

Paul Ades

MGM MIRAGE • IN-HOUSE COUNSEL



Paul Ades, in-house counsel for MGM Mirage, ensures the compliance of the company's properties on all labor-relations issues and helps navigate the company through a sometimes turbulent marketplace.

MIKE STOTTS
BUSINESS PRESS

As an in-house counsel for MGM Mirage, Paul Ades plays a legal, strategic and planning role. He ensures the compliance of the company's properties on all labor-relations issues and helps navigate the company through a sometimes turbulent marketplace.

"Attorneys are usually brought in to defend decisions, but here I am part of the decision-making process," he said. "The most rewarding part is that not just that I am a lawyer but I feel like a business partner. I have the opportunity to shape decisions to make sure that everything is done lawfully and in the manner that's best

for my client."

Ades, a Boston native, earned his undergraduate degree in political science at Williams College before proceeding to law school at the University of California, Berkeley. For the first two years he clerked for federal Judge Lenore Carrero Nesbitt in Miami and then moved to Washington, D.C., where he was in private practice and in government with the National Labor Relations Board.

In 1999, Park Place Entertainment recruited Ades as an in-house labor relations attorney. He has stayed in Las Vegas ever since, working for Caesars Entertainment and Harrah's Entertainment before joining MGM Mirage 14

months ago.

When asked about his goals for client representation, Ades said he focuses on providing practical solutions to business problems and achieving compliance in a heavily regulated industry.

"It's easy for a lawyer to tell a client the rules but that's not what they are usually looking for," he said. "They have a goal and a business plan and my job is to help them get there and do it lawfully."

As the company's plans and goals change along with the marketplace, Ades finds himself putting together new pieces of the puzzle. He enjoys the challenge.

"The business, the industry and MGM Mirage are constantly evolving, and I feel like I'm never doing the same thing two days in a row," he said. "It certainly keeps it exciting for me."

Ades owes much of his interest in the field to David Feller, labor law professor at Berkeley and a prominent labor law scholar. Another influential figure for him was Judge Nesbitt, who on top of deeper understanding of legal issues taught the young clerk employee management.

"She was a person in a very powerful position and yet treated everybody with great respect," he said.

Maintaining a healthy work-life balance is a priority for Ades, especially with the arrival of his daughter. He enjoys traveling with his wife and has Argentina and Peru on the travel agenda.

"It is so easy to get caught up in the pressure of law," he said. "So you absolutely have to make time for your family and friends and hobbies. It keeps the work more rewarding if you keep the balance."

— Anna Huddleston

Honorable Mention



Kim Sinatra
In-house counsel
Wynn Resorts Ltd.

Michael Bonner

KUMMER KAEMPFER BONNER RENSHAW & FERRARIO • SECURITIES

"Integrity" and "ethics" are the two words that dominate a conversation with Michael Bonner, a partner at Kummer Kaempfer.

Bonner, a Las Vegas native, learned the importance of core values early, growing up as a son of U.S. Attorney John Bonner.

"Dad had a great deal to do with my choice to practice law," he said. "He is a classic role model and wouldn't have broken a rule if his life depended on it."

After earning his undergraduate degree in business and accounting from the University of Nevada, Las Vegas, Bonner went on to law school at the University of California, Los Angeles, then joined the old Vargas & Bartlett law firm in Las Vegas to pursue his interest in corporate securities law practice.

"I was assigned to work with Greg Nasky, a partner at this firm and a terrific corporate and securities lawyer," Bonner said. "Working with him and learning the intricacies of corporate financing was certainly one of the pivotal experiences for me."

The firm was then a legal counsel for the Showboat casino, the second gaming company to go public.

"It gave me an opportunity to work on high-level sophisticated corporate finances and whetted my appetite for this type of work," he said.

Bonner concentrated his career in the areas of business transactions, securities and gaming law. Acquisition-related transactions have included acting as lead counsel to Rio Hotel and Casino Inc. in its acquisition by Harrah's Entertainment Inc., acting as conflicts committee counsel to Reading International Inc. in its combination with two publicly traded affiliate corporations, counsel to Paul-Son Gaming Corp. in its combination with Establishments Bourgogne et Grasset and counsel to the Las Vegas



Lawyer Michael Bonner of Kummer Kaempfer Bonner Renshaw & Ferrario has concentrated his career on business transactions, securities and gaming law.

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Monorail Co. in its acquisition of the monorail system from MGM Grand and Park Place Entertainment. "As a corporate and business attorney, I particularly enjoy the opportunity to help companies grow," Bonner said. "When you help them through merger, or through securities work, or finding financing, it is a constructive type of practice. It is exciting to see them achieve new opportunities. You get to know talented entrepreneurs who are new to the industry and watch them become leaders."

Bonner is a member of Young Presidents' Organization, a member of the executive committee and board of trustees of the Nevada Development Authority and a member of the International Association of Gaming Advisors. He is listed as one

of the "leading individual" corporate/mergers-and-acquisitions, gaming and licensing attorneys in Nevada by Chambers USA America's Leading Business Lawyers from 2002 through 2008 and a "Leading Lawyer" in corporate law and mergers and acquisition law by The Best Lawyers in America in 2008 and 2009.

When not practicing law, Bonner takes to the greens and one day may follow the path of writer Tom Coyne on his exploration of Ireland's golf courses.

"I just finished a book 'A Course Called Ireland' and the author played every links course along the coastline," he said. "But he also writes about the culture and the people. It's fascinating."

— Anna Huddleston

Honorable Mention



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TOP LAWYERS

