



## Firm Overview

DyKEMA

Exceptional service. Dykema delivers.

## From the Chairman



With nearly a century of experience and over 400 attorneys and other professionals, Dykema is one of the top law firms for business in the United States. Serving businesses large and small from our 13 strategically located offices, the Firm helps clients address their most complex and sophisticated issues. In every matter—whether transactional, litigation, government policy, intellectual property, tax or other business-related legal service—we deliver outstanding results and unparalleled service that provide exceptional value to our clients.

Our attorneys and professionals—many nationally recognized and *Chambers*-ranked leaders in their areas of practice—are smart, sophisticated, broadly skilled and deeply knowledgeable. Many have worked in-house at some of the largest companies in the U.S. Others, in addition to being skilled lawyers, are CPAs, MBAs, engineers, patent agents, arbitrators, brokers, business executives, educators and authors. Our professionals are known not only for their excellent legal counsel but also for their demonstrated commitment to fully understanding each client's specific business, industry environment, and unique objectives and challenges. Knowledge leads to insight. That's why Dykema clients view our Firm as much more than a supplier of legal advice—we are an important strategic partner.

Delivering extraordinary client service is at the heart of our approach to the practice of law. That focus has been a cornerstone of our success since the Firm's inception. It manifests itself in the close collaboration and cost-effective partnership we develop with each of our clients. There's no secret to making these partnerships work: It comes from shared trust and excellent service.

How may we serve you?

Len Wolfe  
Chairman and Chief Executive Officer

# Our Firm

Dykema is a leading national law firm, serving business entities worldwide on a broad range of complex legal issues. For nearly a century, Dykema lawyers have guided our clients through the myriad of legal challenges to success in the business world. As that world has become ever more sophisticated, international and technologically driven, we have kept a step ahead, giving our clients the edge they need to succeed.

## The Dykema Difference

What distinguishes Dykema is our commitment to client service delivered through the Firm's "our client, our partner" approach to the practice of law. Dykema hires and retains the best and the brightest talent and instills in all its signature, unyielding commitment to client satisfaction. We don't just say we "partner with our clients" — we do it.

## We Know Your Business

Our attorneys are passionate about knowing and understanding their clients' businesses, their markets and their challenges. We are dedicated to helping our clients achieve their goals. Through focused industry groups, our attorneys are immersed in their clients' industries, from Automotive to Energy, from Health Care and Insurance to Financial Institutions. We make it our business to know your business.

## Commitment to Client Service

Dykema stands behind its promise of superior service with Dykema's Client Service Commitment, a comprehensive and proprietary set of principles and approaches we have developed which are consistent with the Association of Corporate Counsel and our own century of experience. Dykema's Client Service Commitment is our pledge to exceed client expectations.

## Outstanding Results

Our litigators are widely known as fierce advocates. They are the "go-to" trial lawyers for businesses and have handled virtually every type of civil dispute. Our transactional lawyers are equally well-known for their tenacity, pragmatism and excellence in achieving client goals. Our government policy advisors have the relationships at the Federal and state level to give clients a voice in the legislative and regulatory process.

Simply put, Dykema delivers.

# Value

Our vast experience, sophisticated level of practice, deep industry knowledge and commitment to client service enable Dykema to provide our clients the fullest range of services with distinct value without jeopardizing quality or effectiveness.

Dykema is committed to delivering clients quality service, results and value, and that is what Dykema delivers: our best, today, tomorrow and always. That is the Dykema difference.



A diverse workforce helps us better understand and serve our clients, and enables us to positively impact the communities in which we work and live.

## Firm Commitments and Values

### **Clients First and Foremost**

Every Dykema lawyer knows his or her first obligation is to our clients. We are committed to partnering with each and every client to deliver the services and results to achieve their goals. We equip our lawyers with the training and tools necessary to be knowledgeable about client industry developments and provide the advice and counsel to make business and legal decisions on a well-informed basis.

### **Pro Bono Services and Community Support**

Dykema believes the practice of law, especially in a large commercial firm, is a privilege that carries profound societal responsibilities. For that reason, we are committed to improving the lives of the legally underserved who, when denied access to justice, are denied justice itself. We feel so strongly about this concept that pro bono participation is a Firm mandate. All associates and members are required to contribute to pro bono services in a meaningful way. Our formal policy ensures that Dykema members and associates receive billable hour credit for pro bono work.

We also believe we owe a deep debt of gratitude to the communities in which we work and live, which we try to repay by serving those communities. This commitment extends well beyond the pro bono work that our lawyers and other professionals provide. It includes donating time, providing financial support and helping advance the causes of organizations and individuals who seek to better our communities in a


variety of ways. From holding board and committee positions in nonprofit organizations to supporting the arts, feeding the hungry and helping the homeless, Dykema's people eagerly and proudly serve our communities.

### **Commitment to Diversity**

Dykema understands that diversity in the workplace is not only a sound practice, it's good business. We know that a diverse workforce helps us better understand and serve our clients and enables us to positively impact the communities in which we work and live.

At Dykema, diversity is a key component of our corporate culture—a culture built on the ideal of inclusion. We promote dignity and respect for all, seeking opportunities to learn from one another and gaining from perspectives and ideas shaped by many different backgrounds and experiences. We are committed to diversity in our Firm and in the legal profession at large.

Our efforts include a firm-wide Strategic Plan for Diversity and Inclusion that focuses on, among other things, recruitment, retention, professional development initiatives and diversity and inclusion training. We also work closely with community and legal organizations on diversity initiatives. A substantial portion of the Firm's annual meeting is devoted to diversity, ensuring an ongoing and prominent focus on this key aspect of our culture.



Our attorneys partner strategically with clients to deliver targeted results and solutions that address even the most complex business issues.

## Our Practices

Our “excellent breadth and depth of knowledge” of client business objectives (*Chambers USA*) positions us to provide timely, cost-effective and customized service to those companies with which we collaborate. The following provides a glimpse of what Dykema has to offer.

### Business Services

Dykema provides comprehensive counsel and support to business entities of all size—from global Fortune 100 companies to middle-market corporations and entrepreneurial start-ups—across a broad spectrum of industries including the automotive, financial services, energy, retail, private equity and technology sectors. Our attorneys partner strategically with clients to deliver targeted results and solutions that address even the most complex business issues.

Our Business Services practice attorneys help clients reduce risk and maximize business opportunities by maintaining a sharp focus on a broad range of corporate legal strategies and issues concerning aviation and aerospace, corporate finance, entertainment, media and sports, public finance, tax, biotechnology and life science, bankruptcy and nonprofit and tax-exempt organizations.

### Government Policy and Practice

Whether a client seeks to influence legislation, is involved in a political campaign or needs guidance on regulatory compliance, Dykema’s Government Policy and Practice team helps clients formulate and execute efficient government policy strategies that achieve real-world results. Through our many years on Capitol Hill and working with federal and state agencies, we have a solid understanding of the inner workings of government—both federal and state—and close relationships with many high-ranking officials, lawmakers and staff.

Our bipartisan group of lawyers and non-lawyer registered lobbyists have decades of experience bringing our clients’ interests to bear upon executive, legislative and regulatory decision making. We frequently represent automotive suppliers, technology suppliers, Fortune 500 corporations, local governments, nonprofit organizations, educational institutions and trade associations on their critical government policy and related matters.



From the courtroom to the boardroom, from the conference room to the bargaining table, our lawyers deliver unparalleled service, outstanding results and exceptional value in every engagement.

### **Intellectual Property**

Dykema's intellectual property attorneys have the breadth of legal, technical and scientific knowledge and experience to counsel clients in all aspects of the procurement, management and enforcement of IP rights. Our attorneys—many of whom are registered with the U.S. Patent and Trademark Office—draw on technical backgrounds to provide valuable representation to our clients. They deliver strategically focused, effective solutions across the life cycle of intangible intellectual property assets in virtually all industries.

Our intellectual property litigators are skilled in setting the groundwork for favorable dispute resolution with comprehensive, yet cost effective, discovery and case preparation. But when “push comes to shove,” they also have the deep bench strength needed to take even the toughest cases to trial.

### **Litigation**


With more than 200 attorneys actively engaged in all aspects of business, commercial and product liability litigation, Dykema has one of the most experienced and sophisticated litigation and trial practices in the nation. Our litigators are skilled in representing a diverse client base in nearly every substantive area of the law through trial and multiple levels of appeal. Our lawyers practice in state and federal courts throughout the country, as well as administrative tribunals, arbitrations and other alternative dispute resolution forums.

From initiation through appeal, Dykema litigators have handled virtually every type of civil dispute, including those involving complex, high-dollar commercial and contract matters, class actions, construction, real estate, partnerships, business torts, non-compete agreements, financial services and insurance, antitrust, dealer and franchise matters, licenses, product liability, premises liability and complex tort claims.

### **Real Estate**

Dykema's experienced real estate team fully understands the often complex and competing interests in real estate transactions and disputes. Taking a business-minded approach to handling their clients' real estate needs—from planning to final execution—our real estate practitioners apply new ideas, innovative approaches and forward-thinking techniques to solve the most sophisticated and challenging client issues.

Our real estate lawyers provide personalized service and practical advice to a broad client roster—including owners, lenders, developers, corporate users, tenants, receivers, investors, local government agencies, contractors, architects and property managers—both corporate and private, both large and small. For these and other clients, our representation covers, in depth, all aspects of real estate law, including, leasing and property management, land use and zoning, finance, tax incentives and economic development, site selection, workouts, affordable housing and community development.



From state-of-the-art internal systems to client-facing tools such as our dedicated client extranets, the Firm selects and implements applications that provide immeasurable value to our clients.

## Technology

Today, technology is critically important in the delivery of legal services. At Dykema, our Information Systems professionals stay abreast of new developments that help improve how we practice. From our state-of-the-art internal systems—which allow for a fully technology-enabled workforce—to client-facing tools—such as DykemaConnect, a private, secure website that enables us to securely share and edit documents, collaborate on important topics, and co-manage calendar and contact information externally—the Firm carefully selects and implements applications that provide immeasurable value to our clients. Our lawyers and other professionals, in turn, are adept at using cutting-edge technology to enhance efficiency without compromising quality. This is yet another way in which Dykema delivers.



**Exceptional service. Dykema delivers.**

Dykema serves business entities worldwide on a wide range of complex legal issues. Dykema lawyers and other professionals in 13 U.S. offices work in close partnership with clients—from start-ups to Fortune 100 companies—to deliver outstanding results, unparalleled service and exceptional value in every engagement.



**[www.dykema.com](http://www.dykema.com)**

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