

**abfjournal**

Forward for Specialty  
Finance

SUBSCRIBE

PROVIDER DIRECTORY

NEWS ▾

DEALS

FEATURES

MAGAZINE ▾

PULSE

EVENTS

ADVERTISE

CONTACT US

2025 Legends and Leaders

# NextGen



# Zachary Paul Hyman

Founder  
Millennial Law

By Erin Rafter

Zachary Paul Hyman began his career in specialty finance with a clear goal: to solve problems, not just litigate them. “Lenders don’t want to advance capital to distressed businesses, but those businesses need capital to survive,” he says. “We help create space for survival, not just conflict.” That practical, solutions-first mindset is at the heart of Millennial Law, the firm he founded in 2020.

Hyman’s proudest achievement is celebrating the firm’s fifth anniversary. He credits his team’s energy and dedication for the firm’s success, noting several recent confidential wins as proof of their hard work. “It’s an honor to be in a position where I can look ahead to another five years,” he says.

One of Hyman’s biggest challenges has been team motivation in a hybrid work era. “The fact that people can work from anywhere doesn’t change the expectations,” he says. Still, he’s found alignment by hiring people who believe in the mission and understand the level of commitment required to succeed in this space.

Hyman has embraced artificial intelligence to streamline legal research and document review. The shift has reduced the time spent on repetitive tasks, allowing his team to focus on higher-level strategy and deliver more meaningful outcomes for clients.

Actively involved in The Florida Bar and the Turnaround Management Association, Hyman works across generations. As chair of the Scholars, Fellows Retention Task Force, he studies how to keep younger professionals engaged and contributing. “Understanding what drives the next generation is key to building sustainable leadership,” he says.

Looking forward, Hyman wants to keep growing a practice that reflects his values. “There’s something special about living your life based on your professional values,” he says. His advice to the next generation? “Be consistent. The little things matter most – they’re what earn you trust.”

---

## Advertiser Index

- [Arch + Beam](#)
- [Ares Commercial Finance](#)
- [Asset Based Lending Consultants](#)

- [Avant Advisory](#)
- [Blank Rome, LLP](#)
- [Choate Hall & Stewart LLP](#)
- [Equify Financial](#)
- [Finsoft](#)
- [First Citizens Bank/CIT Commercial Services](#)
- [FTI Consulting](#)
- [GA Group](#)
- [Gordon Brothers](#)
- [Great Rock Capital](#)
- [Haversine Funding](#)
- [Legacy Corporate Lending LLC](#)
- [Mitsubishi HC Capital America](#)
- [Mountain Ridge Capital](#)
- [MUFG](#)
- [Northleaf Capital Partners](#)
- [Novo Advisors](#)
- [Parker, Hudson, Rainer & Dodds LLP](#)
- [Phoenix Management Services, a J.S. Held Company](#)
- [PKF O'Connor Davies](#)
- [PNC Bank](#)
- [Porter Capital](#)
- [Raistone Capital](#)
- [Republic Business Credit](#)
- [Setpoint](#)
- [Solifi](#)
- [SSG Capital Advisors](#)
- [TD Bank](#)
- [The Branford Group](#)
- [Thompson Coburn LLP](#)
- [Tiger Group](#)
- [TimeValue Software](#)
- [Wells Fargo](#)
- [White Oak Commercial Finance](#)

## Leaders and Legends Categories

---

2025 LEADERS AND LEGENDS

### 2025 Trailblazers

🕒 MAY 16, 2025

2025 LEADERS AND LEGENDS

### 2025 Rainmakers

🕒 MAY 16, 2025

2025 LEADERS AND LEGENDS

### 2025 Innovators

🕒 MAY 16, 2025

2025 LEADERS AND LEGENDS

### 2025 Icons

🕒 MAY 16, 2025

2025 LEADERS AND LEGENDS

### 2025 NextGen

🕒 MAY 16, 2025

2025 LEADERS AND LEGENDS

### 2025 Sentinels

🕒 MAY 16, 2025

## About Us

For over 50 years, RAM Holdings’ brands have led the commercial finance industry in publishing, talent development, research and events. ABF Journal’s audience is comprised of as many as 18,000 specialty finance industry executives, private equity investors, investment bankers, advisors, service providers and more.

## Our Brands

- Secured Research
- Small Business Finance Insights
- Monitor
- Monitor Suite
- Converge
- STRIPES Leadership

## Learn More

- Advertise**
- Magazine**
- Contact Us**

## Newsletter

Driving specialty finance forward for decades with insights, recognition and deals. Sign up now.

**SUBSCRIBE >>**

---

© 2025 RAM Group Holdings - A Leading Commercial Finance Publishing Group For Over 50 Years