

Established in 1938, Snell & Wilmer has more than 450 attorneys in 15 locations in the United States and in Mexico.



## **AZ BUSINESS LEADERS 2021 MAGAZINE RECOGNIZES SEVEN SNELL & WILMER ATTORNEYS**

**PHOENIX (December 30, 2020)** – Snell & Wilmer is pleased to announce that partners [Matthew P. Feeney](#), [Rebecca Winterscheidt](#), [Heidi McNeil Staudenmaier](#), [Patricia Lee Refo](#), [Brett W. Johnson](#), [Carlos A. Sugich](#), and [Marian Zapata-Rossa](#) have earned recognition in [AZ Business Leaders magazine](#), an annual publication by AZ Big Media that profiles Arizona's most respected and influential business leaders.

AZ Business Leaders are selected by the executive leadership of AZ Big Media in consultation with industry experts in law, medicine, technology, finance, education, energy and government. AZ Business Leaders may also include those who receive the most votes on the publication's website.



Matthew P. Feeney

As Chairman of Snell & Wilmer, Feeney's practice is concentrated in the areas of mergers and acquisitions, securities offerings, SEC reporting and compliance, and corporate governance matters, including advising corporate boards and board committees. In June, Feeney completed his term as Chairman of Attorneys' Liability Assurance Society, Ltd., a mutual insurance company that insures approximately forty percent of AmLaw 200 firms. He continues to serve on that board. Feeney has also been involved in numerous civic and charitable organizations and currently serves on the board of directors of Greater Phoenix Leadership, the Musical Instrument Museum, and the Valley of the Sun United Way and chairs the Sandra Day O'Connor Institute for American Democracy and the Arizona Equal Justice Foundation. In addition to helping develop a formal pro

bono policy for Snell & Wilmer in the late 1980s under which attorneys receive billable hour credit for legal services to individuals of low income, Feeney is a founding board member and former chair of St. Joseph the Worker, an organization that provides job development services to assist homeless, low-income and other disadvantaged individuals. He also served as a board member and president of the Arizona Foundation for Legal Services & Education, which was created by the State Bar of Arizona to promote access to justice for all Arizonans.

Winterscheidt has been practicing employment law since 1983 and immigration law since 1986. She is a former co-chair of the firm's Labor and Employment Section and heads the firm's Immigration Practice. Winterscheidt regularly advises employers concerning all aspects of employment law and has tried several cases. In the immigration area her practice focuses primarily on business immigration, including obtaining all types of work visas, including special visas for those foreign nationals considered outstanding in their field. She also has extensive experience in helping companies and individuals through the green card process, including the PERM labor certification process, preference petition, and eventual adjustment of status stages. She also has experience helping foreign investors obtain work visas and has handled EB-5 petitions.



Rebecca Winterscheidt

Staudenmaier is nationally recognized in the areas of Native American Law, Gaming Law and Business Litigation. She represents tribes, tribal entities and businesses who engage in commercial transactions with tribes and tribal entities. She was the 2019 recipient of the American Bar Association's prestigious Jean Allard Glass Cutter Award, which is presented annually to a woman who has cut through barriers to attain high accomplishment in business law, and she is the only Arizona attorney to ever receive this high honor. Also in 2019, Staudenmaier was inducted into the Maricopa County Bar Association Hall of Fame; named to the inaugural class of *Arizona Capitol Times'* Women Achievers of Arizona; honored as a Finalist for the Greater Phoenix Chamber of Commerce's ATHENA Awards; and recipient of the University of Iowa College of Law's 2019 Alumni Service Award.



Heidi McNeil Staudenmaier



Patricia Lee Refo

Refo is the President of the American Bar Association. Her practice is concentrated in complex commercial litigation and internal investigations, with extensive experience in professional malpractice defense, commercial and business torts, financial institutions litigation, class actions and trade secret litigation. She chairs the firm's Professional Liability Litigation group. Refo is a sought-after speaker at international, national, state and local continuing legal education conferences. A thought leader on litigation and trial issues, She has been named one of the most influential women lawyers in the country by the National Law Journal (2007) and named as an outstanding woman in business by the Phoenix Business Journal (2020). She has served as Chair of the ABA House of Delegates and the ABA Section of Litigation. Refo served on the Arizona Supreme Court's Advisory Committee on the Rules of Evidence and is a former member of the Advisory Committee on the Federal Rules of Evidence of the United States Judicial Conference.

Johnson represents businesses, agencies, and individuals in government relations matters. His practice includes State and federal Constitutional law, government regulatory compliance, export, government contracting, political and election law, and health care matters. Johnson is currently serving as the Chair, Phoenix Committee on Foreign Relations. He also serves on the executive committees of the Greater Phoenix Economic Council and the BSA Grand Canyon Council, the board of Not My Kid, and as a member of the Arizona District Export Council. He previously served as legal counsel to the Arizona Chamber of Commerce & Industry. Johnson is also a Judge Pro Tem for the Maricopa County Superior Court and a Judge on the Arizona Court of Military Appeals. Prior to joining the firm, Johnson was a judge advocate in the United States Navy.



Brett W. Johnson



Carlos A. Sugich

Sugich's practice is concentrated in the areas of real estate development, hospitality, financing, leasing and cross-border business transactions in the U.S., Mexico and Latin America. He is admitted to practice law in Arizona and throughout Mexico. Sugich led the firm in opening its first international office in Los Cabos, Mexico in 2008 and currently represents some of the most exclusive master planned and resort communities in the area. In addition, Carlos regularly advises domestic and foreign companies in the establishment and operation of foreign subsidiaries and has written extensively in the areas of foreign investment and cross-border transactions. Sugich has been selected by his peers to The Best Lawyers in America® since 2013 and has been ranked by Chambers Latin America® as Real Estate "Leader in the Field" since 2016. He manages the Los Cabos Office and is a member of the firm's Expanded Executive Committee. He served as the Tournament Chairman of the 2018 Waste Management Phoenix Open and is the President of The Thunderbirds (Host and Organizer of the WM Phoenix Open) for 2018/2019.

Zapata-Rossa is licensed in Arizona, California, and on the Navajo Nation. She defends employers against discrimination, harassment, and retaliation claims, and represents employers in disputes involving employment agreements, restrictive covenants, and non-compete agreements. Zapata-Rossa litigates both single plaintiff and class action employment lawsuits, including wage and hour, and prevailing wage claims, and helps employers resolve administrative matters before numerous state and federal government agencies. She also advises employers on all aspects of the employer-employee relationship with a focus on providing clients with business-oriented solutions to identify and mitigate risk and support diversity and inclusion. To this end, Zapata-Rossa conducts workplace investigations, including under Title VII, Title IX, and various whistleblower statutes. She has also trained thousands of managers and employees on preventing harassment, discrimination, and retaliation in the workplace.



Marian Zapata-Rossa

**About Snell & Wilmer**

Founded in 1938, Snell & Wilmer is a full-service business law firm with more than 450 attorneys practicing in 15 locations throughout the United States and in Mexico, including Phoenix and Tucson, Arizona; Los Angeles, Orange County and San Diego, California; Denver, Colorado; Washington, D.C.; Boise, Idaho; Las Vegas and Reno, Nevada; Albuquerque, New Mexico; Portland, Oregon; Salt Lake City, Utah; Seattle, Washington; and Los Cabos, Mexico. The firm represents clients ranging from large, publicly traded corporations to small businesses, individuals and entrepreneurs. For more information, visit [www.swlaw.com](http://www.swlaw.com).

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