

SAN FRANCISCO BUSINESS TIMES



40 UNDER 40

Depth of field

The 2024 class of 40 Under 40 honorees share a deep commitment to broadening the picture of what success in the Bay Area looks like.

SPECIAL SECTION, PAGES 17-64

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CHAMBORD BENTON-HAYES

Owner, founder, attorney, Benton Employment Law



Age:
39

Born:
Methuen, Mass.

Residence:
East Bay

Education:
B.A., University of San Francisco; J.D., UC Law San Francisco

What experience from your past has had the greatest effect on your future? My aunt taking me to meet Johnnie Cochran at his book signing in Oakland. He encouraged me to become a litigator. Mr. Cochran planted a seed that blossomed into a purpose. My aunt was the architect of my future. I will be eternally grateful for her guidance and unconditional love.

What do you want your legacy to be? An amazing mother, wife, friend and litigator. I lived a full life and shared it with the people that I loved.

What's your favorite time of day? Very early morning when it's dark outside because I feel like I have a head start on my day.

How do you feel about AI? I embrace it. I look forward to seeing what technology can do in the future and specifically for the legal profession. Also, if it will provide more accessibility to justice for more people.

What kind of student were you in high school? I was very hard working and ambitious. I worked towards becoming an attorney since I was 11 years old. I was involved in sports and led organizations at school and in my community.

Who was the coolest person in the world when you were a teenager? Usher. He was my teenage crush. I never missed a concert. I am going to see him with close friends in September.

What's your guilty pleasure? A day away at the spa. I love relaxing and being pampered. Perfect combination.

Favorite Bay Area restaurant and what are you ordering? Gary Danko, the tasting menu. It's a Michelin-rated restaurant. It's always a great night in the city.

What's the most surprising thing about you? I am an avid swimmer and cliff diver. I enjoy exploring and challenging myself.

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ABOUT THE SECTION

The San Francisco Business Times is proud to present our 40 Under 40 class of 2024.

Every year we select the brightest and best young talents in the Bay Area, and this year's cohort may just be the brightest yet.

They are outstanding founders, thinkers, strivers and doers.

From civic and nonprofit leaders, entrepreneurs, scientists and lawyers, to sports visionaries and investors, they are doing amazing, society-changing, work.

This year we received close to 400 nominations from across the Bay Area. Our selection panel weighed each



Simon Campbell
Special Projects Editor
San Francisco Business Times

submission and after much careful, and sometimes heated, deliberation arrived at this awesome group.

Past, present and future

This year we went retro. As the portraits in the following pages reveal, we embraced a Polaroid theme in our photo shoots, showing our honorees in a glorious old-school light.

We also wanted to find out what inspires these leaders, what matters to them, and how that influences their work.

In our profiles of the 40, we delved into their formative experiences and school days, discussed the most pressing issues of today, including AI, and asked them what they want their legacies to be.

We're excited to reveal the results in the following pages as we introduce this year's 40 Under 40.



Tosan O. Boyo, MPH, FACHE
Sutter Health East Bay Market President

"Health equity is my *raison d'être* and I now have the privilege to advance it across Northern California."
—Tosan O. Boyo

Advancing health equity never stops.

Congratulations to "40 under 40" honoree Tosan O. Boyo for his contributions to help eliminate health disparities and advance high-quality outcomes for all.

sutterhealth.org