

ADAMS AND REESE

**Our future
starts with you.**



■ A Few Words About Us

At Adams and Reese, our core values resonate throughout our firm: collegiality, collaboration, transparency, cross-selling, and client service excellence. These principles have earned us national recognition as an AM Law 200 and NLJ 500 law firm and crafted a culture where our people can thrive. We're dedicated to one another, our clients, and the shared pursuit of building a lasting legacy for future legal professionals – individuals like you. Our strategic plan acts as a beacon, attracting talented and passionate law students who recognize the opportunity to leverage Adams and Reese's national presence, vibrant culture, and resources to propel their legal careers forward. We invite you to discover how Adams and Reese can launch your legal career and provide the support needed to excel after law school.



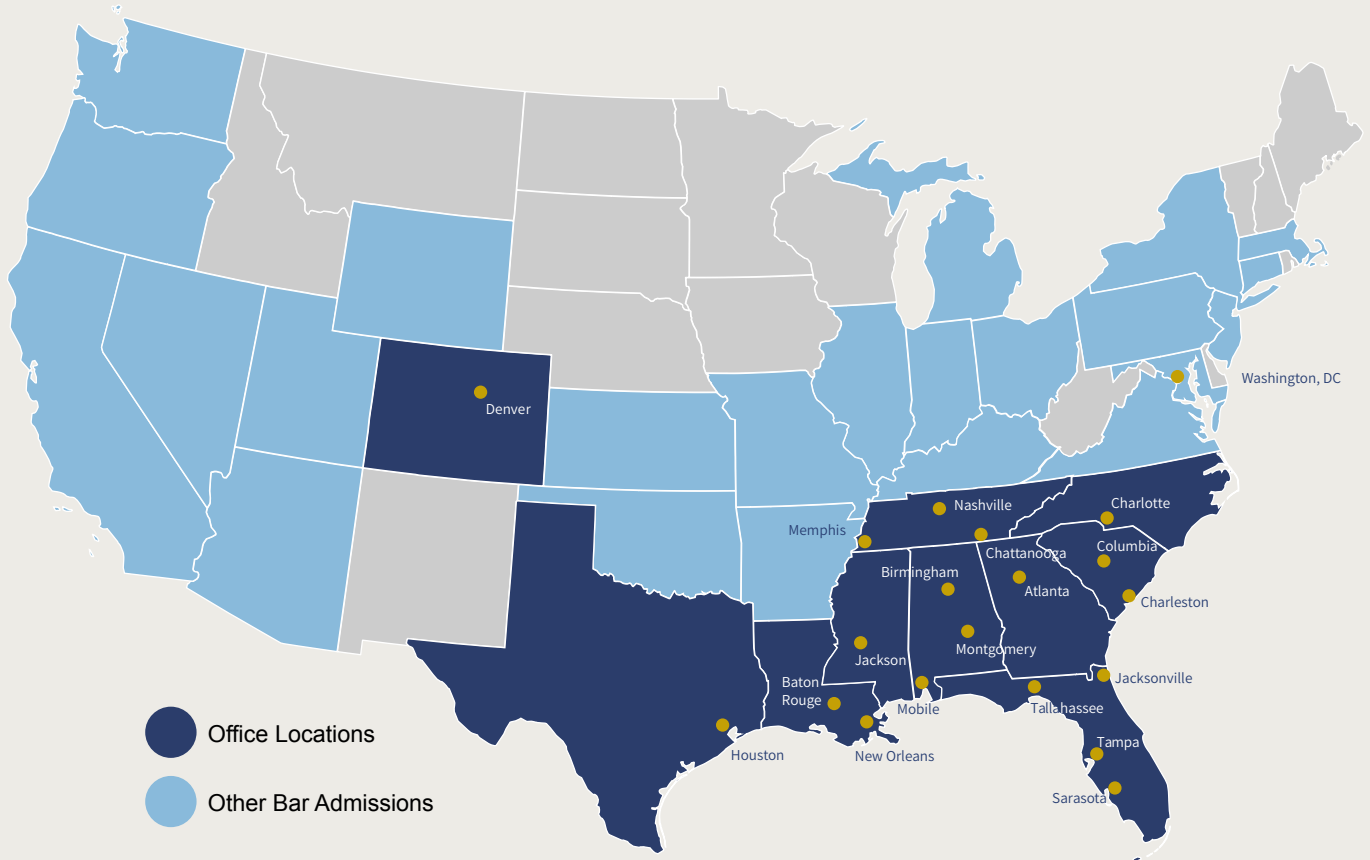
Louis M. Ursini III
Liaison Partner - Recruiting
Financial Services Practice Group Leader



Lee C. Reid
Liaison Partner - Recruiting
Intersection of Business and Government Practice Group Leader

Who We Are

Regional Footprint Map



300+
Attorneys and
Government Relations Advisors

20
Offices

50+
Practice Areas

4
Practice Groups



"Our continued success depends on the next generation of attorneys and advisors. We hire talented, industrious law students who share our vision and values, and we invest fully in them. By providing multifaceted mentoring, training, and valuable work experience, we can prepare our future partners for success. On behalf of Adams and Reese, we look forward to meeting with you."

- Gif Thornton, Managing Partner

■ Practice Areas

Our unique structure emphasizes cross-regional practice groups and teams, in which attorneys and advisors collaborate across the Adams and Reese footprint. This same structure allows for our associates, in particular, to gain first-hand valuable work experience from Day 1. We ensure you have every opportunity possible to engage with various practice groups and practice team members, so that you may better understand the areas of law in which you want to practice.

Adams and Reese has four practice groups: Litigation, Intersection of Business and Government, Corporate Services, and Financial Services. We boast over 50 practice areas that offer further opportunities to delve into your passions, develop essential skills and knowledge, and expand your professional networks.



Providing solutions in over 50 practice areas.

Alcohol and Hospitality | Aviation and Aerospace | Commercial Restructuring and Bankruptcy | Crisis Preparedness and Response
Energy | Oil & Gas | Commercial Lending | Creditors' Rights | Special Assets | Workouts | Estate, Trust and Fiduciary Litigation
Financial Services Litigation | Financial Services Regulatory | Operations | Global Trade, Transportation and Logistics
Global Intellectual Property | Labor and Employment | Maritime | Privacy, Cybersecurity and Data Management | Construction
Education | Environmental | Forestry | Insurance | Government Relations | Appellate | Class Action | Complex Litigation
Commercial Litigation | Products Liability | Toxic Tort | Middle Market Mergers and Acquisitions | Real Estate
Economic Development | Public Finance | Tax | Utilities and Telecommunications | Workplace Safety and OSHA

■ Summer Associate Program

We rely heavily on our Summer Associate Program to identify and hire top talent from law schools throughout the country. The firm is selective in making offers, with the intention to hire summer associates that will develop into future partners.

Each year, our offices host six-week Summer Associate Programs, which include first and second-year law students. Year round, we work closely with career services counselors and administration from accredited law schools to network with and be a welcomed resource to students. We participate in on-campus interviews, various minority job fairs and host a resume collect for our coveted 1L summer associate positions, inviting more than 35 accredited law schools to participate.

Personal Attention

To ensure your integration and growth, each summer associate is assigned both a mentor and an advisor. Your mentor is an associate - someone who remembers what it's like to be in your shoes. Your mentor will answer your questions and guide you to produce your best work. Your advisor is a partner who will review your work product while helping you navigate challenging legal concepts. Your advisor will ensure meaningful interaction with other partners by introducing you to their professional network and including you in hands-on learning opportunities.

Purposeful Work

You will work on cases in a variety of practice areas with attorneys across our footprint and among our four practice groups.

"My favorite part about being a summer associate was how senior attorneys made a significant effort to get me involved in a diverse range of cases. Current law students should know that Adams and Reese attorneys go out of their way to guide your professional development."

- Thomas Fuhrman, Associate
Summer Associate – 2022

Personal Connections

During the summer clerkship, we will host events for you to get to know other attorneys in a more casual setting. These opportunities foster the environment of collegiality and collaboration for which Adams and Reese is known. We also hope you will build friendships with other summer associates, who may one day be your colleagues.



"Choosing the right firm is an important decision. We want our summer associates to experience what it's like to be an Adams and Reese lawyer, to feel comfortable immersing themselves into our firm culture, and to know that our firm is an ideal place to build a career. Many of us started out as summer associates. We devote our time and energy to this program because it's what our mentors did for us. Whether they end up at Adams and Reese or not, I'm going to give that same time and dedication to every summer associate that steps into our office."

- Gerard Gaudet, Partner Liaison
Summer Associate – 2012



■ Law School To Law Career

We strive to make the transition from law school to a legal career seamless by empowering our associates from Day 1. You are given the opportunity early on to utilize the skills you've learned in law school and apply them to real situations that benefit our clients. Your legal career should be challenging in the right way and rewarding in the best way. After all, **you** are the future of Adams and Reese.

- **Our Mentoring Program connects each associate with a mentor.** Your mentor is a partner at the firm, and acts as a helpful resource to you as you adjust to your new career.
- **You will work in a variety of practice areas** as a young lawyer, exploring numerous aspects of the law and honing your skills, which will give you the experience and confidence to know how to develop and excel in your practice.
- **Our core values promote working together in teams**, which is why our Practice Groups are organized across offices throughout the Southern U.S. and Washington, DC. Cross-selling allows us to share ideas and build camaraderie while we achieve the best outcomes for our clients.
- **They don't teach business development in law school...** Our Marketing and Business Development team provides coaching and training to help attorneys grow their practice and establish their professional brand.
- **Dedicated resources enable us to focus on what's important – practicing law.** Our firm makes it a priority to remain at the forefront of legal innovation, to financially position ourselves for continued growth, and to provide comprehensive support, which leads to a healthy culture.



"I started out as a summer associate in 1991. Over the years, my mentors and colleagues encouraged me to explore other areas of law—to change and improve upon my practice. The sense of camaraderie and fulfillment I felt at Adams and Reese is the reason I chose to build my career here and invest in its future. After more than 30 gratifying years with Adams and Reese, I enjoy being around the people, and I appreciate the meaningful work I get to do. Find a firm where they become a big part of your life over time. And look for one that is nimble, willing to stretch, and take calculated risks."

- Jim Rogers, Partner and Member, Executive Committee
Summer Associate - 1991



Erica Sensenbrenner, New Orleans
Summer Associate – 2017
Joined Adams and Reese in 2019

What advice would you give to law students when deciding which firm is right for them?

Reflect on what is important to you, personally and professionally. Prepare questions that will help you identify firms that represent those same values. As a rising 2L, I knew I wanted to be at a firm with a strong reputation and community presence. It was apparent, as a summer associate and during my interviews with the firm, that Adams and Reese truly stood out – in both the legal market and in the communities across its footprint. Its practice group structure would afford me opportunities for growth and change within the same firm. All this made Adams and Reese the right choice for me.

Be sure to ask every law firm the same question to get some insight on what sets them apart.

How has Adams and Reese supported your business development goals?

Adams and Reese surpassed my expectations. The firm encouraged me to get involved in the Young Leadership Council and GNO, Inc.'s NextGen Council, two groups that contribute greatly to the economic health and vibrancy of Greater New Orleans. Adams and Reese helped me understand that volunteerism and community involvement is one of the best ways for young attorneys to build and maintain client relationships.

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Taylor LeDuff, Baton Rouge
Summer Associate – 2019
Joined Adams and Reese in 2020

What does collaboration and cross-selling mean to you?

It means you need a dependable and trustworthy team. That's what we have at Adams and Reese. In fact, it's what we pride ourselves on. More often than not, if we personally don't know an answer to a client's issue, we know someone in the firm who does. And if the need arises where a client requires advice in another practice area, we have the resources and the relationships to help.

How did our summer associate program prepare you for your legal career?

When you're in law school you get little real-world experience because you're so focused on learning the law and passing the bar exam. Adams and Reese's Summer Associate Program gave me first-hand experience of the day-to-day in a law firm. We billed, performed meaningful work, and what was most rewarding was learning that a research project I worked on helped put together a successful motion for a client.

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Taylor Brooks, Nashville
Summer Associate – 2019
Joined Adams and Reese in 2021

What advice would you give to law students when deciding which firm is right for them?

Ask yourself what you want in a career and who you want to be surrounded by each day. Culture and collaboration were at the top of my list, given the demanding nature of legal work. Since day 1, I've felt at home at Adams and Reese and liked that the firm was invested in my success. Firm size was also important to me. You get the best of both worlds at Adams and Reese – the resources and reputation of a large firm, and also the opportunity to set yourself apart within your respective market. My best advice is to look for a firm that ensures you succeed, like Adams and Reese did for me.

What was your experience as a mentee?

Adams and Reese's mentorship program has proven invaluable to my career. My mentor has become more than just a mentor – she's a friend who has been immensely supportive and helped me grow professionally and personally. I know firsthand how important it is to have a partner in my corner, who gives me a voice at the table before I even have a seat at the table myself.

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Carter Pope, Tampa
Summer Associate – 2021
Joined Adams and Reese in 2022

How did our summer associate program prepare you for your legal career?

My time as an Adams and Reese Summer Associate was indicative of my experience as an attorney at the firm. Compared to my peers, I was one of the few working at a large firm, doing real work on real cases with real opportunities for growth, all while enjoying the experience and having fun! This experience led to personal growth, as I excelled in trial-prep 3L classes with a practiced hand at drafting. I returned to Adams and Reese following law school with a clear expectation of what my job responsibilities were. That says something about our firm's culture and people – what you see is what you get. Real relationships and real, meaningful work.

What advice would you give to law students when deciding which firm is right for them?

Trust your instincts. Make the long-term decision now.

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Taylor Smith
Summer Associate – 2023
Joins Adams and Reese in 2024

What sets Adams and Reese apart from other firms for you?

Growing up with 13 aunts and uncles, I quickly learned the importance of family. Family is something I value and consider when making important decisions in my life. During my interview, I sensed that this was more than just a typical workplace environment — it felt like a family, where people genuinely valued each other. Conversations were more than surface-level conversations. I felt that every person I interacted with cared about me and my future. These conversations and experiences are what distinguished Adams and Reese from other firms for me, and ultimately led me to choose it as my professional home.

Nowhere will be perfect, but what is unique about Adams and Reese is their willingness to listen and continuously improve.

What was your favorite part about being a summer associate with Adams and Reese??

My favorite part of being a summer associate was the sense of validation I felt, knowing that all the hard work I put in throughout these years was paying off. Before the summer, I had no expectations, so receiving assignments that held real significance was something I did not expect. For example, I was assigned to write an appellate brief, and I was amazed by the trust placed in me to handle such a task. This experience helped build my confidence and affirmed that I am capable of what is to come.

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Isaac Segura
Summer Associate – 2023
Joins Adams and Reese in 2024

What sets Adams and Reese apart from other firms for you?

Immediately, I was drawn to the community environment across the firm. Attorneys from all offices introduced themselves and demonstrated a willingness to answer questions and provide opportunities to work alongside them. Additionally, the mentorship I was provided was second-to-none. I quickly developed amazing relationships with attorneys across several offices. Lastly, Adams and Reese has made me feel like a valued member of the team. Shortly after the summer program ended, the firm invited me to join attorneys from all offices for the firm’s Diversity Summit. It was an incredible gesture and made me even more excited to be an Adams and Reese attorney.

What was your favorite part about being a summer associate with Adams and Reese?

Inside the office, my favorite part of being a summer associate at Adams and Reese was the substantive work. From week one, attorneys from several practice groups provided me opportunities to assist on different types of projects that not only challenged me, but further cemented my passion for transactional work. This also allowed me to apply my skills that I was developing as a law student, giving me practical application outside of the classroom.

Outside the office, I thoroughly enjoyed spending time with my fellow summer associates and Adams and Reese attorneys at various events. The Houston office prioritized relationship building through mentor-mentee lunches, practice group-specific meetings, Astros games, and intense pickle ball matches. We built friendships in addition to collegial working relationships.

■ Community & Culture

HUGS / Community Service

Our commitment to serving others defines who we are as a firm. Our HUGS Program, which stands for Hope, Understanding, Giving and Support, was founded 35 years ago as a way to give back to our community through volunteerism. Through hands-on activities, Adams and Reese attorneys, employees and their families volunteer their personal time to help those in need within charitable organizations throughout the firm's footprint. Any attorney or employee who is already involved in volunteer work within a particular organization can explore the possibility of creating a new HUGS project around the support of the charitable organization. HUGS also provides opportunities for our attorneys to partner with their clients on common interest programs to strengthen the relationships.

Pro Bono

Caring Adams and Reese Employees (CA&RE) allows every lawyer to provide pro bono work for clients and non profit organizations who cannot afford to pay for an attorney. Adams and Reese is committed to pro bono work, requiring attorneys to dedicate at least 20 hours to pro bono work to resolve difficult cases for those in need within our communities.

Diversity

We are devoted to attracting, promoting and retaining exceptional talent through our commitment to diversity, equity and inclusion. This commitment emerges from our core values as we seek to grow ourselves and serve our communities. Building a team of diverse experiences and perspectives enhances our ability to build trust-based relationships and deliver outstanding service to our clients.

To that end, we:

- Collaborate with law schools and other organizations to recruit diverse candidates.
- Coordinate with affinity group leaders hosting lunch and learns and other various speaking opportunities.
- Participate in a variety of national and regional diversity organizations.
- Introduce diverse students to the legal profession through various pipeline programs.



“Embracing diverse perspectives strengthens our understanding of clients and their goals, fuels innovative solutions, and drives our pursuit of outstanding results. We mirror the values of our clients by investing in a truly diverse environment.”

- Clarence A. Wilbon, Partner and Chair of DEI Committee



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■ Benefits

Competitive associate salaries, a rewarding bonus program, and a comprehensive benefits package:

- Health Insurance PPO Plan or HDHP with HSA
- Dental & Vision
- Paid Parental Leave (Gender Neutral)
- Dependent Daycare Reimbursement Program
- Paid Associate Disability Leave
- Life Insurance
- Long & Short-Term Disability
- Medical Reimbursement Pre-tax Program
- 401K Plan and annual employer contribution
- Employee Assistance Program
- Legal & Financial Wellness
- Paid Parking





**We look
forward to
exploring the
possibilities
with you.**

Contact Brigette Starr, Law Career Manager
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ADAMS AND REESE

