



BURKE, WARREN,
MACKAY & SERRITELLA, P.C.

2024 YEAR IN REVIEW

REFLECTING ON THE PAST TO BUILD FOR THE FUTURE

“ Our commitment to providing exceptional client service, fostering innovation, and championing diversity and inclusion remained at the forefront of everything we do.”

As we reflect on the past year, we are filled with pride and gratitude for the collective achievements of our firm, our clients, and our team. The successes of this year underscore the dedication, experience, and collaborative spirit that define Burke, Warren, MacKay & Serritella.

In 2024, we navigated a dynamic legal landscape, delivering impactful results across diverse industries and practice areas. Our commitment to providing exceptional client service, fostering innovation, and championing diversity and inclusion remained at the forefront of everything we do.

This year-in-review highlights some of our key milestones and we are honored to share these with you, our valued clients and friends. Each achievement reflects the trust you place in us and the unwavering dedication of our team.

We are also proud to share that our firm continues to grow and evolve to meet the ever-changing needs of our clients. Over the past year, we welcomed 12 new attorneys to our team—each selected for their exceptional talent, diverse experience, and alignment with our commitment to excellence. At Burke Warren, we believe in thoughtful, organic growth, ensuring every addition to our team enhances our ability to provide responsive, high-quality legal counsel. This expansion allows us to strengthen our existing services and introduce new capabilities, all designed to better serve you.

2024 marked the conclusion of a multi-year project that invested in our physical spaces to better support our growing team and enhance the client experience. The updated spaces include modernized meeting rooms equipped with state-of-the-art technology, thoughtfully designed workspaces to accommodate our expanding team, and welcoming areas for clients and visitors. These improvements not only enhance functionality but also underscore our dedication to providing a best-in-class experience for everyone who walks through our doors.

As we look ahead to 2025, we remain steadfast in our mission to deliver outstanding legal counsel, build lasting relationships, and make a positive difference in the communities we serve.

Thank you for being an integral part of our journey. We look forward to continuing this partnership and reaching new heights together in the year to come.

With warm regards,

John Kobus, Jeffrey Warren, and David Welch

**Management Committee
Burke, Warren, MacKay & Serritella, P.C.**



“ We pride ourselves on hiring the best and the brightest—professionals who not only excel in their fields but also embody our firm’s values of collaboration, integrity, and innovation. ”



CELEBRATING GROWTH: WELCOMING EXCEPTIONAL TALENT TO OUR TEAM

At Burke Warren, our greatest strength lies in our people. In 2024, we continued to invest in strategic growth, adding 12 exceptional attorneys to our team. Each new hire brings unique skills, perspectives, and experiences that enhance our ability to serve our clients with the sophistication and responsiveness they deserve.

We pride ourselves on hiring the best and the brightest—professionals who not only excel in their fields but also embody our firm’s values of collaboration, integrity, and innovation. These talented individuals were carefully selected to support our commitment to providing top-tier legal counsel, addressing our clients’ evolving needs, and expanding the range of services we offer.

WELCOME TO OUR NEWEST MEMBERS OF THE FIRM!

CORPORATE PRACTICE GROUP



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CONDOMINIUM & COMMUNITY ASSOCIATIONS PRACTICE GROUP

David Sugar, James Stevens, Victoria Barnhill, and Adrienne Falde have joined the firm, bringing their highly regarded condominium and community associations practice with them. This distinguished team, previously with Saul Ewing LLP, is well known for its skill, experience,

and insight in representing condominiums, community associations, and residential cooperatives. The addition of these attorneys marks the launch of Burke Warren’s Condominium & Community Associations Practice Group, which will be further enhanced by the skills of firm attorneys who handle complex real estate, labor and employment, litigation, and other matters.



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RESTRUCTURING, INSOLVENCY, AND BANKRUPTCY PRACTICE GROUP

Late in 2024, Burke Warren welcomed the addition of Partners Joseph D. Frank and Jeremy C. Kleinman to the firm’s Restructuring, Insolvency, and Bankruptcy practice. Joe and Jeremy join Burke Warren after practicing at FrankGecker LLP in Chicago. Joe serves as bankruptcy

counsel to some of the largest public and private corporations in the United States, providing daily guidance on both routine and complex bankruptcy matters. Jeremy’s practice is focused on the representation of secured and unsecured creditors, commercial landlords, creditors’ committees, trustees, and other clients in all stages of Chapter 11 bankruptcy proceedings. Joe and Jeremy will further diversify the firm’s bankruptcy, insolvency, and restructuring services.



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ELEVATING EXCELLENCE: RECOGNIZING THIS YEAR'S PROMOTIONS

Nicholas Gowen and **Karen Kavanagh Mack** have been elected as shareholders of the firm and **Brian Hingston** has been elected as a director of the firm effective on January 1, 2025.

“Congratulations to Nick, Karen, and Brian on their well-deserved promotions to shareholder and director roles at Burke Warren,” said Jeff Warren. “They have each proven to be integral team members and leaders on some of our most important matters, and they will undoubtedly contribute to the firm’s growth and future success in their expanded capacities.”



Nick is an experienced trial attorney who represents global companies, middle-market businesses, entrepreneurs, and government entities in commercial disputes including shareholder disputes, post-closing disputes, real estate litigation, trade secret misappropriation, and employment matters in courts and arbitration forums in the U.S. and internationally. Nick is an arbitrator for complex commercial and consumer matters on the American Arbitration Association’s National Roster of Arbitrators. He has been appointed to serve more than 50 arbitrations as the sole arbitrator or as a member of a panel in both evidentiary and appellate matters. In recognition of his client work and pro bono advocacy, Nick has been honored by Crain’s Chicago Business as one of “Chicago’s Notable Litigators and Trial Attorneys,” and was twice selected as one of “Chicago’s Notable Minority Lawyers.”



Karen focuses her practice in the areas of environmental law, land use, eminent domain, and commercial real estate, helping clients both in transactional and litigation settings. Karen is a longtime member of the Illinois State Bar Association’s (ISBA) Environmental Law Section Council and has spoken and moderated at its Annual Environmental Law Conference. In 2021-2022, she served on the Executive Board of the Environmental Law Section Council as its Chair, having previously served as its Vice-Chair (2020-2021) and Secretary (2019-2020). She is also the past Co-Chair of the Standing Committee for Judicial Evaluation in Cook County, now serving on the appellate panel of the Standing Committee. Karen was also recently recognized by Law Bulletin Media as a 2024 Women in the Law: Leaders Leaning In honoree.



Brian is an esteemed member of the firm’s Litigation and Religious Organizations practice groups. He is well-versed in representing religious organizations in a wide range of disputes and successfully litigating complex cases in Illinois and throughout the country. With a keen knowledge of the unique legal needs of religious organizations, Brian has advised numerous entities on a variety of matters including the creation and implementation of safe environment policies, internal investigations, crisis management, and risk management. He is especially skilled at creating strategies to advance his client’s legal interests in difficult or factually challenging cases, particularly with investigating and defending decades-old claims with fragmented or incomplete information. Brian has been awarded as a Rising Star in Litigation by Super Lawyers from 2023-2025.

“ They have each proven to be integral team members and leaders on some of our most important matters, and they will undoubtedly contribute to the firm’s growth and future success in their expanded capacities. ”



BUILDING FOR THE FUTURE: CREATING A MODERN SPACE FOR COLLABORATION AND GROWTH

In September 2024, Burke Warren proudly celebrated the completion of its extensive office renovation project at AMA Plaza, marking a new chapter in the firm's history. Established in 1992, the firm has called Chicago's iconic 330 N Wabash home since 1995, transforming its space over the decades to support its growth and success. This latest transformation reflects the firm's commitment to creating a modern, collaborative, and flexible work environment that aligns with the demands of today's hybrid work landscape.

The multi-phase design and construction project began in 2022 as part of a long-term vision to enhance productivity, promote wellness, and foster camaraderie among attorneys and staff. By embracing innovative design principles, including replacing traditional drywall partitions with glass to maximize natural light, the renovated space offers a more open, welcoming, and inspiring atmosphere.

The first phase, completed in November 2023, saw the opening of the fully modernized 21st floor, featuring state-of-the-art conference facilities equipped to support seamless in-person and virtual communication. The second phase, completed in September 2024, unveiled a transformed 22nd floor, which now houses newly constructed administrative offices, conference and deposition rooms, and a stunning riverfront employee lounge and café. The two floors are joined by an internal staircase, further enhancing connectivity and collaboration across teams.

"Our vision was to create a workspace that fosters teamwork and wellness while reflecting the firm's forward-thinking culture," said Doug Wambach, Chair of the Real Estate Practice Group and member of the renovation project team. "This renovation positions us to better serve our clients and support our team for years to come."

Once our renovation was complete, we were thrilled to welcome clients and friends of the firm to our newly transformed space as we hosted an open house in October 2024. The finished product, along with details behind the planning and process throughout the project, was featured in [Chicago Lawyer Magazine](#).

"As the people who were the core of the firm mature and age, if we want to remain an independent, full-service Chicago law firm, we need to be aware of what's in our pipeline," said Jeff Warren, member of the renovation project team. "We have to bring in new people, and these spaces are designed to attract people who want to be in a good working environment."

The firm extends its gratitude to AMA Plaza's ownership and all those who contributed to bringing this vision to life. Many thanks in particular to our friends at Development Solutions, Inc. and Tilton, Kelly + Bell, LLC for collaborating with us throughout our multi-phase project. By investing in its physical space, Burke Warren reaffirms its dedication to attracting and retaining top talent and providing a premier work environment that inspires excellence and innovation.



" Our vision was to create a workspace that fosters teamwork and wellness while reflecting the firm's forward-thinking culture. This renovation positions us to better serve our clients and support our team for years to come. "



CELEBRATING EXCELLENCE: AWARDS AND RECOGNITIONS

Burke Warren was honored to receive numerous awards and accolades that highlight the dedication, talent, and hard work of our team. These recognitions are a testament to our commitment to delivering exceptional legal counsel, fostering a culture of innovation and inclusion, and making a meaningful impact on our clients and communities. We are proud to celebrate these achievements and grateful for the trust our clients place in us, which makes our success possible.



Blake Roter Recognized Among “40 Under Forty” Illinois Attorneys to Watch

Blake Roter, co-chair of the firm’s Insurance Recovery Practice Group, has been named to Law Bulletin Media’s “40 Under Forty” list of notable Illinois attorneys for 2024. *Chicago Daily Law Bulletin’s* annual 40 Under Forty list recognizes talented young attorneys who were nominated by clients and peers based on their legal acumen, achievements, and service to the community at large. Blake was selected from a group of more than 1,000 nominations of lawyers throughout Illinois.

Nominators commended Blake for his exceptional ability to navigate complex issues while devising practical and effective strategies to reach favorable outcomes for his clients. “Blake is a lawyer who truly sees the forest through the trees,” one nominator said. “He always keeps his eye on the ultimate objective, a fair resolution of the dispute on terms that make sound business sense for the client.”

[Read more about Blake’s accomplishments in the Chicago Daily Law Bulletin’s 40 Under Forty feature.](#)



Karen Kavanagh Mack Honored Among Law Bulletin Media’s Top Women in the Law

Karen Kavanagh Mack has been honored in Law Bulletin Media’s 2024 Top Women in the Law Awards. Karen, who is a member of the firm’s Real Estate, State & Local Government, Eminent Domain, Real Estate Tax, Environmental, and Litigation practice groups, is a longtime advocate and mentor for women in the legal industry.

Now in its fifth year, the Top Women in the Law Awards honors Chicago attorneys for working to advance women in the profession, achieving success in their areas of practice, and bringing leadership to their firms and the legal industry at large. The Chicago Daily Law Bulletin and Chicago Lawyer selection committee chose Karen from a collection of hundreds of nominations for lawyers throughout the Chicagoland area.

“We’re very proud of Karen’s recognition not only as an excellent attorney, but also as a thoughtful mentor, confidant, and a generous friend,” said Jeff Warren. “She exemplifies the best in our profession through her dedication and integrity.”

[Read more about Karen’s accomplishments in the Law Bulletin Media’s 2024 Women in Law feature.](#)



Real Estate Practice Group Earns Top 10 Ranking in 2025 “Best of the Best” List by *Midwest Real Estate News*

We’re pleased to share that *Midwest Real Estate News* has recognized the firm’s Real Estate practice among the top 10 firms in Commercial Real Estate in their Midwest “Best of the Best” list in 2024. *Midwest Real Estate News* is one of the leading authoritative publications in its segment, serving as the go to resource for all matters of commercial real estate throughout the Heartland states.

Attorneys in Burke Warren’s Real Estate practice are involved in virtually every aspect of real estate, representing industry professionals as well as clients in other sectors with real estate needs. While offering the specialized talent of a real estate boutique, the firm provides its real estate clients coordinated access to related service specialties such as tax, litigation, zoning and land use, government incentives, and ERISA, among others. With a diverse client base including developers, investors, pension funds, government entities, not-for-profit organizations, and a wide variety of commercial real estate owners and users throughout the Midwest, Burke Warren is proud to partner with key figures in the real estate arena to move deals across the finish line efficiently.



Burke Warren Named to 2025 Best Law Firms List by Best Lawyers

In the 2025 edition of Best Law Firms published by *Best Lawyers*, Burke Warren earned a National Tier 3 ranking and a Metropolitan Tier 1 (Chicago) ranking in the practice of Commercial Litigation. *Best Law Firms*, ranked by Best Lawyers and respected throughout the legal industry for more than a decade, is rooted in a rigorous peer and client evaluation process. The Best Lawyers in America annually recognizes the top legal talent in the country, amounting to only six percent of lawyers.

In addition, **Joe Roddy** and **Jayne Bart-Plange** have been ranked in The Best Lawyers in America in 2025. Joe has been recognized in the area of Commercial Litigation, and Jayne was recognized in the areas of Construction Law, Product Liability Litigation (Defendants), and Transportation Law. Joe has been ranked by Best Lawyers since 2016, and this year marks Jayne’s second consecutive ranking, both based upon their outstanding work in their respective areas of practice.



2025 Illinois Super Lawyers and Rising Stars

In 2025, six Burke Warren attorneys were selected for inclusion in the 2025 Illinois Super Lawyers and Rising Stars lists, with five repeat awardees and one new awardee. We’re thrilled to congratulate **Nick Gowen**, **Chris Kentra**, and **Doug Wambach** on their repeat Super Lawyers recognition this year. **Brian Hingston** and **Brian Welch** were once again honored as Rising Stars for their work in Litigation and Restructuring, Insolvency, and Bankruptcy law, respectively. Congratulations to **Luca Giovine** for his inclusion on the Rising Stars list in 2025 for his work in Litigation.

Super Lawyers is a prestigious award that is only given to the top five percent of attorneys in each state. Selection is based on rigorous peer nominations and evaluations, as well as extensive independent research in the legal industry. Rising Stars have an even narrower margin, with only 2.5 percent of attorneys in each state recognized annually. Rising Stars must be 40 years old or younger or have been in practice for 10 years or less.

CLIENT SPOTLIGHT:

KARIS

Firm client **Karis** is a private investment and development company with expertise in the warehouse/distribution, cold storage, and data center infrastructure industries. Founded in suburban Chicago and now based in Naples, Florida, Karis invests in and develops properties across the U.S. with a platform covering the entire spectrum of development and investment including land positioning, build-to-suit solutions, sale leaseback financing, and expansions and redevelopment of existing facilities.



Burke Warren Partners **John Stephens, Steve Schuster, Matt Norton, and Betsy Gates-Alford** work closely with Karis on their real estate needs nationwide. Karis' business has rapidly expanded and is poised for continued growth in 2025 and beyond. As an example, the team at Karis Cold Storage, one of Karis' operating companies, is pursuing and executing on a variety of deal structures within the complex cold storage sector, including state-of-the-art new build-to-suit facilities, sale leasebacks, expansions, and redevelopments of existing temperature-controlled facilities. In 2024, ground breaking commenced at 3815 South Ashland Avenue in Chicago's Bridgeport neighborhood; construction work that will soon result in the development of a nearly 100,000-square-foot cold storage facility by KCS. The new facility will replace the long-empty Continental Can Co. building and fill a tremendous need in the Chicago market. The firm's Real Estate and Government and Regulatory groups collaborated to navigate the transactional, entitlement, and incentive processes to make this complex project a reality.

AUTO DEALER CLIENT SPOTLIGHT: Victories Over Mercedes Benz and Ford

Burke Warren attorneys **Ira Levin, Eric VanderPloeg, and Victoria Collado** recently secured significant victories for a firm client in parallel cases filed in Illinois federal court (*Mercedes-Benz USA, LLC v. JP Motors, Inc.*, No. 23-cv-02281 (N.D. Ill.) and before the Illinois Motor Vehicle Review Board (*JP Motors, Inc. v. Mercedes-Benz USA, LLC* (MVRB 339-23)). The dispute involved the enforceability of a manufacturer's right of first refusal under the limitations in the Illinois Motor Vehicle Franchise Act, an issue of first impression in Illinois. Mercedes attempted to avoid having the Board hear the issue at all by filing a complaint in federal court, but with Burke Warren's lead, the client was successful in having the federal action dismissed so that the Board could resolve the issue. The Board then ruled that Mercedes-Benz violated several sections of the Illinois Motor Vehicle Franchise Act by trying to enforce a right



of first refusal that would have prevented the sale of a multi-line "dual" dealership. The ruling reflects that automotive manufacturers do not have unchecked power to use a right of first refusal to break up or impede the sale of a multi-line dealership.

This victory comes on the heels of another Burke Warren win on behalf of certain Illinois Ford dealers where the Illinois Motor Vehicle Review Board ruled in their favor in a dispute with Ford Motor Company. The dealers, represented by **Ira Levin, Eric VanderPloeg, Brittany Martin, and Jolisa Warmack**, alleged that Ford's electric vehicle certification program violated the Illinois Motor Vehicle Franchise Act by taking away the right to sell electric vehicles from dealers who did not agree to incur substantial costs and make changes to their sales process in order to satisfy Ford's electrical vehicle program. The Board sided with the dealers and ruled that the program violated several sections of the Franchise Act and awarded the dealers their attorneys' fees. Ford then dropped the entire program.

Automotive franchise litigation, including protests with the Illinois Motor Vehicle Review Board and other state boards and agencies, is at the cornerstone of Burke Warren's Automotive Franchise practice. Our attorneys continue to provide successful representation of dealers and dealer groups locally and nationwide on such issues, as well as day-to-day automotive representation, transactional and corporate matters.



BRITTANY MARTIN



JOLISA WARMACK

SANKOFA VILLAGE WELLNESS CENTER

Burke Warren was excited to play a role in the development of Sankofa Village Wellness Center in Chicago's West Garfield Park. Helping bring to life the vision of Marshall Hatch & Marshall Hatch Jr. means this \$45mm project will be the most significant development on the West side in 60 years. The 60,000-sq ft facility will close the life expectancy gap and improve health for residents with partners such as Rush University System for Health, Erie Family Health Centers and YMCA of Metropolitan Chicago. It will include a community-owned credit union, small business support and other services.

Burke Warren brought in Real Estate Partner **Steve Schuster** to get the project moving and ensure the community will directly benefit and have an ownership stake in the outcome.

Chicago cannot reach its full potential until economic development, educational resources, and proper health care reaches every corner of the city and benefits residents.



ADVANCING DEI AND PRO BONO INITIATIVES CELEBRATING OUR EFFORTS TO FOSTER INCLUSION AND GIVE BACK

At Burke Warren, we believe that diversity, equity, and inclusion (DEI) are essential to fostering a vibrant and innovative workplace. This year, we continued to advance initiatives that celebrate diverse perspectives and promote inclusivity within our firm and the communities we serve.

Equally central to our mission is a deep commitment to giving back. Through our pro bono efforts, we provided critical legal support to individuals, nonprofit organizations, and community initiatives, helping to create meaningful change and expand access to justice. These efforts reflect our belief in using our skills and resources to make a positive difference and build a stronger, more equitable future.



THANK YOU TO PARTNERS NICK GOWEN & ALEX MARKS



We would like to recognize **Nick Gowen** for his unwavering commitment to leading our DEI initiatives, and **Alex Marks** for his dedication in spearheading our pro bono efforts. Their leadership has been instrumental in driving positive change within our firm and beyond, and we are grateful for their efforts in creating a more inclusive, equitable, and impactful environment for all. Their passion and commitment to these causes truly exemplify the values that Burke Warren holds dear.

DEI SPOTLIGHT

Burke Warren took meaningful steps to not only emphasize the importance of (DEI), but to actively make a lasting impact in the communities we serve. We believe that true inclusivity goes beyond internal policies—it requires us to engage, support, and amplify the voices of underrepresented groups in the broader community.



DEI Committee Chair Nick Gowen Hosts CPS Career Day 2024

Nick Gowen along with several notable Chicagoland professionals, entrepreneurs, and political leaders, hosted an interactive career day program with students at a CPS elementary school in Chicago’s West Englewood neighborhood. This year’s event, which brought together professionals, executives, and leaders from various industries with a diverse set of experiences, provided insights into their respective careers, personal keys to success, and motivational tips for students interested in learning more about the possibilities of their own career trajectories.

Students spent the day learning from panels of local professionals from industries including legal, law enforcement, government, food and beverage, media, construction, and transportation, among others. Breakout sessions comprised of the featured panelists from varying backgrounds, including CPS alumni, gathered to share career advice and field students’ questions. Colleagues from across the firm, including Partner **Jayne Bart-Plange**, Associates **Christine Eduardo**, **Morgan Hess**, **Mathew Musipa**, **Christopher Verdugo** and **Jolisa Warmack**, and **Anthony Moore**, Director of Information Technology, led conversations with students on their goals, aspirations, and interests relative to their future career progression.



Supporting Brave Space Alliance

In recognition of Pride Month, Burke Warren’s DEI Committee partnered with Brave Space Alliance, a black and trans-led LGBTQ+ community center on the Southside of Chicago to collect donations of non-perishable food and personal hygiene items as well as cash contributions.

PRO BONO SPOTLIGHT

At Burke Warren, we believe in giving back to our community and using our legal knowledge to make a positive difference. In 2024, we proudly contributed approximately

650 hours
of pro bono legal services

with

23 team members

stepping up to support various causes and clients in need.

Our attorneys staffed legal aid help desks and handled numerous significant matters for clients, both litigation and transactional, in state and federal court, as appointed and voluntary counsel, in various areas of law, including civil rights.

Our firm's commitment to pro bono work shines through the exceptional efforts of our **PRO BONO ALL-STARS:**



Josh
Cauhorn



Christine
Eduardo



Danielle
Gould



Nick
Gowen



Morgan
Hess



Andrew
LeMar



Alex
Marks



Blake
Roter



Shana
Shifrin



Cristalena
Smith



Chris
Verdugo

Each of these individuals demonstrated extraordinary dedication, embodying the spirit of service and advocacy that defines our firm. Their hard work and compassion have made a lasting impact on the lives of those they've helped.



The firm raised nearly \$20,000 for the Chicago Bar Foundation Investing in Justice Campaign, including a 70% attorney participation rate, which funds are utilized to provide grants to various area legal aid organizations, while also hosting a CLE pro bono luncheon featuring speaker Ian Turnipseed from North Suburban Legal Aid, who lectured regarding fair housing laws.

A special thank you goes to the Pro Bono Committee for fostering a culture of service and ensuring that our pro bono efforts continue to thrive.

Together, we are proud to have made a difference in our community and look forward to continuing this important work in the years ahead. Thank you to everyone who contributed their time, talent, and passion to our pro bono initiatives in 2024!



THE POWER OF GIVING BACK

Burke Warren continued its tradition of giving back to the communities we serve through strategic sponsorships and charitable efforts. Our commitment to making a positive impact was reflected in our support of various organizations, initiatives, and events that align with our core values.



Burke Warren's annual day of service at **Nourishing Hope**, one of Chicago's largest and longest-operating hunger relief organizations. Our team gathered together to pack meal kits and household supplies for local residents in need.



The **Savills Landlord Challenge** raises funds to support worthy Chicago area causes. Proceeds from the outing will benefit Compass Chicago, which partners with volunteers to provide pro bono consulting services to non profits, and San Miguel School, a private school serving students in Chicago's Back of the Yards neighborhood.



@properties 4th Annual @Gives Back Golf Classic fundraiser benefitting several worthy Chicagoland charities.



Haymarket Center's 2024 Gala 3rd annual event aims to shine a light on recovery and recognizes the organization's partners who contribute to patients' success – this organization is the largest and most comprehensive provider of treatment for substance use and mental health disorders in Chicago.



2024 Spirit of St. Nicholas Ball raised \$3 million in aid for 2024 to benefit the recipients of Catholic Charities' work within our communities.



Chicago Children's Museum 2024 Gala, the museum's annual fundraiser and support their mission to create extraordinary learning experiences – both in the museum and within our communities – for years to come.



Women, Influence & Power in Law (WIPL)



15th Annual Vino + Van Gogh supporting Chicago Volunteer Legal Service in their mission to provide comprehensive, efficient, and cost-effective legal aid to those in need throughout Chicago.



Burke Warren would like to offer our congratulations to firm partner, **Alex Marks** on being awarded the **Decalogue Society of Lawyers Presidential Citation** at the group's 90th Anniversary Celebration, Installation and Awards dinner on Thursday, July 11. In addition, Alex was installed as the 1st Vice President of the Decalogue Society by Cook County Chief Judge Timothy Evans and was the emcee for the evening's event. The firm commends Alex for his leadership and offers our sincere appreciation to the Decalogue Society for their ongoing efforts to promote justice in society and to advance and improve the law, administration of justice and legal profession.



THE POWER OF GIVING BACK



Burke, Warren, MacKay & Serritella laced up our running shoes for **Race Judicata 2024**. All proceeds fund ChicagoVolunteer Legal Services, the first and preeminent legal aid provider in Chicago. Equal access to legal assistance is a fundamental right, and supporting this right is a responsibility we all share.



Chicago Counsel for a Cause annual fundraiser on behalf of the American Heart Association to support their mission dedicated to ensuring equal access to quality healthcare.



Buckets Over Bullying golf fundraiser supporting their mission to stop cyberbullying of children and teens through education, lawmaking and legal action.



Proud to support the **Illinois Equal Justice Foundation** for all of their amazing work ensuring equal access to justice across our great State of Illinois, and congratulations on its 25th Anniversary.



18th Annual **Big Shoulders Fund Ball 2024** supporting scholarships that provide financial aid to some of the most deserving students throughout Chicagoland.



Celtic Legal Society of Chicago's 2024 St. Patrick's Day Luncheon



Plymouth Place Senior Living Skydeck Soiree where attendees connected to share developments in the organization's nonprofit community and reaffirm their mission of enhancing the lives of their residents, investing in their employees, and giving back to the local community.



Project H.O.O.D. 10th Annual Fundraising Gala celebrating another year of successful fundraising milestones in support of their ongoing mission to help transform lives and communities throughout Chicago.



Giant Steps 3rd annual golf outing supporting the Canopy program, which provides education, vocation, and purpose for young adults with autism. **The Canopy Adult Program**, a division of Giant Steps, is designed to allow adults from across the autism spectrum to participate in a meaningful, safe, and supportive environment.



Good Trouble Gala hosted by the Chicago Lawyers' Committee for Civil Rights supporting their ongoing mission to secure racial equity and economic opportunity for all.



American Red Cross of Greater Chicago 2024 Heroes Breakfast



Annual Huntley Hootenanny Glow 5K run/walk on September 7, 2024 benefiting post-high school student scholarships and ongoing classroom initiatives on behalf of the Huntley 158 Education Foundation.



Proud Members of the **Better Business Bureau**



REFLECTING ON KEY INSIGHTS AND MILESTONES: A YEAR OF IMPACTFUL THOUGHT LEADERSHIP

Burke Warren is committed to keeping our clients informed about changing laws, emerging trends, and industry developments. By providing timely updates and educated insights, we offer a valuable resource that allows clients to stay ahead of legal and business shifts. Our proactive guidance is aimed at ensuring that firm clients and contacts are well-equipped to navigate evolving challenges, make informed decisions, and thrive in an ever-changing environment.

Commercial Real Estate Toolkit

In our multi-part [Commercial Real Estate Toolkit](#) series, experienced Real Estate Practice Group Partner **Brad Ader** guides readers through the various aspects of the commercial real estate purchase and sale transaction. These articles are designed to assist purchasers and sellers in better understanding the key considerations in commercial real estate purchase and sale transactions in Illinois and beyond.

Corporate Transparency Act Resource Center

The Corporate Transparency Act (“CTA”) became effective January 1, 2024. The CTA is an attempt by the U.S. Congress to bolster national security and combat money laundering and other illicit activities. The Act requires most private businesses to report company ownership information to the Financial Crimes Enforcement Network (“FinCEN”).

The CTA is estimated to affect over 32 million existing businesses and millions of additional businesses formed each year. If an entity is formed by filing documentation with an applicable Secretary of State, whether it be a corporation or a limited liability company, then the company likely must comply with the CTA.

Burke Warren’s multi-disciplinary CTA Compliance Team has carefully tracked many updates throughout the lifecycle of the Act that are available in our [CTA Resource Center](#). The team is ready to help clients understand the requirements of the CTA and maintain compliance with its directives including reporting obligations, CTA deadlines, and reporting information.

Labor and Employment Practice Group

The year 2024 brought significant shifts in the employment law landscape, impacting how organizations navigate the complex web of regulations governing workplaces. The U.S. Supreme Court issued several consequential decisions over the past year, and these and other rulings may have major impacts on employers, continuing to alter many established labor and employment laws and workplace practices.

As 2025 begins, it’s crucial for employers to be well-versed in employment law changes to ensure compliance and mitigate legal risks. Burke Warren’s Labor and Employment Practice Group continues to be at the forefront of breaking legal news and analysis when new legislation affecting employers is announced, as we continue to work with clients and their workforces concerning their employment issues.

Recapping the changes over the past year with an eye toward future trends and developments in the employment law landscape, Burke Warren’s Labor and Employment Practice Group hosted its most recent bi-annual employment law update webinar in November 2024, featuring updates on the Chevron Doctrine, the state of non-competes in Illinois, use of artificial intelligence in employment practices, and trends in employment class actions, among others.

[A recording of our webinar featuring important considerations for employers looking ahead in 2025 is available to view on burkelaw.com.](#)

Insurance Recovery Series

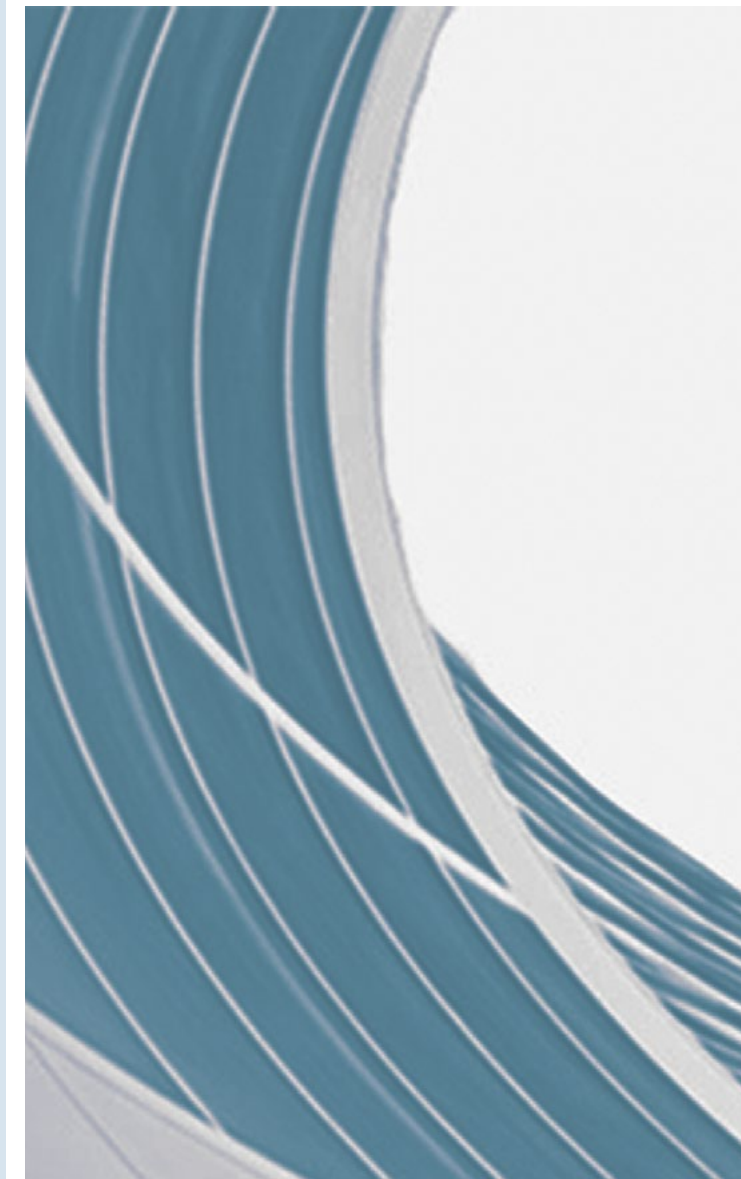
2024 ushered in a volatile year for the United States insurance sector. From rising premiums and big technological changes to the ongoing presence of climate risks, major shifts are reshaping the insurance landscape as policyholders brace for changes in 2025.

Last year, Burke Warren presented a new series of policyholder insurance alerts intended to benefit policyholders in disputes with their insurance carriers. Insurance coverage comes in many forms, and for most companies includes commercial general liability insurance, property insurance, employment practices liability insurance, directors and officers insurance, and more.

In this series, Insurance Recovery Practice Group Co-Chairs **Chris Kentra** and **Blake Roter** provide insights on fundamental insurance concepts, as well as reporting on key case decisions affecting various policyholder rights.

[Insurance Recovery Series insights are available on burkelaw.com.](#)

“ Our proactive guidance is aimed at ensuring that firm clients and contacts are well-equipped to navigate evolving challenges, make informed decisions, and thrive in an ever-changing environment. ”





WOMEN'S FORUM LEADING WITH PURPOSE

At Burke, Warren, MacKay & Serritella, we are passionate about creating opportunities for women to connect, collaborate, and celebrate each other's achievements. Through our initiatives and events, we bring exceptional women together, fostering an environment where ideas flourish, meaningful connections are made, and doors to new opportunities are opened.

Every woman's path to success is unique, shaped by her ambitions and values. By exchanging insights and perspectives, we aim to build each other up and create pathways for continued achievement.

We are proud to promote women into leadership roles within the firm. Women serve as practice group leaders, committee chairs, and trusted mentors, contributing to our culture of inclusion and growth. These efforts align closely with our Diversity, Equity, and Inclusion Committee's mission to ensure that everyone has access to the tools they need to succeed.

Our collective success is a reflection of the remarkable women who continue to inspire and lead by example.



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LAWYERS ASSOCIATED WORLDWIDE PARTNERING WITH THE BEST

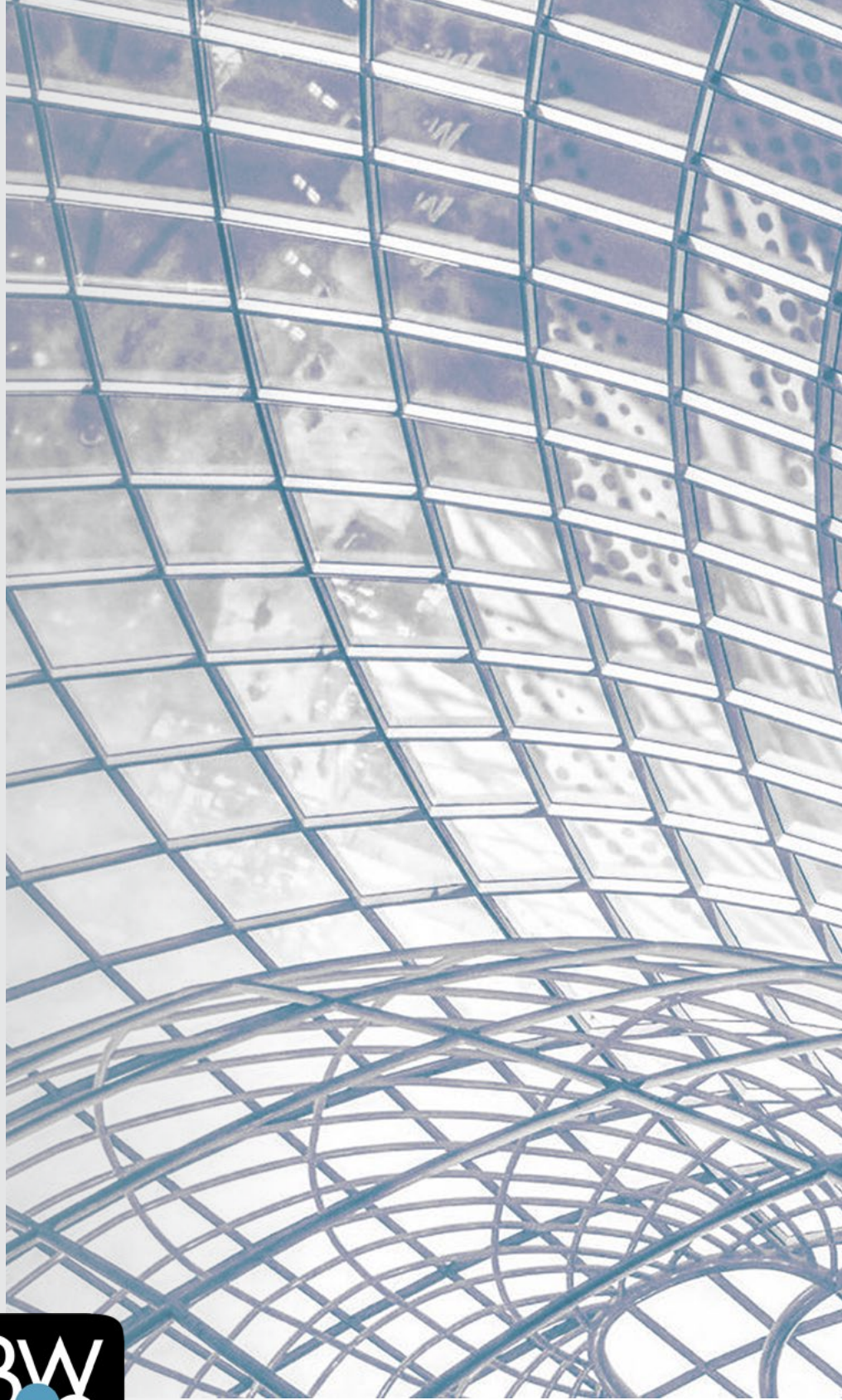
As a member of Lawyers Associated Worldwide (LAW), an invitation-only, highly selective association of law firms, Burke Warren leverages the power of more than 4,000 attorneys in 180 international commercial jurisdictions to ensure that our clients have the legal talent that can help drive their success - wherever and whenever they need it.

As the LAW member firm in greater Chicago and the state of Illinois, Burke Warren is positioned to deliver global legal services to businesses and individuals who want to experience “boots on the ground” while continuing to interact with their trusted lawyers closer to home. We work closely and seamlessly with our colleagues at affiliated firms across North America, Europe, South America, the Middle East, Africa, and the Asia-Pacific region to define objectives, facilitate clear communication, and implement optimal strategies.

As active leaders within Lawyers Associated Worldwide (LAW), we play key roles in shaping the organization's strategic initiatives. **Liz Davis** serves as Regional Representative LAW Executive Committee and co-chair of the LAW Recruiting Committee and **Rachel Bossard** is Chair of the U.S./Canada Employment Group. Our firm remains deeply engaged in LAW's global network, fostering connections and collaboration across regions. In 2024, we attended several significant LAW meetings, including the Americas Regional Meeting in Seattle, LAW Annual General Meeting in Amsterdam, and the LAW United States/Canada Employment Group Conference in Calgary.

Buke Warren is a proud member of LAW, an international network of independent law firms working together to serve clients globally.





Burke, Warren, MacKay & Serritella, P.C.

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