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Even amid the COVID pandemic, we continued to build on our solid foundation by opening new offices in Dallas, San Francisco and Wilmington, DE, enhancing our capacity to provide each client with sophisticated, nuanced and innovative legal counsel supporting their entire enterprise. With a roster of more than 1,000 attorneys across 17 offices coast to coast, we work with clients all over the country – including those with a global footprint – to address critical and complex business and regulatory issues. We meet clients where they are and help them get where they want to be.

Yet even as we adapt to meet the needs of a dynamic world, our core values remain rock solid: We provide superior client service grounded in long-term relationships, contribute generously to the communities in which we live and work, and maintain a culture of respect, inclusion and collaboration. We know that embracing people of all kinds of backgrounds and viewpoints makes us a stronger law firm and facilitates our continued ability to innovate to provide the best counsel to our clients.

CONTACT: Michele Ward, Director of Recruiting • **PHONE:** (310) 979-8464 • **WEBSITE:** www.bakerlaw.com • **EMAIL:** mward@bakerlaw.com

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centennial anniversary and continues to build on our foundational attributes of agility, tenacity and collaboration. For more information, visit www.bassberry.com.

CONTACT: Laura Dolan, Director of Attorney Recruiting • **PHONE:** (615) 259-6772 • **WEBSITE:** www.bassberry.com • **EMAIL:** ldolan@bassberry.com



"Bilzin Sumberg is a Florida-based firm with a local footprint, a national presence and a global perspective. Far from a typical law firm, we find ourselves operating as close and trusted advisors to clients in a variety of industries. Through experience, talent and a sophisticated understanding of complex legal and corporate

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CONTACT: Jessica Buchsbaum, Chief Legal Talent Officer • **PHONE:** (305) 375-6151 • **WEBSITE:** www.bilzin.com • **EMAIL:** jbuchsbaum@bilzin.com

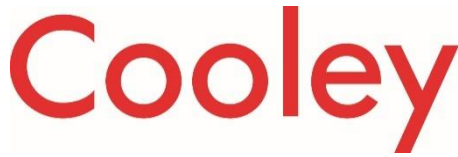


"Cadwalader, Wickersham & Taft LLP is a leading global advisor to financial institutions and corporations, offering innovative solutions to complex legal issues. Through our collaboration across offices and departments, we offer a seamless network of legal professionals, working together to formulate comprehensive responses to client needs."

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CONTACT: Tara M. Conlon, Director of Legal Recruitment • **PHONE:** (212) 993-2929 • **WEBSITE:** www.cadwalader.com • **EMAIL:** tara.conlon@cwt.com

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Cooley LLP is a global law firm founded in 1920. With 1,300 lawyers in offices in the US, Europe and Asia, Cooley advises entrepreneurs, investors, financial institutions and established companies around the world – where innovation meets the law.

CONTACT: Rachel Mayerson, Director of Strategic Lateral Growth & Integration •
PHONE: (212) 479-6433 • **WEBSITE:** www.cooley.com • **EMAIL:** rmayerson@cooley.com



"Crowell & Moring was founded in 1979 by 53 lawyers who left a large national firm to begin a different kind of law firm. Since then, we've grown to approximately 500 lawyers in Washington, D.C., New York, San Francisco, Los Angeles, Orange County, London, and Brussels. And we've created some impressive milestones along the way."

CONTACT: Rosemary Andress-Sanborn, Lateral Partner Recruiting Manager •
PHONE: (212) 223-4000 • **WEBSITE:** www.crowell.com • **EMAIL:** randress@crowell.com



Dechert is a global specialist law firm with a deep bench of experts focused on sectors with the greatest complexities and highest regulatory demands. We deliver practical commercial insight and judgment to our clients' most important matters. Nothing stands in the way of giving clients the best of the firm's entrepreneurial energy and seamless collaboration in a way that is distinctively Dechert. With 27 offices around the world, clients can call on us for our expertise in corporate and securities, complex litigation, finance and real estate, financial services and asset management, intellectual property, and tax.

CONTACT: Marelys Sosa, Senior Lateral Recruiting Manager • **PHONE:** (212) 649-8793 • **WEBSITE:** www.dechert.com • **EMAIL:** marelys.sosa@dechert.com

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providing specialized advice in corporate and transactional matters, sophisticated litigation representation, a business reorganization and restructuring practice which customarily ranks among the top three in the U.S., a national employment & labor practice and a heavily decorated IP practice focused on patent and trademark litigation as well as portfolio management, and strong capabilities in real estate, health care and energy, Duane Morris is prepared to support the entire range of legal needs for both large and middle-market clients. Recently, the firm was the subject of its second Harvard Business School case study titled Collaborating for Growth: Duane Morris in a Turbulent Legal Sector, which examines the firm’s success in maintaining its collaborative culture despite economic pressures impacting the global legal industry, as well as the firm’s continuing expansion into new markets. With Collaborating for Growth, Duane Morris is now the only law firm to have been the subject of two full-blown HBS strategic case studies. For more on the firm’s innovative culture deeply committed to client service, please go to www.duanemorris.com.”

CONTACT: Amee R. McKim, Director of Legal Recruitment • **PHONE:** (215) 979-1279 • **WEBSITE:** www.duanemorris.com • **EMAIL:** ARMcKim@duanemorris.com

EVERSHEDS
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Our teams of lawyers around the world operate seamlessly to deliver the legal know-how and strategic alignment that clients need from their advisors to help further their business interests. Clients describe us as creative and well versed in cutting edge legal work – we listen well in order to understand how and where we can be most effective and add the greatest value.

We shape our advice to the unique circumstances and challenges of each project, and ensure the right people are in the right places to offer insight and certainty – from the day-to-day to the most complex, multijurisdictional matters.

What unites us is our commitment to service excellence through a solution-oriented approach. We know our clients’ businesses, the industries and markets they operate in, and we know that great relationships yield the best outcomes.”

CONTACT: Lisa Pilotto, Director of Strategic Lateral Growth • **PHONE:** (312) 858-6196 • **WEBSITE:** www.eversheds-sutherland.com • **EMAIL:** lisapilotto@eversheds-sutherland.us

GIBSON DUNN

“Gibson Dunn is one of a handful of elite full-service global law firms. Renowned for its litigation practice – The American Lawyer named the firm to an unprecedented second term as the 2012 Litigation Department of the Year – and acclaimed for its corporate work, the firm represents the world’s leading corporations and financial institutions. Gibson Dunn is particularly well known for the many high-profile Supreme Court cases it has handled, including Citizens United and Dukes v. Wal-Mart, and its unique free-market approach to associate training. Founded in Los Angeles in 1890, Gibson Dunn has grown to include over 1,000 lawyers in 17 offices located in major cities throughout the United States, Europe, South America, the Middle East and Asia. In recognition of the firm’s achievements, The American Lawyer repeatedly has named Gibson Dunn to its A-List of the nation’s 20 elite firms.”

CONTACT: John O'Hara, Chief Recruiting Officer • **PHONE:** (213) 229-7393 • **WEBSITE:** www.gibsondunn.com • **EMAIL:** JOhara@gibsondunn.com

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HERRICK

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- Ranked for excellence in U.S. sports law (Chambers USA, 2014-2022)
- Ranked for excellence in New York City real estate law (Chambers USA, 2006-2022)
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- One of New York City's largest commercial real estate law firms (The Real Deal, 2015-2019)
- Ranked for excellence in New Jersey commercial litigation (Chambers USA, 2014-2020)
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- Ranked for excellence in land use & zoning law, sports law and general commercial disputes US Legal 500
- Named in Sports Business Journal's elite list of "Power Players: Outside Counsel" for 2021. The firm was originally recognized in the 2016 inaugural issue.
- Top 20 U.S. sports law firm (Professional Sports and the Law, 2016)
- One of New York City's most active law firms for condominium offering plan filings (The Real Deal, 2016)
- Named a powerhouse in general and complex commercial litigation (BTI Consulting Litigation Outlook Report, 2015-16)
- Recognized practitioner for media and entertainment transactions in New York (Chambers USA, 2015)
- Commercial litigation department of the year finalist (The New Jersey Law Journal, 2013)

CONTACT: Morgan DuFault, J.D., Director of Talent Acquisition and Professional Development

PHONE: (917) 485-2054 • **WEBSITE:** www.herrick.com • **EMAIL:** mdufault@herrick.com

Hogan Lovells

Change is happening faster than ever, and to stay ahead, you need to anticipate what's next. Legal challenges come from all directions. We understand and work together with you to solve the toughest legal issues in major industries and commercial centers around the world. Whether you're expanding into new markets, considering capital from new sources, or dealing with increasingly complex regulation or disputes, we can help. Whether change brings opportunity, risk, or disruption, be ready by working with Hogan Lovells.

Straight talking. Understanding and solving the problem before it becomes one. Delivering clear and practical advice that gets your job done. Hogan Lovells offers extensive experience and insights gained from working in some of the world's most complex legal environments and markets for corporations, financial institutions, and governments. We help you identify and mitigate risk and make the most of opportunities. Our 2,500 lawyers on 6 continents provide practical legal solutions wherever your work takes you.

A fast-changing and inter-connected world requires fresh thinking combined with proven experience. That's what we provide. Progress starts with ideas. And while imagination helps at every level, our legal solutions are aligned with your business strategy. Our experience in cross-border and emerging economies gives us the market perspective to be your global partner. We believe that when knowledge travels, opportunities arise.

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Giving back to communities and society is fundamental to good business. And, it's part of our core. We are advocates of justice, equality, and opportunity. Everyone at Hogan Lovells is asked to volunteer at least 25 hours a year as part of their normal work duties. Around the world, our people are making a difference through pro bono activities, community investment, and social justice.

CONTACT: Sandra Quinn, Senior Manager Lateral Partner Recruiting • **PHONE:** (212) 918-3000

WEBSITE: www.hoganlovells.com



"Kelley Drye & Warren LLP is an international law firm founded in 1836 with approximately 350 lawyers and other professionals practicing in New York, NY; Washington, DC; Los Angeles, CA; Chicago, IL; Stamford, CT; Parsippany, NJ; and Brussels, Belgium, additionally offering a full scope of legal service through our affiliate relationship with the Mumbai-based independent law firm, Fortitude Law Associates.

Kelley Drye helps clients reach their business goals by providing legal advice in more than 30 practice areas, delivered with efficiency, lean staffing, excellence in advocacy, early resolution of litigation and use of state-of-the-art technology.

For more than 170 years, Kelley Drye has provided legal counsel carefully connected to our client's strategies and has measured success by the real value we create. Although the practice of law has evolved with time, the value of outstanding client service – and Kelley Drye's commitment to providing it – have remained unchanged."

CONTACT: Suzanne Gralow, Director of Administration

EMAIL: sgralow@kelleydrye.com • **PHONE:** (202) 342-8585 • **WEBSITE:** www.kelleydrye.com

CONTACT: Stephanie Casker, Recruiting and Legal Personnel Manager

EMAIL: scasker@kelleydrye.com • **PHONE:** (212) 808-7510 • **WEBSITE:** www.kelleydrye.com



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CONTACT: Peter F. Alexander, Global Recruiting Manager – US Lateral Associate Recruiting • **PHONE:** (212) 906-3065 • **WEBSITE:** www.lw.com • **EMAIL:** peter.alexander@lw.com

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"It is an exciting time to be in the legal industry. As the rate of change in our society accelerates, digital transformation continues to alter the paradigms of business. Now, more than ever, our clients need lawyers who enable them to see beyond the next turn — and help them innovate, grow and evolve.

At Loeb & Loeb, this is what we do every day.

We represent a wide range of organizations, as well as high net worth individuals and families. We help these clients identify opportunities, expand into new markets, launch innovative products and services, protect their assets, resolve disputes, and connect with audiences in new ways. We know our clients' businesses and understand their personal objectives. And we have tremendous multidisciplinary know-how in today's technology and mobility trends, which continue to transcend all industries.

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CONTACT: Paul G. Giangola, Director, Legal Talent Management • **PHONE:** (212) 407-4164 • **WEBSITE:** www.loeb.com • **EMAIL:** pgiangola@loeb.com



Lowenstein Sandler is a national law firm with over 350 lawyers working from five offices in New York, Palo Alto, New Jersey, Utah, and Washington, D.C. We represent clients in virtually every sector of the global economy, with particular strength in the areas of technology, life

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CONTACT: Patricia Cristadoro, Senior Manager of Lateral Recruiting
PHONE: (646) 414-6967 • **WEBSITE:** www.lowenstein.com • **EMAIL:** pcristadoro@lowenstein.com



McCarter & English delivers innovative solutions to clients nationwide. Fortune 100, mid-market, and emerging growth companies rely on McCarter's almost 400 attorneys in 11 offices to handle their cutting-edge transactional, intellectual property, and complex litigation matters. Clients

benefit from the firm's relationship-driven approach, deep understanding of their businesses and legal needs, lean and efficient service model, and determination to help them move their businesses forward.

The firm embraces a culture of inclusion that nurtures diverse teams, creates unlimited opportunities, and supports the vibrant clients and communities that it serves. All lawyers are encouraged to participate in pro bono activities and to give back to the most vulnerable members of their communities.

CONTACT: Karen Heiss Eisen, Esq., Director of Strategic Growth
PHONE: (973) 639-2076 • **WEBSITE:** www.mccarter.com • **EMAIL:** keisen@mccarter.com

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“Michelman & Robinson, LLP (“M&R”) is a dynamic and growing national law firm with offices in California and New York. Our attorneys are experts in their respective industries and take a

passionate and tenacious approach toward client advocacy. Our clients include Fortune 500 corporations, financial institutions, high-tech and industrial enterprises, real-estate developers, government agencies, entrepreneurs in major and emerging industries, educational institutions and philanthropic institutions, as well as individuals, and small and mid-sized businesses. We have successfully handled thousands of transactions and our litigators are aggressive, seasoned and knowledgeable.

Our attorneys are gifted communicators who build relationships with each client in order to deliver first-rate legal solutions and personalized attention to every matter. M&R has the breadth to handle large, complex matters, while maintaining a culture that emphasizes collegiality and mutual respect. We stand out among our colleagues as a firm that serves our clients’ immediate legal needs while creating strong, long-term relationships that support their ongoing business objectives.”

CONTACT: Jeep Jensen, Chief Operating Officer • **PHONE:** (310) 564-2670

WEBSITE: www.mrllp.com • **EMAIL:** JJensen@mrllp.com



Miles & Stockbridge is one of the preeminent corporate and general business law firms in the mid-Atlantic region. We are an Am Law 200 firm with more than 200 lawyers practicing in seven offices, including offices in Baltimore, Washington, D.C., Northern Virginia and Richmond.

From the top down, Miles & Stockbridge lawyers blend “big firm” sophistication with the intimacy of a “small firm” culture. We understand that our law firm is only as strong as the people who work here—so we recruit not only the best and brightest providers of sophisticated legal services, but also focus on lawyers dedicated to helping their clients achieve their business goals, with the kind of thoughtful counsel that makes exceptional efforts an everyday experience.

We are committed to providing a collaborative, dynamic and engaging environment that allows talented lawyers from diverse backgrounds to thrive and grow—both as professionals and as people. We try to strike an important balance between maintaining our approachable “open-collar” feel while offering our lawyers the depth and breadth of a leading national firm’s robust resources.

Miles & Stockbridge is actively growing within our footprint and beyond, and actively seeks experienced lawyers with portable practices and groups to expand and bolster client services.

CONTACT: Sarah Jackson, Legal Recruiting Manager • SJackson@MilesStockbridge.com

PHONE: (410) 727-6464 • **WEBSITE:** www.milesstockbridge.com



“Founded in 1945, and ranked in the Am Law 200 for 22 consecutive years.

We represent ideas, values and aspirations. We represent carefully laid plans and bold long-term goals. By immersing ourselves in a deep understanding of what is important and meaningful to our clients we bring clear perspective to any legal challenge and find solutions in unexpected places.

An unwavering focus on our clients has led to steady growth as one of the largest law firms in the Southeast. Nearly 400 lawyers and professionals in over 75 areas of focus represent clients across the country and around the globe. Blue-chip Fortune 500 organizations, financial services leaders, domestic and global manufacturers, retailers, individuals, and healthcare and technology companies benefit from our strategic, innovative approach to significant business transactions, complicated legal issues and difficult disputes.

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CONTACT: Keisha Jeffries, Lateral Attorney Recruiting Manager • keishajeffries@mvalaw.com

PHONE: (704) 331-3500 • **WEBSITE:** www.mvalaw.com



“We see 21st century law as a tool to help shape our clients’ futures.

Our focus is on knowing what is important to our clients now and next so we can foresee obstacles and opportunities in their space and smooth the way. We ensure they are equipped with winning legal strategies as they navigate the exciting and challenging times we live in.

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- We’re curious and extremely focused on understanding our clients’ businesses and industries.
- We tap the collective intelligence of Nixon Peabody to deliver the best thinking and create value for our clients throughout the world.
- We lean forward into the future, together with our clients, to see and prepare for what’s ahead.

Working together, we handle complex challenges in litigation, real estate, corporate law and intellectual property anywhere in the world.”

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- | | |
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| • 1,200 connections made through NP Capital Connector® | • 67 attys named a Chambers Leader in their field |
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CONTACT: Tina B. Solis, Esq., Partner • **PHONE:** (312) 977-4482

WEBSITE: www.nixonpeabody.com • **EMAIL:** TBSolis@nixonpeabody.com



“Orrick is a leading global law firm with a particular focus on serving companies in the technology, energy and financial sectors. We are recognized worldwide for delivering the highest-quality, commercially-oriented legal advice and for our culture of innovation and collaboration.

Founded in San Francisco a century and a half ago, Orrick today is named by *Law360* as one of the “Global 20” leading firms. Our platform offers clients a distinctive combination of local insight and global reach across 25 offices.

Orrick practices in five core areas: Corporate, Energy & Infrastructure, Finance, Intellectual Property and Litigation. Known for our work in the technology sector, we act for many of the world’s top public companies as well as more than 1,200 start-ups. We also are recognized for working on the most innovative deals in the renewable energy and PPP markets. Our municipal bond practice consistently ranks No. 1 in the United States, and we offer top-tier structured and leveraged finance practices. *Financial Times* commended our intellectual property teams for securing two of the most innovative patent litigation wins of 2012. Our litigation teams represent a third of the *Fortune* 100 in resolving high-stakes matters involving a broad range of disciplines before trial and appellate courts and forums worldwide. In 2012, *The American Lawyer* named Orrick to its list of leading litigation departments for the second consecutive time and selected an Orrick partner as Litigator of the Year. All together, Orrick is recognized by *Chambers Global* for strengths across 43 transactional, litigation and regulatory practice areas in the United States, Asia and Europe.

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Orrick also is known for innovation in the delivery of sophisticated legal services. We have revolutionized the law firm talent model to ensure we assign the right talent to the right task. Our Global Operations Center in Wheeling, West Virginia, is the longest standing and most successful legal and administrative insourcing center in our profession. We have pioneered the use of innovative pricing models. Selected by *Financial Times* among the most innovative U.S. law firms in 2011 and again in 2012, Orrick was cited for leadership in both legal advice and client service.

Collaboration—one of the firm's core values—defines our relationships with our clients, our people and our communities. This is evident in the way our lawyers partner with our clients' in-house teams, our approach to lawyer development, our efforts to enhance the diversity of our profession, and our commitment to pro bono and community responsibility."

CONTACT: Lauren Barton, US Manager of Lateral Associate Recruiting • **PHONE:** (650) 614-7400 •
WEBSITE: www.orrick.com • **EMAIL:** lbarton@orrick.com



Pillsbury is a firm of forward-thinking lawyers collaborating seamlessly across disciplines to discover innovative solutions for our clients. A keen industry focus helps us understand our clients' concerns and proactively resolve their issues. Pillsbury clients operate in today's most dynamic industries including technology and media, energy and natural resources, financial services, real estate and construction, and travel, leisure and hospitality.

To better serve our clients, we structure our practices to address the full spectrum of business and legal issues they face. We make a significant and sustained investment in monitoring the industries in which they compete. We not only attend the same industry events, but are presenters and speakers. As a result, we commence every client matter already well informed of the industry trends that influence strategy and planning.

CONTACT: Kendall W. Lowery, Senior Director of Attorney Recruiting • **PHONE:** (713) 276-7735
WEBSITE: www.pillsburylaw.com • **EMAIL:** kendall.lowery@pillsburylaw.com



"Reed Smith is a global relationship law firm with more than 1,700 lawyers in 27 offices throughout Europe, the Middle East, Asia and the United States. Founded in 1877, the firm represents leading international businesses, from FTSE 100 corporations to mid-market and emerging enterprises. Its lawyers provide litigation and other dispute resolution services in multi-jurisdictional and high-stake matters, deliver regulatory counsel, and execute the full range of strategic domestic and cross-border transactions. Reed Smith is a pre-eminent advisor to industries including financial services, life sciences, health care, advertising, entertainment and media, shipping and transport, energy and natural resources, real estate, manufacturing, technology and education."

CONTACT: Christine Tallon, New York Office Senior Manager of Legal Recruiting
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Rutan & Tucker lawyers are experienced and highly regarded experts, delivering sophisticated and superior client service and value in a wide-range of practice areas, markets and industries. Our lawyers enjoy what they do and appreciate the opportunity to help our clients achieve their goals. We recruit new lawyers from more than 30 top law schools

nationwide. Many of our lawyers graduated with law school honors, including Order of the Coif, law review, or moot court, or held judicial clerkships prior to joining the firm. Many of our lawyers hold significant leadership positions in philanthropic, community and professional organizations.

Our lawyers have skill sets that are both broad and deep, with significant emphasis on working with clients to develop cost-effective solutions consistent with client goals. We use technology in all aspects of our practice and welcome collaboration with client in-house counsel, management or other resources to help clients manage their legal budget.

For many decades Rutan has distinguished itself as the largest full-service law firm in Orange County, and today, our practice extends to Northern California through our Silicon Valley and San Francisco offices, and nationwide.

Rutan represents a broad spectrum of clients in many markets and industries including, for example, multi-national corporations, financial institutions, publicly traded companies, technology companies, private equity and venture capital funds, real estate developers and financiers, construction companies, agricultural enterprises, cities and other public entities, hospitality companies, public/private partnerships, aerospace and defense contractors, educational institutions, family-owned businesses, individuals, non-profit organizations and pro bono clients.

We assist our clients with a wide-range of transactional, litigation, government, financial, intellectual property, real estate, employment, tax and international matters and can readily and efficiently bring expertise in each of these areas to bear on specific issues.

CONTACT: Jenalea Cree, Recruiting Manager • **PHONE:** (714) 662-4651

WEBSITE: www.rutan.com • **EMAIL:** jcree@rutan.com

STROOCK

"Above all else, we at Stroock are firmly committed to helping our clients achieve great success in their business.

We are a team of transactional, regulatory, and litigation lawyers who work with some of the world's most prominent organizations, delivering practical, results-oriented guidance and finding the most creative and effective solutions to our clients' matters. We work with leading financial institutions, multinational corporations, investment funds and entrepreneurs in the U.S. and abroad out of four offices — New York, Los Angeles, Miami and Washington, D.C.

For more than 140 years, we have demonstrated our commitment to our clients, with integrity, excellence and loyalty. We look forward to working with you.

Jeffrey R. Keitelman and Alan M. Klinger, Co-Managing Partners

Our commitment

As our clients face ever-increasing challenges in their industries, we are driven to help them grow their business and manage risks with the agility and creativity demanded by today's global marketplace.

In all of our matters and cases, every member of our team makes a commitment to:

* Put our clients first. We strive to help our clients reach their most important business goals, solve their toughest legal problems and win their significant litigations.

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The profile for Stroock continues from the prior page

- * Achieve superior results. We work as a team across offices and practices to deliver innovative, business-oriented solutions to our clients. And we each take responsibility for growing our business and building a strong reputation for our firm.
- * Foster a unified and positive culture. We cultivate empowerment, openness and camaraderie, with a commitment to diversity and a focus on nurturing talent and developing leaders. This ensures that we each bring our all to every client matter, and also makes Stroock a great place to build a rewarding career.
- * Live our core values. We embrace and bring to life our values of integrity, determination, creativity, effectiveness and community."

CONTACT: Regina M. Robbins, Director of Talent Acquisition • **PHONE:** (212) 806-1282

WEBSITE: www.stroock.com • **EMAIL:** rrobbins@stroock.com

VedderPrice "With 315 lawyers and growing, we serve sophisticated clients of all sizes and in virtually all industries from our offices in Chicago, New York, Washington, DC, London, San Francisco, Los Angeles, Singapore, Dallas and Miami.

You can expect practical, responsive, results-oriented, cost-effective service, delivered by a firm with a world-class reputation in key practice areas.

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Distinctive credentials, enduring relationships. We measure our success by the success of our clients, which comprise a "who's who" of world-class organizations. We are selective in the clients we represent and the matters we undertake. Many of our clients have been our clients for decades—not only because they receive high-quality and devoted service, but because they trust us with their most important legal matters.

Competitive rates, with a particular focus on efficiency. We offer competitive rates for superior legal work, deep experience, and personalized client service and attention. We believe the key variables in the billing calculus are results and efficiency. We work with our clients on market fee structures that provide a "win-win" in terms of value and effectiveness.

Strong professional relations. We believe that establishing cordial and professional relations with opposing counsel is not only a professional requirement but also a strategic advantage. They know we are formidable opponents who zealously and effectively represent our clients without engaging in expensive and acrimonious tactics. Time and time again we have seen our relationships with opposing counsel translate into benefits for our clients.

Sound leadership and long-term stability. We maintain a transparent, democratic leadership and governance structure that supports our focus on delivering responsive, results-oriented and cost-effective client services. Our open approach to management and compensation, combined with prudent financial management, has produced long-term stability. Many of our shareholders have spent their entire careers at the firm.

A 14-member Board of Directors ensures that our leadership team represents our diverse practice areas, offices and viewpoints. Our Executive Committee, which includes a subset of the Board, oversees the strategy and operations of the firm: Michael A. Nemeroff, President and CEO; Jeffrey T. Veber, Vice Chair; Dana S. Armagno, Operating Shareholder

Visit our Services Areas and Industries page to learn more about the respected and experienced attorneys who provide leadership and oversight for each of our practice areas."

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