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TOM MILLS

Partner

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Overview

With over 20 years' experience as an attorney, including the last 15 years in-house as a General Counsel and C-Level Executive responsible for both Legal and Human Resources functions, Tom knows the business lawyer's role in facilitating strategic objectives, adding value to a company's operations, and making sure the business is running smoothly on a daily basis. Tom understands that business issues are more important than the legal issues. As such, he provides a realistic perspective as to how to comply with applicable laws and regulations with the least disruption to business as possible.

Now serving as outside General Counsel to businesses employing 1-500 employees, Tom offers his legal expertise and actual business experience to a wide variety of issues including, but not limited to:

- **Business Law and Counseling:** the review, negotiation, and explanation of rights for of all types of business-related agreements; providing regular updates on changes in case laws and statues that affect businesses; debt collection and settlement of disputes with clients, vendors, and employees; and protection and review of a business' intellectual property practices.
- **Employment Law and Human Resources:** advice and counseling related to recruiting, hiring, terminations, and employee policies; guidance related to high-risk employment areas, including discrimination and harassment, wage and hour, and employee classification; employment practices audits, including workplace training, drafting and revision of employee handbooks, and consideration of potential liability issues that arise from improper employment practices; and advice regarding employee health insurance and 401k plans.
- **Mergers, Acquisitions, and Corporation Formation:** experience drafting and negotiation of mergers, acquisitions, and sales of business from both the buy and sell side; and formation of Corporations, LLC, or Partnerships in all states, as well as ongoing corporate compliance and maintenance.
- **Outside General Counsel Services:** Tom is accessible and responsive to his clients, providing the same level of service as an in-house legal department at a fraction of the cost. Tom looks at each transaction as an opportunity to obtain the best deal for the company.



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Most importantly, Tom seeks to resolve any legal issue or dispute before it becomes lawsuits, and takes pride in providing preventative law to avoid expensive and time-consuming legal issues while you are trying to run your business.

Tom has enjoyed an exciting and diverse career working as in-house counsel for industry-leading international companies American Golf Corporation, The Upper Deck Company, Nissan, and ultimately as General Counsel for an international tire distributor based in California. During his career, he has negotiated contracts and litigated issues throughout Asia, testified before the Department of Commerce in an international tariff matter, negotiated and drafted licensing and production deals with the National Basketball Association (NBA), Major League Baseball (MLB), and Marvel Properties, and represented golf courses across North America.

In addition to his legal practice, Tom maintains an active schedule of family and volunteer activities. He has coached over 15 seasons of youth basketball, baseball, and soccer while serving on the board of AYSO, the Palos Verdes Basketball Association, and Lunada Bay Little League where he served as President of the league.

Education

Loyola Law School, Los Angeles, J.D.

University of California, Los Angeles, B.A.