporate

The originator of the “dedicated portfolio team” concept, Emma Parr advises 44 companies owned by private equity firms including CVC, Kaupthing and Bridgepoint Capital. Her six-strong team mirrors the focus and operational structure of private equity clients by setting up a dedicated team, solely focused on servicing the companies without the distraction of high tempo deals. Parr helps the companies, many of which have never had private equity exposure before, navigate the complexity resulting from their new ownership structures. The model has now been implemented, or is in the process of being implemented, across the regions White & Case operates in.



Brett Saltzman, 34

Kirkland & Ellis

Chicago

Partner, corporate

Praised by clients for working around the clock like a doctor on call, his impeccable attention to detail and his superb client service, Brett Saltzman is considered a true rising star of the private equity legal world. He is able to navigate complex issues with ease and can apply his knowledge across multiple asset classes including private equity and real estate, plus corporate, deals and US Securities and Exchange Commission issues. Saltzman was dubbed the “real deal” by the client who nominated him, and is said to have a wide command of private equity. He made partner in October 2016.

James Sargent, 34

Weil, Gotshal & Manges

London

Fund formation partner

Promoted at age 33, James Sargent is one of the youngest-ever partners in Weil’s London office. He specializes in advising on the establishment and operation of private investment funds in the UK, Europe and globally for a variety of fund managers across a range of strategies. Over the past 12 months Sargent has advised on multiple high-profile fundraisings, including Argos Soditic on raising their latest mid-market buyout fund, Euroknights Fund VII, targeting €600 million. Sargent has also co-led the Weil private fund team’s push into the real assets fundraising space, and now counts Actis and InfraRed as clients.

Sargent is widely recognised for his technical ability and has also developed his own book of business in recent years.



Joel Seow, 36

Sidley Austin

Singapore

Counsel

Experienced at representing both sponsors and investors, Joel Seow is lead counsel to some of Singapore’s largest fund managers, including Avanda Investment Management, Dymon Asia Capital and Quantledge Capital. He also acts for institutional and corporate investors from Asia, Europe and the US. Over the past year he has advised Odyssey Capital and Macquarie on the establishment of the Tigris Water Fund, the first Asia-focused water infrastructure fund, targeting \$400 million of commitments. Seow also works closely with industry associations including the Singapore Venture Capital Association and the Alternative Investment Management Association, leading their responses to the proposed Singapore VC manager licensing regime.



Johan Steen, 35

White & Case

Stockholm

Partner, private M&A



With his understanding of leadership and management, Johan Steen was described by one client as the “most business-focused lawyers I’ve ever met.” With over a decade of private equity and M&A experience, Steen focuses his practice on advising Nordic and global sponsors on M&A. He has acted on over 50 deals with an aggregate value of \$33 billion making him one of the all-time

most active Nordic M&A lawyers. Recent deals include advising Bridgepoint on its \$930 million sale of Nordic Cinema Group and FSN Capital on its acquisition of retail group Bygghemma. Prior to joining White & Case, Steen was an associate general counsel at private equity firm Altor.