O’NEIL CANNON RANKED AMONG TOP FIRMS IN 2027 BEST LAW FIRMS®

O’Neil Cannon has earned regional recognition in the 2027 edition of Best Law Firms®, ranked by Best Lawyers, across 19 practice areas, including the firm’s newly ranked category, Employee Benefits (ERISA) Law. The firm received rankings in the following practice areas:

- Bankruptcy and Creditor Debtor Rights / Insolvency and Reorganization Law
- Banking and Finance Law
- Business Organizations (including LLCs and Partnerships)
- Commercial Litigation
- Construction Law
- Corporate Law
- Employee Benefits (ERISA) Law
- Employment Law – Management
- Litigation – Bankruptcy
- Litigation – Health Care
- Litigation – Insurance
- Litigation – Labor and Employment
- Litigation – Real Estate
- Mergers and Acquisitions Law
- Personal Injury Litigation – Plaintiffs
- Product Liability Litigation – Defendants
- Real Estate Law
- Securities / Capital Markets Law
- Trusts and Estates Law

Firms included in the 2027 Best Law Firms® list are recognized for professional excellence based on ratings from clients and peers.

JESSICA HASKELL WINS 2026 JUDGE TERENCE T. EVANS HUMOR AND CREATIVITY IN LAW COMPETITION

O’Neil Cannon attorney Jessica Haskell was named the winner of the 2026 Judge Terence T. Evans Humor and Creativity in Law Competition, sponsored by the Eastern District of Wisconsin Bar Association.

The annual competition recognizes an attorney whose original, creative law-related writing is selected by the review committee. The competition honors the memory of the Honorable Terence T. Evans, former judge of the U.S. District Court for the Eastern District of Wisconsin and the U.S. Court of Appeals for the Seventh Circuit, who was known for his wit and creativity throughout his life and work.

In her winning piece, Haskell brings the structure and reasoning of a federal court order to the everyday chaos of parenting. From bundling three children in winter gear for just a few minutes of outdoor play, to buying Costco-sized quantities of snacks that are promptly declared "gross," to navigating the chaos of the Culver's drive-through, Haskell makes a compelling case for judicial intervention.

Read her winning piece here.

O'NEIL CANNON WELCOMES ATTORNEY GERON EATHERLY

O'Neil Cannon is pleased to announce that Geron Eatherly, a *cum laude* graduate of the University of Wisconsin Law School, has joined the firm's Litigation Practice Group. Eatherly assists clients with business and commercial litigation, appellate matters, dispute resolution, and government and regulatory issues. Before joining O'Neil Cannon, he externed with the Wisconsin Department of Justice's Criminal Appeals Unit, and gained additional experience in public policy, constituent services, and legal research and writing.

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19 O’NEIL CANNON LAWYERS SELECTED AS 2027 BEST LAWYERS; ANOTHER 3 NAMED BEST LAWYERS: ONES TO WATCH

We are pleased to announce that 19 of our lawyers have been included in the 2027 Edition of *The Best Lawyers in America*, and an additional three have been selected as 2027 *Best Lawyers: Ones to Watch*.

The following are the O’Neil Cannon lawyers named to the 2027 lists:

Best Lawyers in America

- Doug Dehler – Litigation – Insurance
- Jim DeJong – Corporate Law, Mergers and Acquisitions Law, and Securities / Capital Markets Law
- Seth Dizard – Bankruptcy and Creditor Debtor Rights / Insolvency and Reorganization Law and Litigation – Bankruptcy
- Pete Faust – Corporate Law and Mergers and Acquisitions Law
- John Gehringer – Commercial Litigation, Construction Law, Corporate Law, and Real Estate Law
- Joseph Gumina – Employment Law – Management and Litigation – Labor and Employment
- Dennis Hollman – Corporate Law and Trusts and Estates
- Grant Killoran – Commercial Litigation and Litigation – Health Care
- JB Koenings – Corporate Law
- Dean Laing – Commercial Litigation, Personal Injury Litigation – Plaintiffs, and Product Liability Litigation – Defendants
- Greg Lyons – Commercial Litigation and Litigation – Insurance
- Patrick McBride – Commercial Litigation
- Joe Newbold – Commercial Litigation, Litigation – Real Estate, and Personal Injury Litigation – Plaintiffs
- Chad Richter – Business Organizations (including LLCs and Partnerships) and Corporate Law
- John Schreiber – Bankruptcy and Creditor Debtor Rights / Insolvency and Reorganization Law and Litigation – Bankruptcy
- Jason Scoby – Banking and Finance Law, Business Organizations (including LLCs and Partnerships), and Corporate Law
- Steve Slawinski – Construction Law
- Karen Tidwall – Commercial Litigation and Litigation – Trusts and Estates
- Christa Wittenberg – Commercial Litigation

Best Lawyers: Ones to Watch

- Maura Falk – Trusts and Estates and Litigation – Trusts and Estates

- Jessica Haskell – Bankruptcy and Creditor Debtor Rights / Insolvency and Reorganization Law
- John “Jack” McNally – Litigation – Construction, Litigation – Real Estate, and Trusts and Estates

About Best Lawyers

Best Lawyers has published its list for over three decades, earning the respect of the profession, the media, and the public as the most reliable, unbiased source of legal referrals.

Best Lawyers: Ones to Watch recognizes associates and other lawyers who are earlier in their careers for their outstanding professional excellence in private practice in the United States.

Lawyers on *The Best Lawyers in America* and *Best Lawyers: Ones to Watch* lists are divided by geographic region and practice areas. They are reviewed by their peers on the basis of professional expertise, and they undergo an authentication process to make sure they are in current practice and in good standing.

O’NEIL CANNON SOFTBALL TEAM WRAPS UP ANOTHER GREAT SEASON

The O’Neil Cannon softball team closed out its 2026 season after another summer of competition, camaraderie, and plenty of memorable moments.

This year’s roster brought together attorneys and staff from across the firm, including several first-time players who quickly became part of the team. From big hits and standout defensive plays to close games and comeback efforts, every player contributed throughout the season.

Just as important as what happened on the field was what happened off it. The softball season provided an opportunity for colleagues to connect outside the office, build new relationships, and enjoy time together throughout the summer. Family members, friends, and coworkers also showed up week after week to cheer on the team, creating a fun and supportive atmosphere at every game.

A special thank you to everyone who played, coached, volunteered, and supported the team this season. We also appreciate the firm’s leadership for helping make another successful season possible.

We’re already looking forward to next year.



O’NEIL CANNON WELCOMES ATTORNEYS SYDNEY KOJIS AND RACHEL SWEET

O’Neil Cannon is pleased to welcome attorneys Sydney Kojis and Rachel Sweet to the firm.

Sydney Kojis joins O’Neil Cannon after earning her J.D., *cum laude*, from Marquette University Law School. While at Marquette, Kojis served as Comment Editor of the *Marquette Law Review*, participated in the Marquette Moot Court Association, earned Dean’s List honors, and was inducted into the Marquette Law School Pro Bono Society. Prior to joining the firm, Kojis gained valuable investigative experience in the public sector with the Wisconsin Department of Justice in Madison.

Rachel Sweet earned her J.D., *cum laude*, from Marquette University Law School. During law school, she served as an editor of the *Marquette Law Review*, was a semifinalist in the Jenkins Honors Moot Court Competition, and worked as a research assistant. Sweet also worked as a paralegal for five years, giving her unique, behind-the-scenes insight into how the legal system works. In addition to her academic and professional achievements, Sweet is actively involved in the legal community through mentoring, pro bono service, and volunteer initiatives that support aspiring legal professionals and individuals in need of legal assistance.

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successfully transition. We also represent businesses and individuals in a wide range of other matters, including litigation, tax and estate planning, and family law. For more information about the services we provide, please visit our **website**.

O'NEIL CANNON ATTORNEYS RECOGNIZED IN WISCONSIN LEGAL 250

O'Neil Cannon is proud to announce that attorneys Jim DeJong**,** Jason Scoby**,** Steve Slawinski, and John Gehringer have been recognized in the **Wisconsin Legal 250**, a premier honor presented by the Wisconsin Law Journal. The Wisconsin Legal 250 recognizes many of the state's most influential and accomplished attorneys.

Selected by the Wisconsin Law Journal editorial team, honorees are recognized for sustained professional success, their ability to adapt to evolving client needs and legal developments, strong leadership within the legal profession, and meaningful community engagement.

For more information, view the Wisconsin Legal 250 honorees and visit O'Neil Cannon.

THE SANDWICH GENERATION SURVIVAL GUIDE: PROTECTING YOUR FAMILY AND YOUR SANITY

If your typical Wednesday involves writing a college tuition check in the morning and interviewing in-home nurses for your parents by lunch, then you are officially part of the "Sandwich Generation." It is a role rooted in deep family loyalty, but let's be honest: Being in the middle can feel more like a pressure cooker than a privilege. Between the emotional weight and the financial complexity, it is easy to feel like you are constantly reacting to the next crisis instead of living your own life.

The good news? A proactive estate plan can turn that daily "squeeze" into a manageable, intentional strategy.

It starts with the "oxygen mask" rule: Secure your own foundation before helping others. Prioritizing your retirement and emergency savings is not selfish. It is one of the most important gifts you can give your children. It also ensures you will not become a financial

burden later. Just as critical is having your own legal documents in place, including updated durable and healthcare powers of attorney. Without them, a sudden health crisis could force your family into a costly, public court process simply to make basic decisions on your behalf.

As you turn to your aging parents, the challenge becomes a delicate balance of support and respect. It is rarely comfortable to ask, “Where do you keep your will?” But waiting until a medical emergency or sudden death makes the question unavoidable is far worse. Ensuring your parents have proper legal documents in place allows you to step in when needed, without unnecessary delays or legal barriers. These conversations may be difficult, but they prevent the kind of legal and emotional vacuum that can overwhelm families in a crisis.

At the same time, you are likely working to build a launchpad for your children. Balancing education costs with your own long-term security requires discipline and strategy. While students can borrow for college, you cannot borrow for retirement. That reality makes tax-advantaged tools, like 529 plans, essential for saving efficiently and an important consideration for overall planning strategies. And if you have concerns about how future inheritances will be managed, a thoughtfully structured trust can ensure your assets are used for meaningful milestones, such as education, a first home, or starting a business, rather than lost to creditors or impulsive decisions.

Looking ahead to the remainder of 2026 and beyond, there are even more sophisticated ways to coordinate support across generations. For example, paying tuition or medical expenses directly to a provider allows you to provide significant financial assistance without using your lifetime gift tax exemption. You may also consider trust-based planning designed as a comprehensive safety net, one that supports you, your parents, and your children if you are temporarily sidelined by illness or incapacity. Even maximizing a health savings account can create a powerful, tax-efficient resource for managing current and future medical costs.

Ultimately, life in the “sandwich” is demanding. It does not, however, have to feel overwhelming. With a clear plan in place, you can replace constant uncertainty with confidence and transform reactive decision-making into thoughtful, long-term strategy. The result is more than peace of mind; it is the ability to care for the people you love without losing sight of your own future.

O’Neil Cannon’s Estate and Business Succession Planning Group can advise and assist you and your loved ones with your estate planning.

DON’T LET SUMMER HIRING CREATE LIABILITY: A PRACTICAL GUIDE TO EMPLOYING MINORS IN WISCONSIN

Memorial Day marks the start of summer for many people, and in addition to boating and barbecues, many employers start to think about summer hires. While many companies hire younger workers for seasonal staffing needs, they need to be aware that the employment of minors is a heavily regulated area.

Work Permits
Wisconsin requires work permits for minors under 16 (with limited exceptions such as agricultural work or employment in a parent’s business). The permit must be obtained before the minor begins work. Failure to secure a permit is a straightforward compliance violation, regardless of whether hours and duties are otherwise compliant.

Age & Hours
All companies that employ minors, other than those in domestic service or agricultural work, are required to display an informational poster entitled “Hours and Times of Day Minors May Work in Wisconsin” and must abide by those rules.

During the summer, which is defined under Wisconsin law as June 1 through Labor Day, 14- and 15-year-olds may work between 7:00 AM and 9:00 PM and may work up to 8 hours per day and 40 hours per week when school is not in session, although they may not be required to work more than 6 days in a workweek. However, it is important to know that any week that includes a school day is considered a school week, and during those weeks, 14- and 15-year-olds are limited to 3 hours per day and 18 hours per week. With the school year extending further into what has traditionally been considered “summer” (e.g., Milwaukee Public Schools’ last day of school for students is Monday, June 15, 2026), employers need to be aware of these limitations. Minors age 16 and older may work during non-school hours and, subject to meal and rest break requirements, are not limited in the number of hours they may work per day or per week.

Limit on Occupations
A significant substantive restriction is the fairly broad prohibition on “hazardous occupations” for anyone under 18. These restrictions, which apply to all minors, include, but are not limited to, prohibitions on using bakery machines, operating, setting up, or cleaning meat and food slicers, and operating power-driven equipment. For 14- and 15-year-olds, there are additional prohibitions against work in manufacturing, construction, public utilities, or jobs involving power-driven equipment. This is often where employers unintentionally cross the line, particularly in restaurants (equipment use) and landscaping (power tools).

Meal Periods and Rest Breaks
Although breaks are not required for employees 18 and over, Wisconsin law states that (1) minors under 18 may not work more than 6 consecutive hours without a 30-minute duty-free meal period scheduled near customary meal times (6 AM, 12 AM, 6 PM, and 12 PM) and (2) 16- and 17-year-olds working after 11:00 PM must receive at least 8 hours of rest before their next shift.

Hiring minors can be mutually beneficial for the employer and the employee, but it requires additional diligence on the part of the employer. Employers cannot simply treat minors like seasonal adult employees, particularly with respect to scheduling and job assignments. As always, **O'Neil Cannon** is here for you. We encourage you to reach out with any labor and employment questions, concerns, or legal issues you may have, including hiring of minors.

O'NEIL CANNON WELCOMES ATTORNEY JACK MCNALLY

O'Neil Cannon is pleased to announce that John "Jack" McNally has joined the firm as a member of its Litigation and Trust, Estates and Succession Planning Practice Groups. McNally concentrates his practice on probate and trust litigation, representing individuals, families, and businesses in disputes involving estates, fiduciary obligations, and commercial matters. Prior to joining the firm, McNally served as an Assistant City Attorney for the City of Milwaukee, where he handled business licensing litigation and defended claims against the city. His background in public service brings practical courtroom experience and a well-developed understanding of regulatory and municipal issues.

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