



KAREN BASS  
MAYOR

November 20, 2025

Honorable Members of the City Council  
c/o City Clerk  
City Hall, Room 395

Honorable Members:

Subject to your confirmation, I have appointed Mr. Adam Bierman to the Cannabis Regulation Commission for the term ending June 30, 2026.

I certify that in my opinion Mr. Bierman is especially qualified by reason of training and experience for the work which shall devolve upon him, and that I make the appointment solely in the interest of the City.

Sincerely,

A handwritten signature in black ink that reads 'Karen Bass'.

KAREN BASS  
Mayor

KB:lap

Attachment

## COMMISSION APPOINTMENT FORM

**Name:** Adam Bierman  
**Commission:** Cannabis Regulation Commission  
**End of Term:** 6/30/2026

### Appointee Information

- 1. Race:** Caucasian
- 2. Gender:** Male
- 3. Council District and neighborhood of residence:** 1 - East LA
- 4. Are you a registered voter in the City of Los Angeles?** Yes
- 5. Prior commission experience:**
- 6. Highest level of education completed:** J.D., University of California, Berkeley School of Law
- 7. Occupation/profession:** Senior Counsel, Global Emerging Technologies, Uber Technologies, Inc.
- 8. Experience(s) that qualifies person for appointment:** See attached resume
- 9. Purpose of this appointment:** Appointment
- 10. Current composition of the commission (excluding appointee):**

Commissioner	APC	CD	Race	Gender	Term End
Olivia McGovern	Central	4	API/ Caucasian	F	6/30/2029
David Nash	South Valley	2	Caucasian	M	6/30/2029
Thryeris Mason	South LA	8	African American	F	6/30/2027
Anton Farmby	South Valley	2	African American	M	6/30/2027
Vacant					6/30/2026

# ADAM Z. BIERMAN

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## PROFESSIONAL SUMMARY

I am a legal and regulatory leader with a track record of solving thorny problems and unlocking novel business opportunities. I thrive in dynamic, fast-paced settings, and I am fascinated by emerging areas of business, technology, policy, and law.

As Senior Counsel for Global Emerging Tech at Uber, I advise on company-priority emerging tech across the world, including scaling autonomous vehicles (AVs) on the Uber platform, harnessing the power of AI, sidewalk robot & drone delivery, eVTOLs, and other transformative new technologies.

I have broad experience navigating novel, high-stakes regulatory issues, counseling on product and organizational risk, managing litigation and enforcement matters, engaging in advocacy and relationship building with external stakeholders, public policy and communications, drafting and implementing company-wide policies, and building legal and risk management systems.

## HIGHLIGHTS

- Obtained regulatory approval for Uber's first international AV partnership (Abu Dhabi; 2024)
- Led successful negotiation and implementation of first-of-their-kind regulatory frameworks in several US states (2022-2024)
- Secured an industry-leading \$18M+ in subsidies for UberWAV product through novel CA regulatory program aimed at expanding WAV access (2020-2023)
- Developed and executed risk and compliance management strategies to mitigate \$200M+ of risk in highly scrutinized regulatory environments (2020-2025)
- Led rollout of a novel regulatory matter management system, streamlining workflow and enabling data-driven performance measurement for US legal team (2022-2024)

## EXPERIENCE

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### Uber Technologies, Inc.

*Senior Counsel, Global Emerging Technologies*

*2025 - Present*

- I counsel the business on navigating uncharted and emerging legal and regulatory territory, including developing and executing regulatory and policy strategy, collaborating with regulators and policymakers around the world to develop frameworks to thoughtfully govern new tech, and advising on risk in nascent areas of technology.
- I lead regulatory efforts for autonomous vehicles (AVs) across the United States and Europe (including autonomous rideshare, food and item delivery, and eVTOL transportation) and advise on emerging regulatory issues related to artificial intelligence (AI).

*Senior Counsel, US Mobility & Delivery*

*2022 - 2025*

- Served as chief legal and regulatory adviser to rideshare and delivery operations leadership across 15+ states in the Western US region

- Counseled cross-functional teams (Operations, Product, Safety, Policy, and Engineering) on risk mitigation across new product launches and ongoing business operations
- Drafted legislation and engaged in negotiations to advance favorable policy at the local and state levels
- Led external advocacy to secure favorable regulations and minimize regulatory blockers
- Developed and implemented comprehensive legal compliance strategies
- Managed regulatory investigations and enforcement actions and negotiate successful resolutions
- Oversaw outside counsel and and supervise in-house legal professionals
- Led key organizational initiatives, including implementing a new matter management system and leading efforts to foster company cultural values across the legal team

*Counsel, US Mobility*

2020 - 2022

- Served as chief legal and regulatory adviser to rideshare operations leadership in Pacific Northwest US region
- Promoted to Senior Counsel after less than 2 years

**Cox, Castle & Nicholson LLP**

*Regulatory and Business Attorney*

2019 - 2020

- Advised clients on risk mitigation strategies and compliance with local and state laws for controversial and high visibility development projects
- Developed and implemented successful strategies to secure government approvals
- Negotiated favorable commercial and regulatory agreements
- Successfully defended against litigation challenging project approvals
- Supervised technical and political consultants and internal legal staff

**Office of Los Angeles City Attorney Mike Feuer**

*Deputy City Attorney, Citywide Nuisance Abatement Program (CNAP)*

2016 - 2019

- Led successful civil litigation efforts against bad-faith housing and commercial property operators. Efforts resulted in significant increases in public safety and quality of life across impacted communities, as well as revitalization and increased utilization of subject properties.

**Office of Los Angeles Mayor Eric Garcetti**

*Project Lead, Office of Budget and Innovation*

2015 - 2016

- Led a portfolio of risk and performance management reforms for the Mayor's Back-to-Basics agenda. Highlights include Mayor's Executive Directive No. 18, which adopted a novel data-driven approach to worker safety and risk management and resulted in significant reductions in liability claims and costs.

**Latham & Watkins LLP**

*Associate Attorney*

2012 - 2015

- Managed a diverse portfolio of complex business disputes, antitrust matters, regulatory investigations, and bank finance transactions for various companies
- Provided strategic regulatory and litigation counsel to C-suite executives during a high-profile corporate acquisition
- Demonstrated commitment to social responsibility by actively participating in the firm's pro bono program, advocating for indigent clients in immigration, domestic violence, and government benefits cases

## EDUCATION

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**University of California, Berkeley, School of Law, J.D.**

May 2012

*Honors:* Order of the Coif

*Activities:* Program Director, American Constitution Society  
Advisor, Berkeley Law New Business Practicum

**University of California, Los Angeles, B.A. Political Science**

June 2009

*Honors:* *Summa Cum Laude*, Phi Beta Kappa

Personal interests include Dodgers baseball, tennis, meditation, and spending time with my young children



KAREN BASS  
MAYOR

November 20, 2025

Dear Mr. Bierman:

Congratulations! I am pleased to inform you of your appointment to the Cannabis Regulation Commission for the term ending June 30, 2026, subject to confirmation by the Los Angeles City Council.

On behalf of the people of Los Angeles, thank you for your willingness to serve. Our boards and commissions are a vital part of the City's governance, and your leadership and expertise will play an important role in shaping the future of Los Angeles.

To move forward, there are a few steps you must complete prior to the Council's consideration of your appointment. My Commission Affairs team has prepared an attached checklist with deadlines and submission instructions, and they are available to support you throughout the confirmation process.

Once again, congratulations, and thank you for your commitment to serve the people of Los Angeles.

Sincerely,

A handwritten signature in black ink that reads 'Karen Bass'.

KAREN BASS  
Mayor

KB:lap

Attachment I  
Mr. Adam Bierman  
November 20, 2025

## **Nominee Check List**

### **I. Within 7 days of appointment:**

- Submit the completed forms, found on the last three pages of this letter, to: [myr-commissions@lacity.org](mailto:myr-commissions@lacity.org) **OR** mail them to:
  - Office of the Mayor
  - Attn: Luz Portillo
  - 200 N. Spring Street, Room 303
  - Los Angeles, CA 90012
  - Remuneration Form
  - Undated Separation Letters (2)
- Schedule a fingerprinting appointment to complete your background check.
  - The Commissions team will connect you with the Personnel Background Unit.
- Complete and file a Statement of Economic Interests (Form 700).
- Submit the CEC Form 60 (Ethics Clearance Form) to the City Ethics Commission.
  - The City Council cannot act on your nomination until the Ethics Department receives and submits your filings.
  - Note: you will be required to submit the same forms again after you are sworn in

### **II. Council Member Meetings:**

You may be asked to meet with Councilmembers prior to your hearings.

- Your City Councilmember Eunisses Hernandez
- Councilmember Imelda Padilla, Chair of the Council Committee, considering your nomination

### **III. Public Meetings at City Hall:**

- Government Operations Committee Hearing
  - The Clerk's office will contact you once your item has been scheduled.
- Full Council Hearing and Oath of Office
  - The Clerk's office will contact you once your item has been scheduled.

### **V. Standing Requirements**

- Notify the Commissions team of any changes in address or contact information.
- If you wish to resign, you must submit a resignation letter to [myr-commissions@lacity.org](mailto:myr-commissions@lacity.org).