


## Our Roots & Looking Ahead



Founded over forty years ago, we began as an employee benefits firm in the metro Detroit area. We have grown into a national practice with offices in Michigan, Ohio, and Nevada, serving clients in over a dozen states.

Our current clients include billion-dollar pension and welfare benefit plans, national real estate and alternative institutional asset managers, as well as Fortune 100 and 500 insurance companies.

While we have maintained an aggressive growth strategy, we remain true to our Midwest roots with a hard work ethic.

We are committed to providing clients not only with excellent representation, but also unparalleled customer service. We believe our longstanding client relationships are made possible by our mastery of the law and our understanding of clients' business operations and objectives.

The firm was originally founded in the late 1970s by Gary W. Novara, who managed the firm until 2000. John I. Tesija led the firm from 2000-2015. Over the years, the firm has continued to grow and expand its practice areas and geographical reach. Today, Michael A. Novara, Gary's son, is our Managing Partner and CEO.

Together our firm's lawyers, administrative and professional staff have shaped who we are today - and look to be in the future. We stay committed to diversifying and growing with client needs and the strengths of our collective team.