



WOMBLE
BOND
DICKINSON



The transatlantic
law firm **close**
to home

womblebonddickinson.com



Our greatest differentiator
is our people

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Our firm offers talented people a place to call home — a place where the work and the individual are valued, a culture that is grounded, relationship-driven, and that supports attorneys at every stage of their career. We are a team bound together by a shared set of core values and a deep commitment to collaboration across practices, positions, and even oceans. Our greatest differentiator is our people — that's why we put our people first.

– Betty Temple
Chair & Chief Executive Officer
Womble Bond Dickinson (US) LLP



Our commitment to people, clients and community **is in our DNA**

We're Womble Bond Dickinson, a firm with 140-year-old roots spread deep across the communities and industries we serve. Our legacy is a blend of collaboration, innovation and excellence built on a commitment to our people, clients and community.

We strive to deliver excellence. We deliver personal service and flexibility on par with a boutique firm but coupled with the experience, international footprint and enhanced value of global practices. We empower our attorneys to define their path to success—regardless of where their journey may lead.

In the wake of the technological revolution, market globalization, political changes and evolving customer expectations, our US and UK offices tackle the world's problems as one united

front. Our global network cultivates intimate connections, meaningful relationships, and business efficiencies that impact both sides of the Atlantic.

Womble Bond Dickinson's integrated solutions deliver hands-on, switched-on legal advice with a personalized touch to over 100 Fortune 500 companies. Equipped with the legal prowess to handle billion-dollar transactions, litigation matters, and complex IP challenges, we're forward-thinkers who propel clients to prosper.

Fueled by our core values—integrity, devotion to clients and respect for the individual—we've cemented our reputation as industry forerunners, leading our profession by example. Those core values guide our brand promise to be the transatlantic law firm close to home.



Our firm at a glance

 **27**
Locations

 **1,000**
Lawyers

Representing
more than
600
Publicly Traded
Companies in
the US and UK


UK Top
20 law
firm


AmLaw
82 Ranked
law firm


Global
Top 100
law firm by revenue

More than
110
clients in
Fortune 500 &
Global 500

“They are detailed, consider the issues and provide advice with conviction; they are dedicated to the practice of law and to the success of their clients.”

– Chambers USA 2019

Our sectors:



Energy &
Natural
Resources



Healthcare



Manufacturing



Public Sector



Transport



Financial
Services



Insurance



Life Sciences &
Pharmaceuticals



Real Estate



Retail &
Consumer



Technology



Wealth
Management

integrity
devotion
respect

Integrity

Doing the right thing for our people, clients and community is the cornerstone of success. We align ourselves with companies that share our values, ambitions and commitment to mutual respect.

Devotion to Clients

Client service goes far beyond delivering contractual objectives and expectations. Gold level clients deserve gold standard counsel. We treat our clients with the fidelity and commitment to excellence they deserve. We have the energy, drive, and determination to explore innovative frontiers in collaboration with our clients.

Respect for the Individual

It's simple — our allegiance to respect, excellence and service extends to every single person at Womble Bond Dickinson. We cultivate leaders by encouraging partners and associates to explore opportunities for growth and continuously improve in both their personal and professional lives. We foster a caring culture for lawyers, entrepreneurs and changemakers who thrive in environments where differences and individual perspectives are celebrated.

Our values in action



Building a storied **history of innovation**

Tradition and ingenuity converge at Womble Bond Dickinson, pushing the envelope of innovation, technological advancement and strategy. We go where innovation thrives—our 20 US and 7 UK offices are located in vibrant tech hubs and emerging economies where fresh ideas are the new normal.

Our policies, actions and values represent the world's ever-accelerating pace of change. To stay ahead in the marketplace, we've adapted a holistic, sector-based approach to view the world through the lens of our clients. We are focused on

seamless integration, identifying where our firm's capabilities and lawyers' skill sets intersect to create sustainable opportunities. Ultimately, we're where clients and talent need us to be—virtually or in person—to exceed their expectations and deliver enduring results.

From startups to the world's largest corporations, our clients are industry leaders who break new ground and change the world. Excellence is manifested through ideas, actions, and effort over outcome.



forward-thinking

Our International Innovation Week

Womble Bond Dickinson's annual International Innovation Week is a convergence of like minds. It fosters a lively discussion about industry trends, transformations and disruptions, along with fresh ways to create a culture of innovation. With speakers ranging from futurists and innovators to a world-renowned mathematics professor, the celebration explores new ways of working that benefit people on both sides of the Atlantic. When we examine the world from different viewpoints, we stay on the forefront of innovation in the legal arena.



Pathways to success

We place a priority on talent. Being able to prime our lawyers and clients for true success will always be more important to Womble Bond Dickinson than our Am Law 100 ranking.

Our entrepreneurial spirit is fueled by flexibility and innovation. We make a concerted effort to predict what lawyers need and adapt accordingly. Our people, from staff to executive leadership, shape the policies we live and breathe. We encourage partners and associates to step outside their comfort zones and challenge industry norms, providing a range of development programs to help them excel, evolve and innovate. Everyone holds the keys to their professional future — it just needs defining.

High performance is more than billability; it's the ability to serve, grow and consistently iterate

on the results we deliver. We're committed to providing value beyond the business objective. At Womble Bond Dickinson, partners, associates, staff, clients, judges and adversaries are treated with the utmost respect.

Our culture creates a spirit of camaraderie in service to our clients. We believe that professional development is a necessity, not a privilege. We give lawyers the opportunity to constantly do better, be better and deliver better client service.

Attracting and retaining great lawyers is always a top priority. We offer stable, appropriate compensation and multiple pathways to success. As we do with clients, we forge relationships with each other that stand the test of time.



Lawyer Spotlight Sarah Keefe

Sarah is a prime example of how success manifests at Womble Bond Dickinson. A seasoned partner, Sarah is adept at developing complex trademark clearance and registration strategies, while conducting intellectual property audits and eliminating unnecessary expenses across industry lines. Twenty years ago, when her daughter was born with hearing and vision loss, Sarah was faced with a life changing reality —she could either leave her successful law career or find an arrangement with access to specialized

care while her husband was deployed overseas. Recognizing Sarah's indispensable contributions, the firm pushed the boundaries of what traditional law firms would allow. Supported by our people-focused culture, Sarah designed her own career path and worked remotely in a city without an existing firm office. Fast forward two decades and Sarah is a key leader on the firm management committee and is immediate-past Boston office managing partner.

“You have to prepare and deal with whatever life brings you. We use that experience to help associates understand that you can continue to refine your definition of success and find a place even if it's not what you expected. Womble Bond Dickinson is not a firm of ‘we can't do that,’ but of ‘tell me more so we can make it happen.’”



Lending a helping hand

Through local service programs, Womble Bond Dickinson makes an impact with organizations that are close to home.

Our lawyers champion causes they feel passionate about through extensive pro bono programs.

Where we live, play and work are shaped by the surrounding people and cultures. Each of our offices has a dedicated budget to sponsor art, political, religious, diversity and environmental-focused initiatives.

Organizations we support

- The Minority Corporate Counsel Association (MCCA)
- The MCCA N-Gen Advisory Board
- Association of Corporate Counsel (ACC)
- Human Rights Campaign (HRC)
- National Asian Pacific American Bar Association (NAPABA)
- Hispanic National Bar Association (HNBA)
- The Council on Legal Education Opportunity (CLEO)



Our strength lies in our open-mindedness

We cast a wide net to ensure we cover the depth and breadth of today's talent pool. Regardless of origin, Womble Bond Dickinson is a place where differences are celebrated and championed. We proudly seek new ways to promote inclusion and diversity in firm-wide culture and recruitment initiatives.

We actively strive to defeat hiring biases. We don't hire or advance people because they look like us, think like us or act like us. We identify shared values and drive that reinforce the bonds of our firm and how we operate every day.

Initiatives like the Transatlantic Lawyer Network, Leadership Womble and Leadership Now are designed to spread the knowledge of the many cultures we represent while honoring the individual. One of the many competitive

advantages we provide is the wide range of legal skills and business backgrounds our lawyers bring to their practices.

We are proud of the fact that we've received a perfect score for several years on the Corporate Equality Index from the Human Rights Campaign. We didn't just top this list through lip service; we did it through action. We've put an intentional focus on retaining diverse lawyers through equity partnerships and supporting women and minorities to pursue and thrive in leadership endeavors.

Our inclusion strategy is expanding every day. Women of Womble, the Womble Inclusion Network and the Womble Scholars program are just three ways that exemplify our respect for the individual.



diverse

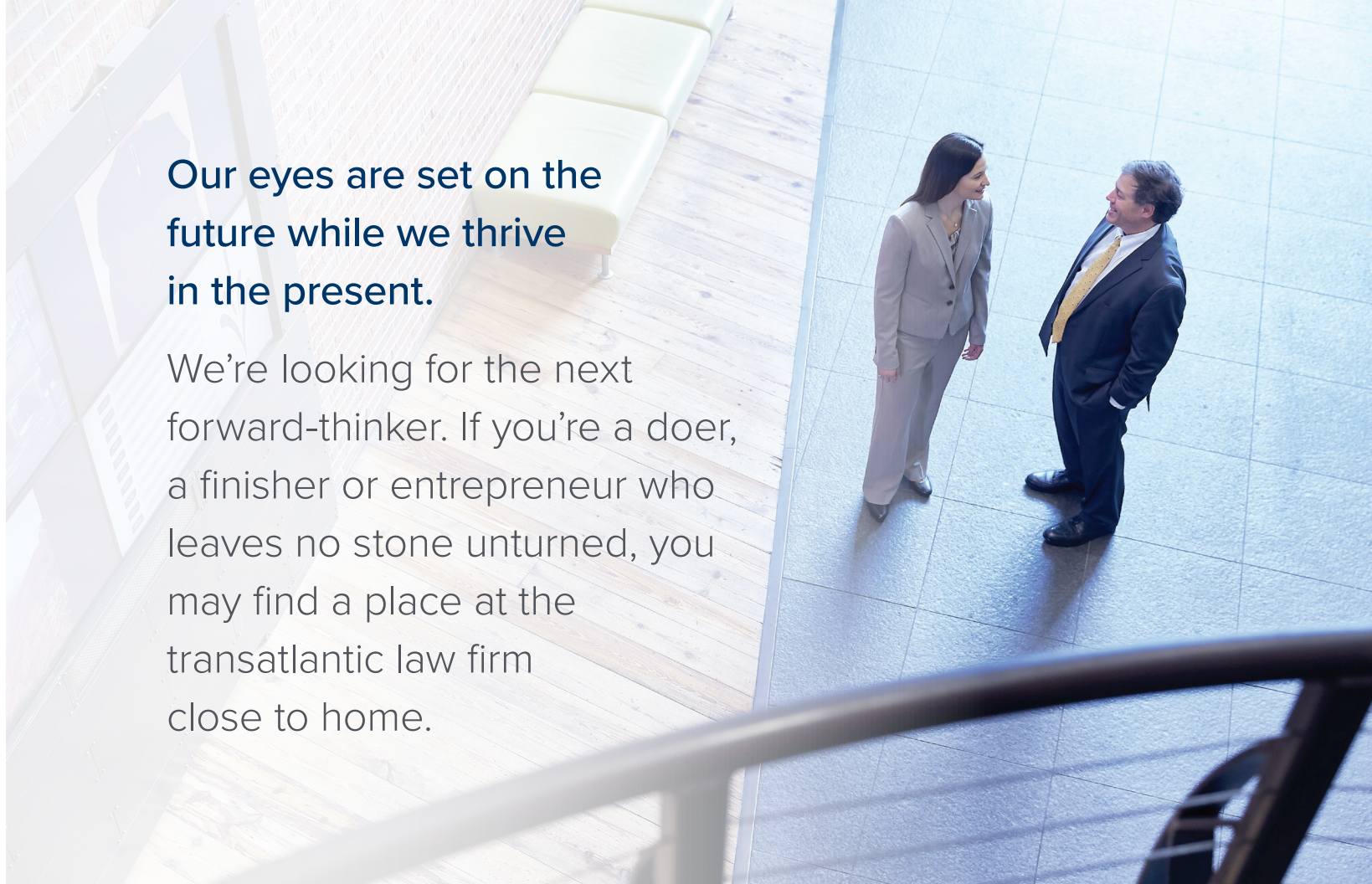


Professional Development Programs

The **Transatlantic Lawyer Network** is designed to promote integration between UK and US colleagues.

The **Leadership Womble** program is designed to bolster leadership capacity for the firm with the specific goal of succession planning for all key leadership roles within the firm. This in-house professional development program was developed in cooperation with Gallup in 2009 and has been an important vehicle for promoting diverse lawyers into leadership roles.

Leadership Now is an early leadership development program for high-potential associates in years three through seven of their practices. The program is also designed to increase the associates' client access and engagement, help them learn to leverage tools and technology to engage and lead virtual teams, and to foster collaboration and increase exchange within generations. As with the firm's other leadership development programs, diversity and inclusion are built into the selection process and the design of the classes. Each participant in the Leadership Now program is paired with a sponsor who is an experienced leader within the firm.



Our eyes are set on the future while we thrive in the present.

We're looking for the next forward-thinker. If you're a doer, a finisher or entrepreneur who leaves no stone unturned, you may find a place at the transatlantic law firm close to home.

enterprising spirit authentic
like-minded collaborative
genuine devoted to clients
real connected innovative
integrity diverse flexible re
thought leader respectful
knowledgable commercial
personal partner in growth
genuine partner fair driver

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