

SEE YOURSELF AT
FOLEY

YOU:

Think outside of the box

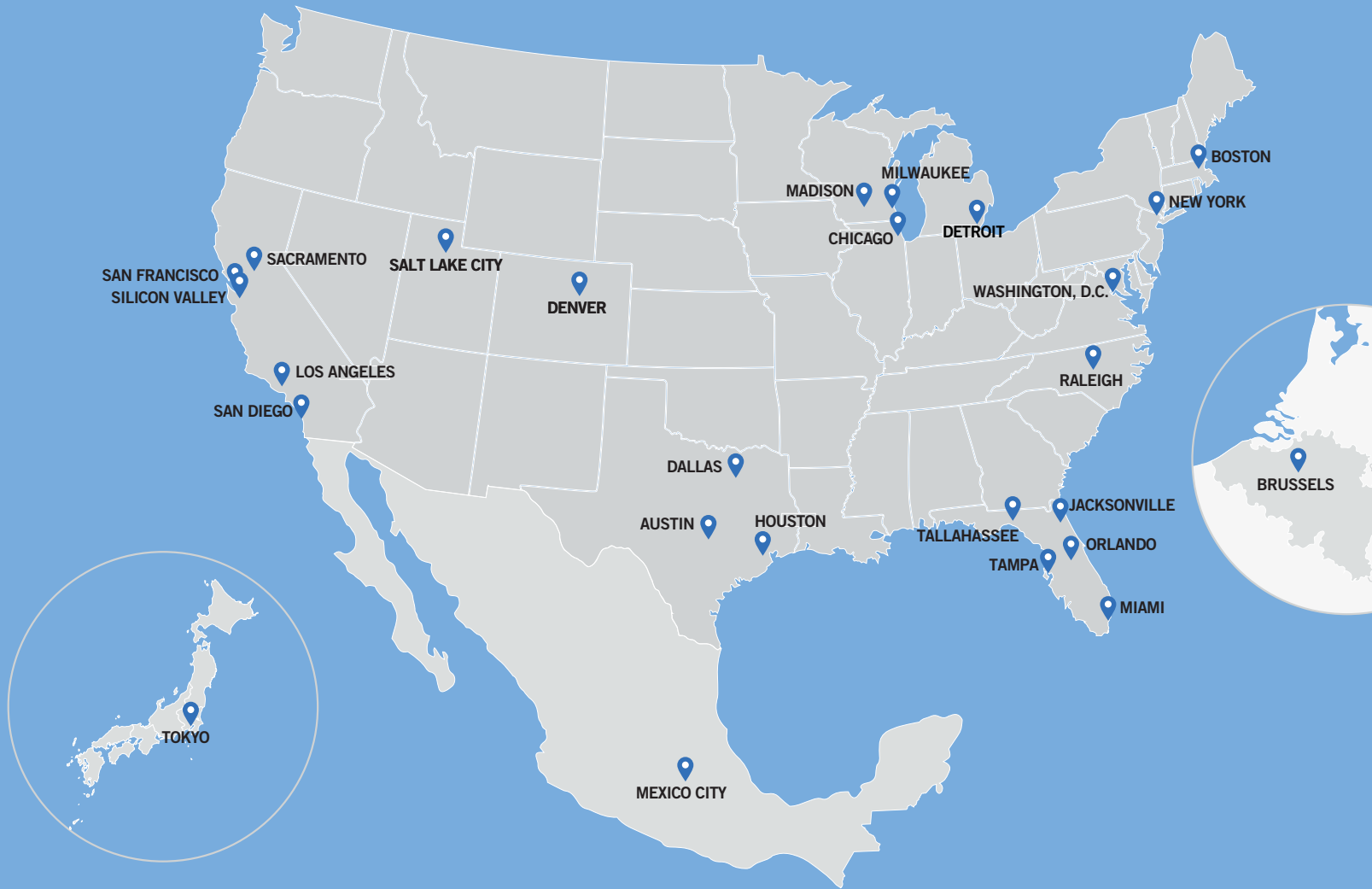
Are eager to learn and grow and take on
new challenges as part of a team

Value working in an environment that embraces
individuality of background and thought

YOUR FUTURE SHOULD BEGIN HERE

FOLEY.COM

The Big Picture



“While other firms plan for attrition, we plan for careers. We seek to attract the best attorneys, and we expect and plan for them to stay with Foley — to embrace our approach, develop their capabilities, and build a meaningful career here.”

Daljit Doogal | Chairman and CEO

The exceptional client service we provide, inclusive culture we support, and community engagement we've built are guided by **Our Core Values**.

1,100
Attorneys

26
Offices

60
Core Practices

4
Sectors

5
Industries

FOLEY
FOLEY & LARDNER LLP



Associate Life at Foley

SUBSTANTIVE WORK FROM DAY ONE

The **comprehensive legal services platform** and **diverse client base** at Foley means you'll be working on interesting, challenging, and fulfilling assignments for global multinationals to entrepreneurial companies across a range of industries.

Foley associates work on the full spectrum of deals, disputes, and compliance matters, with increasing responsibility for handling due diligence on transactions or preparing cases for trial. You'll build substantive experience, interact with clients, and receive valuable feedback from partners along the way.

You'll also gain professional experience and personal satisfaction beginning the first day you walk through the door.

When you start at Foley, you'll join a practice group in one of our three core departments — **Corporate, Litigation, or Intellectual Property** — and be encouraged to select a secondary practice group early in your career. Industry teams offer additional opportunities to explore your interests, build skills and experience, and enhance your internal and external networks.

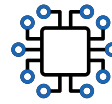
SECTORS



Energy



Health Care &
Life Sciences



Innovative
Technology



Manufacturing

INDUSTRIES



Cannabis



Fashion, Apparel
& Beauty



Food &
Beverage



Hospitality
& Leisure



Sports &
Entertainment

Corporate

Our Corporate team is dedicated to helping clients develop and maintain the vital underpinnings of a strong business foundation. We offer tailored solutions that fit the unique needs of investment banks, Fortune 100 corporations, small- and middle-market businesses, entrepreneurs, emerging growth companies, family offices, and nonprofit organizations.

Litigation

When clients require representation in litigation, investigations, or alternative dispute resolution, Foley is relentless in achieving optimal results on their behalf. Our litigators advocate both for domestic and international entities, including Fortune and Global 500 companies, in multiple industries around the world.

Intellectual Property

Foley's cross-disciplinary IP team includes attorneys, patent agents, and scientists — many with advanced technical degrees — who help clients identify, protect, and realize the full potential of their innovations and brands. Together, we provide end-to-end IP legal solutions, from strategic counseling and prosecution to transactions and litigation.

60

Core practice groups providing business solutions including ...

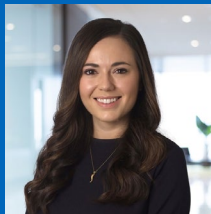
Antitrust • Bankruptcy • Business Reorganizations • Capital Markets • Class Action • Construction • Corporate Governance • Cybersecurity • Data Privacy & Information Management • Dispute Resolution • Distribution & Franchise • Employee Benefits & Executive Compensation • Environmental Regulation • Export Controls • Finance • Government Solutions • Government Enforcement, Defense & Investigations • Insurance • Intellectual Property • International Trade • Labor & Employment • Litigation • Mergers & Acquisitions • Outsourcing • Private Equity • Product Liability • Real Estate • Securities Enforcement & Litigation • Tax, Benefits & Estate Planning • Technology • Transactions • Transfer Pricing • Venture Capital & Emerging Business

GENUINE MENTORING RELATIONSHIPS

Foley attorneys take their stewardship of the firm seriously, readily giving of their time and energy to mentor and train our associates.

Every associate who joins Foley is paired with a partner or senior counsel mentor, and entry-level attorneys have an associate adviser as well. You will also be encouraged to shadow partners, going with them to depositions or in-person client meetings, which count toward your firm investment hours. Mentors and advisers — both formal and informal — strengthen work relationships, guide overall career development, and contribute to your engagement and satisfaction.

Through our **associate training programs**, you'll receive a core curriculum and continuing opportunities in your practice areas to build your skills for a rapidly changing legal marketplace.



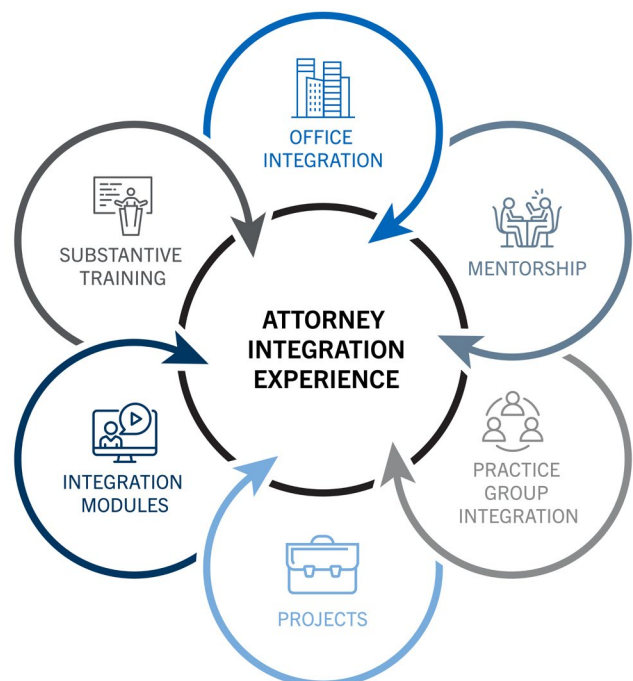
“Not only do I get meaningful work here with exciting clients, but I also work with colleagues and mentors who want to see me progress in the legal field and as a person.”

Mary Garner | Associate | Chicago

“Partners are eager to offer informal guidance, both on projects and career trajectory.”

Vault “Best Law Firms to Work For” 2023

If you're joining us as an experienced associate, you'll receive a customized **Foley Integration Success Plan** to help ensure you bond with your practice group and office during your first months at the firm. The plan includes introductions to key people you should know, your first projects, recommended training modules, and various administrative touch points.



THE PATH & THE PRACTICE PODCAST

For a candid glimpse into the lives of Foley attorneys, we invite you to listen to our podcast, ***The Path & The Practice***. Each episode features **Alexis Robertson**, Foley’s Director of Diversity, Equity, & Inclusion, in a one-on-one conversation with a new attorney guest exploring their unique background, path to law school, and path to Foley. You’ll hear the touching personal stories you won’t find on the typical attorney bio. ***The Path & The Practice*** podcast is available on all major podcast platforms and can be streamed on our ***Foley Career Perspectives*** blog. Enjoy a few excerpts below.

“I’ve found in this profession that surrounding yourself with a good network of mentors is super important. Having champions — people in your corner — is critical, especially for people of color and other minority groups. You never know when you’re going to need support, or when you’re going to have the opportunity to support others.”



Kaleb Berhe
Labor & Employment
Associate | Los Angeles

“You’re able to take on the work but also have the flexibility that you need. Like when daycare calls and says my daughter has to go home, and I have a call in 10 minutes. The supporting team I have has enabled me to stay and thrive here.”



Senayt Rahwa
Finance | Partner
Washington, D.C.

“I became obsessed with moot court in law school. Foley has provided the platform for me to do depositions and go to trial, as well as to be more vocal about being LGBTQ. And I’ve loved being a part of the firm’s LGBTQ Affinity Group.”



Katie Harrington
Litigation | Partner
Houston

A Deeper Dive

#Happy
atFoley

STRONG TRADITION, NEW SPIRIT

At Foley, we're always looking to elevate who we are and what we do, which keeps us focused on the future. As a result, we're a different firm than we were even a few years ago. From the adoption of our strategic plan to a continued emphasis on our people and clients to fostering a more inclusive culture and diverse perspectives, we have modernized our firm while valuing and respecting our roots.

Our culture puts people at its center, so joining Foley means your unique viewpoints will be included in our firm, our client service, and our business communities. We will embrace and nurture your differences, experiences, and abilities so you have the opportunity to excel.

If you ask our people about why Foley has been the right choice for them ... why it feels like the right place to build their careers ... why it feels like the right culture to form meaningful connections, they'll gladly share why they're **Happy at Foley.**

FOCUS ON DIVERSITY, EQUITY, & INCLUSION

Foley strives to be the best place to work for everyone. Our commitment stems from the fact that our ability to help our clients achieve their business goals starts with our people. Our imperative is to recruit, develop, and promote top talent from a variety of backgrounds, experiences, and perspectives. Our approach includes identifying, acknowledging, and dismantling artificial barriers that make it difficult for many to thrive in the legal industry. Creating an equitable and inclusive workplace is not only the right thing to do for our people, it drives the very best client service. **Foley is for all.**

PERCENTAGE OF UNDERREPRESENTED* ATTORNEYS

YEAR	NEW ASSOCIATES	PARTNERSHIP CLASS
2021	60%	47%
2022	75%	40%
2023	74%	43%

*Gender, race/ethnicity, LGBTQIA+, and people with disabilities

AWARDS & ACCOLADES



Foley & Lardner



PRO BONO WITH PURPOSE

Foley provides quality **pro bono legal services** that ensure every person and organization, regardless of financial means, has access to the justice system.

- We regularly represent immigrants and asylum seekers.
- We handle housing and eviction-related proceedings for underrepresented members of the community.
- We offer estate-planning assistance for eligible first responders and their spouses or domestic partners.
- We represent low-income residents in adult guardianship, tax, and other family law matters.
- We help financially under-resourced inventors and small businesses protect their ideas.

Our **Racial Justice and Equity Practice Group** underscores Foley's commitment to providing pro bono legal services and standing up against racial injustice.

U.S. offices contributed

45,600+

pro bono hours in FY24

Billable credit for the first

100

hours of pro bono work



RECENT RECOGNITIONS



2024

Chambers USA

45

practices
recognized as
industry leaders

114

attorneys
recognized as
industry leaders

2013-2024

Human
Rights
Campaign

CORPORATE
EQUALITY INDEX

2023

*Chambers
Associate*

FEATURED FIRM



2024 "Best Law Firms"

U.S. News – Best Lawyers

28

national
Tier 1
rankings

136

metropolitan
Tier 1
rankings

2023

WILEF Gold
Standard
Certification

FOR PROMOTING
GENDER DIVERSITY

Our Core Values

Citizenship

We embrace our responsibilities to our communities and profession and will lead by example through civic, pro bono, professional, and charitable service.

Clients First

Our clients are our first priority. When we provide quality work, value, and superior service to our clients, our own success inevitably follows.

Diversity

We embrace diversity and are committed to the inclusion of our diverse attorneys and staff and to the success of all our people.

Our People

Our people are our most valuable asset and their quality, creativity, and dedication are indispensable to our success.

Integrity

We will adhere to high standards of ethics, professionalism, and integrity, and safeguard the reputation of the firm at all times.

Professional Satisfaction

Our work should be professionally satisfying and provide competitive financial rewards while affording the opportunity to achieve a reasonable balance between professional demands and personal commitments.

Stewardship and Accountability

As stewards of the firm, we are accountable to one another and will commit our time, talent, and energy to the firm's success, growth, and long-term prosperity.

Trust and Respect

The success of our partnership stands on a foundation of trust, mutual respect, collegiality, communication, and teamwork.



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AUSTIN | BOSTON | BRUSSELS | CHICAGO | DALLAS | DENVER | DETROIT | HOUSTON | JACKSONVILLE | LOS ANGELES | MADISON | MEXICO CITY | MIAMI | MILWAUKEE
NEW YORK | ORLANDO | RALEIGH | SACRAMENTO | SALT LAKE CITY | SAN DIEGO | SAN FRANCISCO | SILICON VALLEY | TALLAHASSEE | TAMPA | TOKYO | WASHINGTON, D.C.

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