



2022 Year in Review: David Ofenloch, Clifton Budd & DeMaria LLP

December 27, 2022 - Spotlights



David Ofenloch
Partner, L.E.&B. Attorney

What person, project, transaction or market trend had the greatest impact on your industry this year?

There have been a few trends impacting my firm and our employer clients from a labor and employment perspective, such as (1) the new normalcy of a COVID world and how that impacts employers' internal workplaces and their outward facing businesses, (2) employers facing and complying with (and budgeting for) new federal, state and NYC labor and employment laws in 2022 and into 2023, (3) employers trying to find the delicate balance between a work from home v. hybrid v. a mandated return to the office workforce, (4) the current perpetual fear and swings surrounding a potential recession, (5) the continued importance of retaining talented labor, which has become increasingly complex and expensive, and is critical to business success, (6) and protecting themselves from labor and employment liabilities.

What was your greatest professional accomplishment or most notable project, deal, or transaction in 2022?

During the past year, our firm saw great successes as our talented group of lawyers grew, firm revenue grew, we were retained to handle more complex and interesting matters, and the scope and type of our client base, including my own, expanded and diversified. I was also able to continue connecting and networking—in person again—with my dear friends and colleagues to help them achieve their goals and successes.

What emerging trends will drive investment and development in 2023?

From my perspective trends include: (1) employers deciding on their “real” office needs for the next few years, (2) understanding and budgeting for increasing costs of labor (i.e., fringe benefits, wages/prevaling wage, pay transparency, etc.), (3) finding and retaining the right (and “happy”) employee/labor talent; and (4) the governor and mayor's labor and employment agenda just to name a few.