



**40
UNDER
40**

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

Hugo López Coll
Greenberg Traurig
Mexico City
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Why investigations?

I'm often asked this question and I always say it was client-driven. Doing business internationally and particularly in countries with a higher corruption perception has become much more difficult than five or 10 years ago. I still remember when FCPA-related questions were the last three or four requests in a due diligence acquisition questionnaire and addressed hastily and hours before closing. In contrast, now it is common for companies to retain special legal counsel to analyse compliance-related matters at the very beginning of a potential transaction. For me, it all started like that. It evolved from assisting foreign co-counsel to conduct corruption-related due diligence in Mexico to becoming the lead investigator in an array of matters including, alleged bribery, fraud and other inappropriate forms of behaviour.

Career highlight

I have had the opportunity to work on many interesting and challenging matters. One that I will always remember was being a member of a team of lawyers who have advised a Fortune 10 company in the development and implementation of an extensive global FCPA compliance programme, including conducting risk assessments, drafting anti-corruption policies and procedures and monitoring and assessing of the programme in several jurisdictions. That gave me the opportunity to work very closely with the most recognised lawyers within Greenberg Traurig's white-collar practice and the client's senior leadership.

Influences

My partner Jacqueline Becerra. She has been instrumental in the development of my practice as an anti-corruption compliance lawyer. Learning from her is a privilege: she has the ability to handle the most complex investigations and gain and maintain rapport with clients in the most difficult scenarios.

If you hadn't been a lawyer...

I can see myself working in an advertising/public relations agency with an emphasis on crisis management and crisis communications.

A pivotal decision

Obtain the cooperation of an inside witness by being patient and not condescending. I was conducting an interview where the witness was lying to my face and I was tempted to show all the evidence we had against the witness just minutes after the interview started. It took some time to gain the trust of the interviewee and after a four-hour interview, we learned more than we knew from forensic analysis and data collection. I still remember the exact moment when the witness decided to speak. You could literally observe the weight coming off the shoulders of the interviewee when coming clean.

Advice to a young lawyer

Investigations encompass a lot of travel, a lot of which might be overseas. Learn about the country and culture you will be visiting in advance. Respect local customs and try new things.

What's everyone talking about?

In the case of Mexico, the creation of the so-called Mexican National Anti-Corruption System consisting of several laws designed to set forth the principles, rules and procedures for the coordination of different civil and criminal authorities to tackle corruption. In addition, the need to review and amend existing anti-corruption policies and procedures implemented in Mexico for the same to be considered an effective compliance programme pursuant to Mexican law.

What's next in investigations?

Multi-jurisdictional prosecutions. Anti-corruption enforcement is escalating worldwide and parallel enforcement actions will continue to occur, making it challenging to enter into settlement agreements with particular government agencies.

The most interesting place your job has taken you?

I had the opportunity to conduct a risk assessment in India. It was a fabulous experience to learn how business is conducted in a country with 1.3 billion inhabitants and states with different official languages and regulations and with a population larger than many countries.

Favourite meal

A plate of jamón ibérico - a dry-cured Spanish ham - in a restaurant located at Plaza de Santa Ana in Madrid, Spain. The ham was sliced in the restaurant by the former official cortador, the slicer to the King of Spain.