



Lawya L. Rangel, Justin Clark and Lea Francisco



Administrative Actions • Business Litigation • Civil
Litigation • Employment Law • Appellate Law

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ClouseSpaniac Attorneys Celebrate Three New Partners

Two years ago, veteran litigators Richard Clouse and Katharine Spaniac launched a new partnership focusing on defending California employers and nonprofits in employment law, discrimination and other liability claims. Joining them was a talented group of litigators as well as a hardworking group of support professionals. The last two years have been busy and successful ones, with the team chalking up wins at both the Trial and Appellate Court levels.

In celebration of success and acknowledgment of excellent work, ClouseSpaniac Attorneys proudly announces that associates Lawya Rangel, Lea Patricia Francisco and Justin Clark will become partners of the firm.

Lawya L. Rangel's practice has focused on all aspects of employment law defense, as well as the representation of non-profit entities and social service providers. She also has been very successful in anti-SLAPP litigation—in one matter she not only secured dismissal of a defamation lawsuit brought against the client, she obtained an award of attorney's fees against the opposing party which was eventually collected by stipulated judgment. She was part of the two attorney trial team that won a decisive trial victory in a recent employment case which resulted in the opponents paying the client's trial and appellate costs. Lawya's unparalleled abilities to analyze complex legal issues and her tenacity when it comes to courtroom presentation consistently results in success for client employers, businesses, and non-profits.

Justin Clark has focused on the defense of traditional civil litigation matters, including wrongful death and catastrophic injury cases. He has also successfully resolved cases involving construction site accidents and landlord tenant habitability matters, including one recent win where he prevailed at summary judgment on behalf of a commercial landlord being accused of breach of a lease agreement. While always aggressive, he is professional in his demeanor and patient with even the most challenging adversary. He has the ability to diplomatically present his client's position in cases where the opponent has suffered a catastrophic loss, where an effective defense could easily be misconstrued as insensitive.

Lea Francisco is the firm's wage and hour power player. Recent successes have included the Labor Commissioner summarily dismissing a claim filed alleging a client's failure to pay wages, as well

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as successfully resisting an attempt by opposing counsel to have wage and hour violations summarily adjudicated against the client. Lea's legal expertise encompasses more traditional areas of employment defense, as well as the defense of social service agencies, including foster family agencies. In one recent matter Lea persuaded the Court to sustain the client agency's dismissal in a case involving serious yet unfounded allegations of abuse and neglect. Regardless of a case's complexity, Lea's problem solving approach is aggressive, focused, and determined.

The Team At ClouseSpaniac Is Rounded Out By Three Rising Stars:

Erin A. Halas has a background in teaching and in human resources. Her drive and work ethic led her to pursue the study of law, earning her Juris Doctor from the University of La Verne, graduating *magna cum laude*. Erin has effectively represented defendants in a diverse range of litigation matters including employment and wage and hour claims, social service agency matters involving allegations of abuse and neglect, as well as the more traditional litigation defense matters. She has developed expertise in the complex area of Administrative Law where she has successfully represented local social service agencies as well as a regional athletic sanctioning body. Erin is a tenacious litigator and enjoys the chess playing aspects of courtroom presentation.

Aman A. Lal joined the ClouseSpaniac team with a background in Political Science. He graduated with a Bachelor of Arts Degree from University of California, Los Angeles. He earned his Juris Doctor from the University of San Francisco School of Law. As a student, he was a top 4 finalist in the Moot Court Advocate of the Year Competition for 2015-2016. The competition allows law students to showcase their courtroom skills where participants are scored on overall persuasiveness, presence,

knowledge of the facts and law, and ability to answer questions effectively. Aman has previously worked as a judicial extern for the San Francisco Superior Court providing legal research and writing support for the Court. Aman is passionate about law and litigation, and excels at delving deep into complex and diverse legal issues.

Yolanda Lopez is the firm's lead paralegal, and she is also entering her final year at the University of La Verne School of Law. At La Verne School of Law, Yolanda has excelled scholastically: She is the recipient of the Paul T. O'Brien Endowed Scholarship as well as the Paul Egly Endowed Scholarship. She has been on the Dean's List for four semesters and has received two CALI Awards for the highest grade in class. All this while working for ClouseSpaniac Attorneys! After graduation and passing the California State Bar, Yolanda plans to commence her legal career as an attorney with ClouseSpaniac. We are very happy she feels that way.



Yolanda Lopez, Erin A. Halas, Aman A. Lal