

Thomas P. Cavanaugh, William H. Heritage III, Salvatore J. LaMendola and Ryan L. Perry, Attorneys from Giarmarco, Mullins & Horton, P.C., Have all been selected for inclusion in *Michigan Super Lawyers Magazine* as Michigan Rising Stars.

Cavanaugh, Heritage, LaMendola and Perry were selected based on a statewide nomination process, peer review by practice area and independent research on candidates.

Thomas Cavanaugh concentrates his practice in estate, business and post-mortem planning. He has written numerous articles and is a frequent speaker for both public and professional groups. Mr. Cavanaugh is a member of the State Bar of Michigan (Member: Sections on: Estates and Probate; Real Estate); American and Federal Bar Associations; and the American Trial Lawyers Association.

William Heritage, III concentrates his practice in the areas of mergers and acquisitions, business formation and planning, corporate law and real estate law. Mr. Heritage serves on the Board of Directors of the firm as well as Secretary of Treasurer. He was an Editorial Board Member of the Law Review. Mr. Heritage is a member of the State Bar of Michigan (Member, Sections: Real Estate and Corporate Law); Oakland County Bar Association and American Bar Association (Member, Section: Business Law; Member, Committee for Negotiated Acquisitions). He is also a member of the German American Chamber of Commerce.

Salvatore LaMendola concentrates his practice in charitable tax planning, private family foundations and estate planning. Mr. LaMendola is a frequent presenter at planned giving, tax and estate planning seminars for both professionals and the general public. He is the author of *The Five Levels of Charitable Planning*, an informative brochure on charitable giving techniques. Mr. LaMendola has also authored articles appearing in *The Michigan Bar Journal* and *The CPA Journal*.

Ryan Perry's area of specialization is commercial litigation and business and employment law. Ryan assists businesses and business owners in all areas of commercial litigation and arbitration, including breach of contract, shareholder disputes, non-competition issues, collection actions and wrongful discharge. Mr. Perry is a shareholder in the law firm of Giarmarco, Mullins & Horton, P.C.