



# ADAMS & REESE

Your future,  
our vision

# Where You Want To Be

At Adams & Reese, we live by our core values of collegiality, collaboration, transparency, cross-selling, and client service excellence, which have earned us national recognition as an AM Law 200 and NLJ 500 law firm. Our culture has cultivated a firm of outstanding legal professionals dedicated to each other, our clients, and the common goal of building a profitable organization and legacy for the next generation.

Our unique leadership emphasizes cross-regional practice groups and teams, in which attorneys and advisors collaborate across the Adams & Reese footprint to develop business and expand service for our clients.

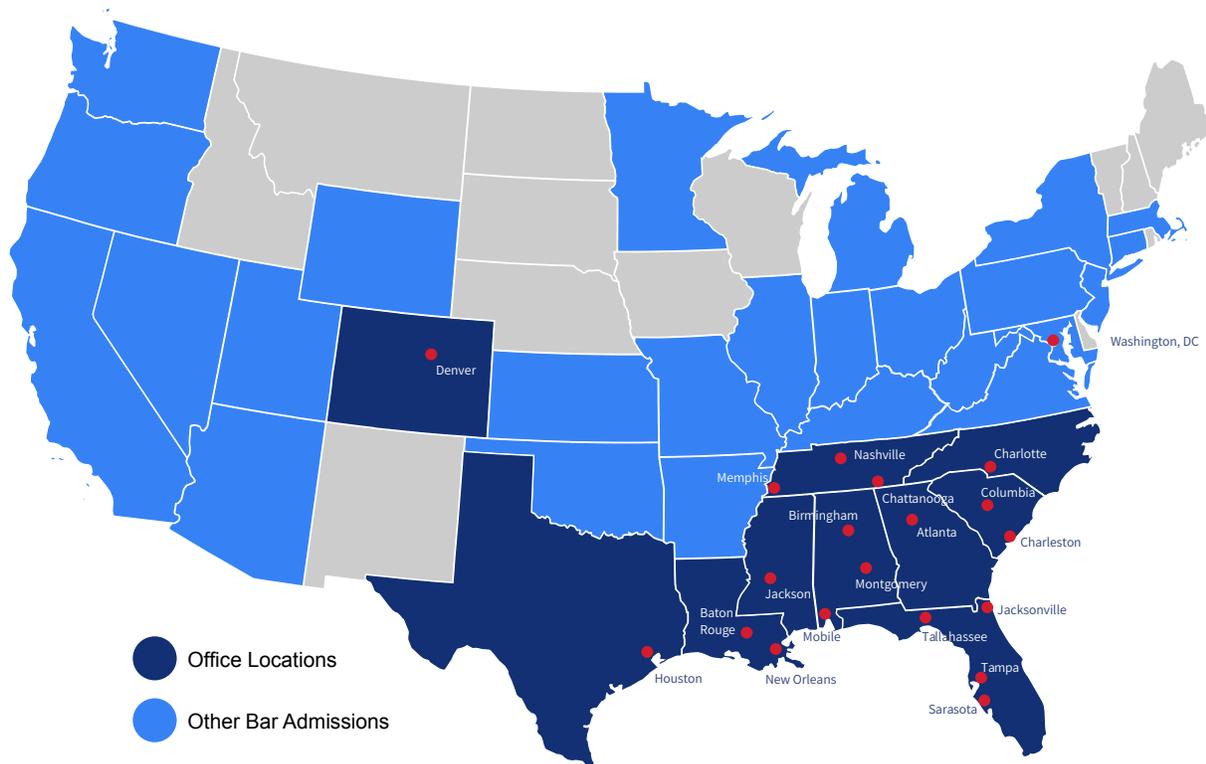
Our Firm's strategic plan attracts talented attorneys and government relations professionals at all career stages who seek to leverage Adams & Reese's culture and resources to advance their practice. We seamlessly integrate laterals, providing a roadmap to success from Day 1. Our national presence expedites the process of developing business in other regions while fostering a sense of belonging and camaraderie across the firm.

We invite you to explore how Adams & Reese can take your practice to the next level. We look forward to meeting with you.



**Louis M. Ursini III and Lee C. Reid**  
Liaison Partners - Recruiting

# Regional Footprint, Global Reach



**300+**  
Attorneys and Advisors

**20**  
Offices

**50+**  
Practice Areas

**5**  
Practice Groups



“At Adams & Reese, we don’t just respond to legal trends - we aim to shape them. By immersing ourselves in our clients’ industries worldwide, we anticipate challenges and opportunities to drive meaningful, impactful results.”

**CLARENCE WILBON**  
**EXECUTIVE COMMITTEE CHAIR**

# We strive for excellence.

- Personalized roadmap to success from Day 1
- Collaboration and support within five core practice groups
- Seamless onboarding to streamline and expand productivity
- Business development strategy across regions and practice areas
- Deep investment in our communities
- Culture of transparency that supports one another's success



“I have been a firsthand witness to Adams & Reese’s remarkable journey since joining as a lateral attorney in 2005. Now as Managing Partner, I have seen the Firm continually grow while also fostering a genuine sense of community among its legal professionals. This strong sense of camaraderie and shared purpose drives us to deliver exceptional legal services, deliver favorable results to our clients, and create positive impacts within our markets. We take pride in welcoming new attorneys and advisors, and we look to empower them as integral members of our legal family.”

**GIF THORNTON**  
**MANAGING PARTNER**

# Welcoming You to Adams & Reese

Our comprehensive legal services platform and diverse client base ensure that you'll be tackling fulfilling challenges with colleagues across the Firm. From global multinationals to entrepreneurial companies across a wide range of industries, you'll have the opportunity to work on the full spectrum of deals, disputes, and compliance matters.

Your journey with us starts with professional growth and personal satisfaction the day you walk through our doors.

## Day 1

We believe that a strong onboarding process is key to setting our team members up for long-term success. From comprehensive training programs and access to cutting-edge technology to an in-house Marketing and Business Development team that stands ready to strategize, we equip our new members with the tools to excel from Day 1.

## Practice Groups

When you start at Adams & Reese, you will become a part of one of our five core practice groups: Litigation, Intersection of Business and Government, Construction, Corporate Services, or Financial Services. Our industry teams present further opportunities to delve into your passions, develop essential skills and knowledge, and expand your professional networks.



Litigation



Financial Services



Intersection of  
Business and  
Government



Corporate Services



Construction

Providing solutions in over 50 practice areas.

# We are Industry-Focused.



**Maia Woodhouse**  
**Chambers-ranked IP Litigator**  
**Joined in 2018**

"In the field of intellectual property, the answer is never fixed. New technologies create novel legal issues that reshape our understanding of business, policy, and the law. Adams & Reese provides a platform to build nimble and deeply experienced teams at the forefront of a changing global IP landscape. Our winning trial teams have proven time and again that the power of collaboration, experience, and strategy can triumph in even the most challenging cases. In a world where the law is constantly evolving, we're not just litigators - we're champions of innovation and creativity."

**Trent Cotney**  
**Construction Team Co-Leader**  
**Joined in 2022**

"In the world of construction law, success is built upon a solid foundation of resources and expertise. I am proud to be part of a firm that has not only elevated our capabilities but has also raised the bar for the entire industry. Together, we've constructed the largest construction law practice in the country, and we're just getting started."



## Will Cheek Tennessee's go-to liquor lawyer Joined in 2022

"In Tennessee, where spirits run deep, I wanted to be part of a firm that not only understands the complexities of the industry but also helps shape its future. The firm's commitment to cross-selling with other practice areas, such as Government Relations, allows our team to navigate the intricacies of alcohol law and deliver the licenses our clients need, but also influence the regulatory landscape in our clients' favor."



## April Smith Real Estate Team Leader Joined 2005

"Reflecting on my journey at Adams & Reese over these last 18 years, I'm reminded that growth is not just a personal achievement but a testament to the incredible support and opportunities this firm has provided. Through mentorship, practice teams, and collaborations, I have evolved not only as an attorney but as a leader. Adams & Reese has empowered me to develop a successful national forestry practice and to now lead our Real Estate Team. It is a privilege to be part of a firm that not only values professional development but actively champions it."



# Seamless Integration

Effective technology • Dedicated resources • Comprehensive support



**Bill Vance, Chief Technology Officer**

"It is our mission and part of the firm's strategic plan to ensure Adams & Reese attorneys and advisors remain at the forefront of innovation in the legal world. Our dedicated technology team relentlessly monitors the evolving legal technology landscape. By staying ahead of the curve, we empower our attorneys with cutting-edge tools, solutions, and professional training, enabling them to focus on law with unrivaled efficiency and effectiveness."

**Dana Bird, Chief Financial Officer**

"Our firm's strong management team ensures the partnership's financial strength which positions us for continuous growth. Back office proficiencies enable our legal professionals to focus on what they do best - practice law. With their assistance, our legal experts can maximize their impact, serving our clients with unparalleled dedication and efficiency. Together, we forge a powerful partnership, to drive success and reinforce our commitment to excellence in the legal arena."



**Linda Soileau, Human Resources Director**

"Attracting top talent drives innovation and productivity and results in new ideas that influence our firm's direction. Offering learning opportunities to our employees strengthens our commitment to their professional growth and development. I take immense pride in knowing that our team members are provided with more than just a job; they receive comprehensive support for their physical, emotional, and financial needs. From industry-leading healthcare plans to ample vacation time, our benefits are meant to foster a healthy work-life balance and cultivate a sense of belonging within our organization."



# Focus on Business Development

Personalized strategies • Practical guidance • Competitive advantage

When you start at Adams & Reese, you will be assigned a Business Development Manager who will assist in crafting personalized, professional branding and marketing strategies. Your BDM will work with you to create a customized business plan that showcases your unique skills and expertise, will help expand your client base, and aid you in making a remarkable impact in the legal market.



**Laura Sillars, Chief Marketing Officer**

"Our in-house team of marketing and business development professionals possess an unparalleled understanding of the legal landscape. Our partnership with attorneys and government relations professionals is designed to be a catalyst for taking their careers to the next level. Through our groundbreaking business development training program, AR Academy, we provide a platform that equips our legal professionals with self-marketing skills and insights to help them navigate a competitive market."



## **AR ACADEMY**

Our business development and coaching program, AR Academy, provides our attorneys and advisors with an understanding of how to leverage marketing tools and resources to achieve their business development goals. Our in-house legal marketing teams offer practical guidance and best practices to help you set and accomplish your professional goals.

# Culture and Community Diversity at a Glance

Adams & Reese is committed to being an employer of choice, attracting top talent across our footprint regardless of a person's diversity status, in order to provide exceptional service to our clients. We strive to achieve this by recruiting, retaining, and advancing a representative workforce that reflects diversity, so that we can meet our clients where they are, in all aspects of their businesses.

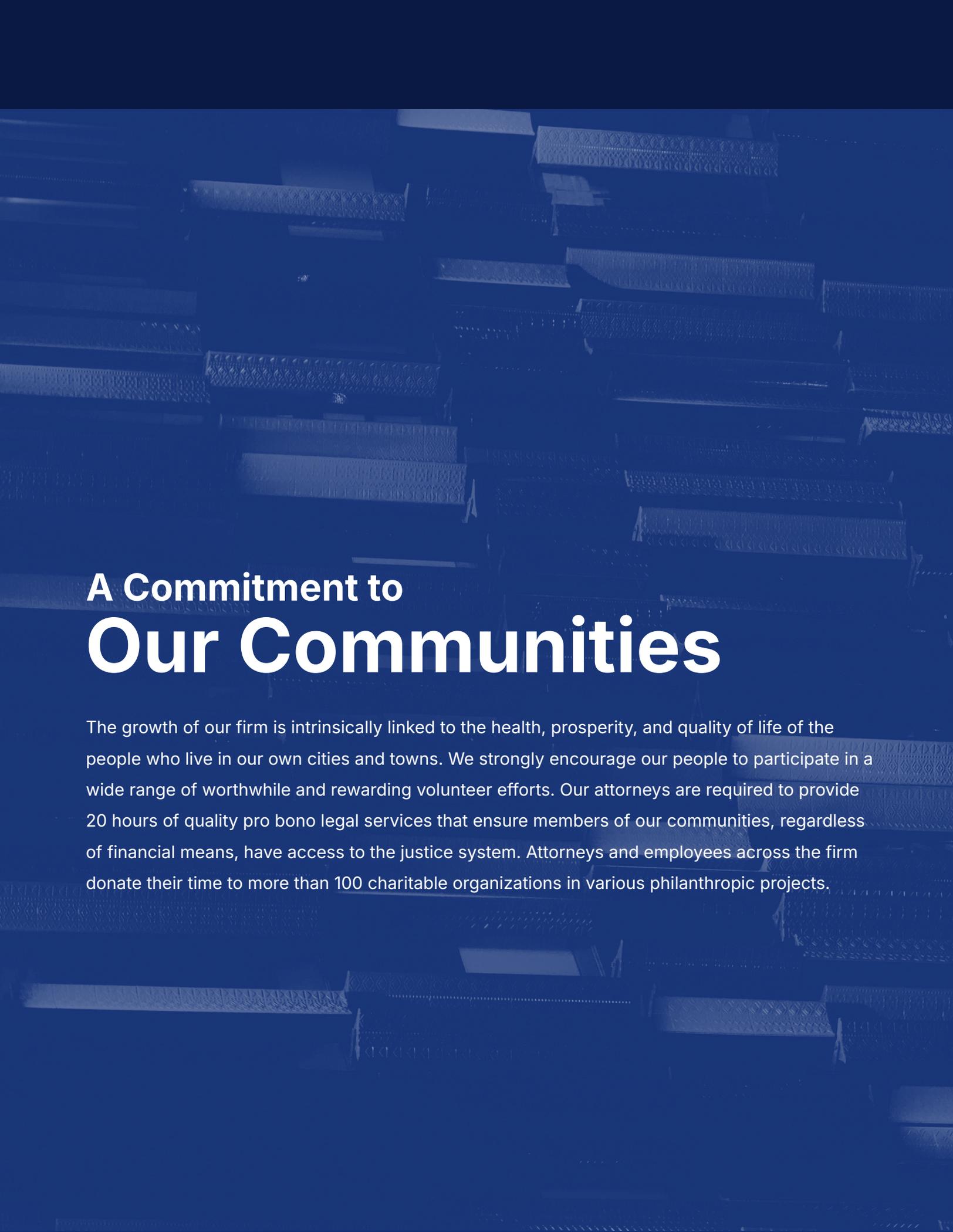




**Roscoe Green, Partner**  
Diversity Co-Chair



**Cassandra Walsh, Partner**  
Diversity Co-Chair



# A Commitment to Our Communities

The growth of our firm is intrinsically linked to the health, prosperity, and quality of life of the people who live in our own cities and towns. We strongly encourage our people to participate in a wide range of worthwhile and rewarding volunteer efforts. Our attorneys are required to provide 20 hours of quality pro bono legal services that ensure members of our communities, regardless of financial means, have access to the justice system. Attorneys and employees across the firm donate their time to more than 100 charitable organizations in various philanthropic projects.

# Recognitions

# 200

Top 200 “Pro Bono Firms”  
by American Lawyer 10 city/  
state honors since 2001



Best Lawyers®



We look forward to exploring the possibilities with you.



Contact our Recruiting and Professional Development Manager,  
Anna Russell Thornton at [annarussell.thornton@arlaw.com](mailto:annarussell.thornton@arlaw.com)

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[adamsandrees.com](http://adamsandrees.com)