



ADAMS & REESE

Our future starts
with you.

Where You Want To Be

At Adams & 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 & Reese's national presence, vibrant culture, and resources to propel their legal careers forward. We invite you to discover how Adams & Reese can launch your legal career and provide the support needed to excel after law school.

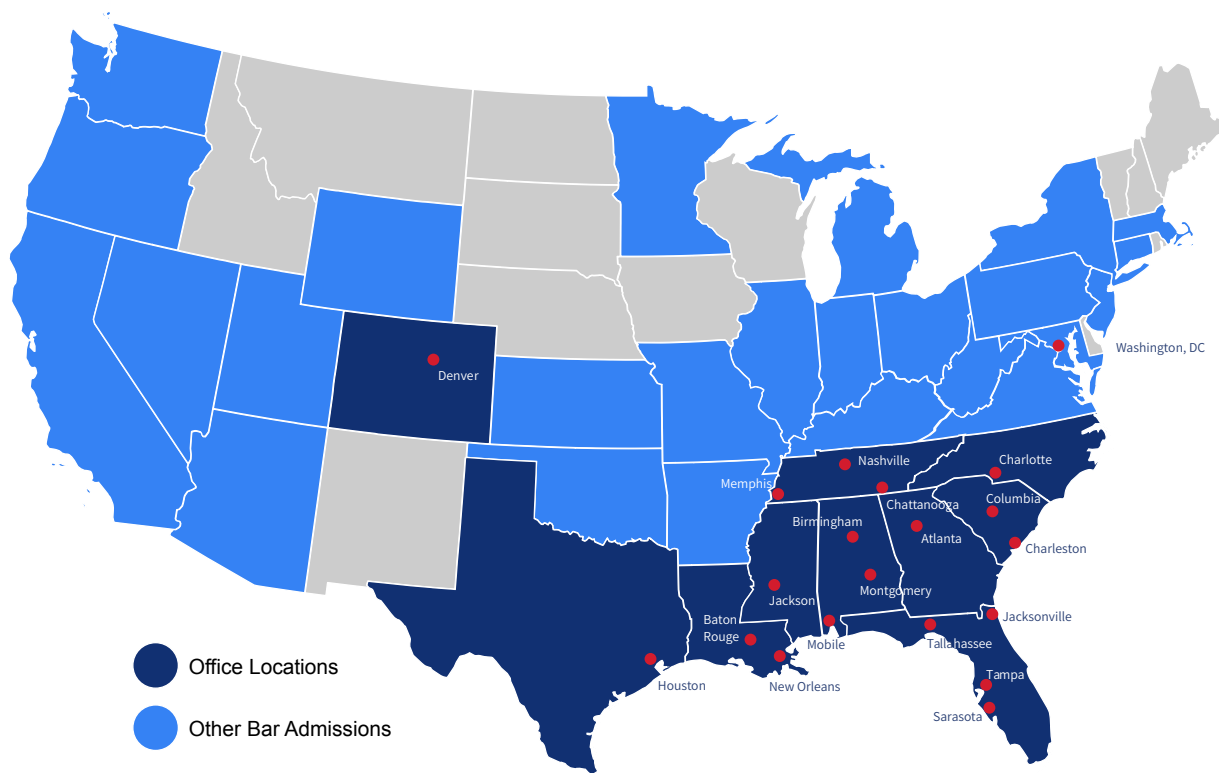


Louis M. Ursini III
Liaison Partner - Recruiting
Executive Committee Member



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

National Footprint, Global Reach



350+
Attorneys and Advisors

20
Offices

50+
Practice Areas

5
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 & Reese, we look forward to meeting with you.”

GIF THORNTON
MANAGING PARTNER

Practice Areas and Industries

Providing solutions in
over 50 practice areas.

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



Litigation



Financial Services



Intersection of
Business and
Government



Corporate Services



Construction

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 Summer Associate Programs for first- and second-year law students. Depending on the office, programs range from six to ten weeks in length. Year round, we work closely with career services counselors and administrators at accredited law schools and strive to be a valued resource for students. We participate in Spring and Fall on-campus interviews, conduct resume collects, and host in-house interviews for interested candidates both within and outside of our OCI programs.

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 five practice groups.

"The Summer Associate Program was well-balanced because it prepared me for practice by allowing me to work on a variety of assignments for attorneys in different areas of litigation, as well as gave me the chance to interact with attorneys from different offices in our weekly video call sessions that highlighted the key practice areas."

- **Marcelle Lafranca**, Associate
Summer Associate – 2025

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 & 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 & 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 & 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 & 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.
- We have “brick and mortar” offices in 20 markets and are strategically located in the regions with the most dynamic growth and economic activity in the United States. We work across the country and around the world. Clients rely on us to deliver the right solutions across a spectrum of business needs anywhere, anytime.
- 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 & Reese was the reason I chose to build my career here and invest in its future. After more than 30 gratifying years with Adams & 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
Summer Associate – 1991

**Blaize Naman, Mobile**

Summer Associate – 2023

Joined Adams & Reese in 2024

How did our Summer Associate Program prepare you for your legal career?

The Program refined both my hard and soft skills. In law school, writing legal memoranda would take me weeks. The assignments at Adams & Reese gave me the opportunity to become a more effective and efficient writer — by the end of the summer, things that would take me weeks to complete ended up taking a day or two. On the soft skills side, my clerkship allowed me to get out into the community and learn how to talk to clients, public officials, and other lawyers. As a government relations attorney, that skill is extremely important.

What was your experience as a mentee?

“My mentor, Nash Campbell, has treated me like a brother. He offers thoughtful advice and support, both professionally and personally. One of the things I value most about Adams & Reese is that mentorship is not limited to your assigned mentor. Throughout my summer, numerous attorneys took an active interest in my development and were eager to help me succeed.”

**August Simien, New Orleans**

Summer Associate – 2024

Joined Adams & Reese in 2025

How did our Summer Associate Program prepare you for your legal career?

Being a summer associate gave me an inside look at what life is like after law school. Although the work is challenging and requires a significant commitment of time, it is rewarding to know that your contributions make a difference. The program introduced me to essential aspects of firm life, including collaborating with attorneys across offices, building professional relationships within the office, and gaining an understanding of the importance of timekeeping and billing.

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

Many law students have high aspirations about where they should begin their careers, and the job search process during the first and second years of law school can feel overwhelming at times. My advice is to trust the process. Believe that everything will work out as it is meant to and remember that everyone's journey is different. Don't focus solely on the places you think you want to be. Go where you are valued and supported. That is where you are most likely to find success and build a fulfilling career.



Breanna Burkhead, New Orleans

Summer Associate – 2025

Joined Adams & Reese in 2026

What does collaboration and cross-selling mean to you?

To me, collaboration and cross-selling mean leveraging the collective strengths of the firm to provide clients with seamless, full-service support. Whether working within a practice group, an office, or across the firm's footprint, Adams & Reese attorneys routinely collaborate to meet clients' evolving needs. As a summer associate, seeing that level of teamwork in action demonstrated the firm's commitment to both outstanding client service and a collaborative culture.

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

During the interview process for 2L positions, Adams & Reese stood apart from other firms because there was a clear effort to get to know me on a personal level, beyond my resume and credentials. During my time as a summer associate, Adams & Reese continued to stand out through its intentional effort to give summer associates a comprehensive understanding of the firm. Through weekly sessions with firm management, practice group leaders, and various attorneys throughout the firm, I gained valuable insight into every aspect of the organization. I truly enjoyed and appreciated the opportunity to learn so much about the firm and its culture.



Pearson Lewallen, Columbia

Summer Associate – 2021

Joined Adams & Reese in 2022

What set Adams & Reese apart from other firms for you?

A&R's emphasis on fostering meaningful relationships among its attorneys and staff is unique for a firm of its size. The firm not only encourages but actively facilitates collaboration and camaraderie across its footprint through in-person retreats and frequent opportunities to meet face-to-face with firm leadership.

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

The most important aspect of any job, regardless of industry or profession, is the people you do it with. The practice of law often requires long hours and spending a lot of time in the office. You might as well spend it with people you actually like. Obviously, practice area, compensation, and similar factors are things you should consider, but none of those things matter if you don't enjoy working with the people around you.



Taylor Smith, Houston

Summer Associate – 2023

Joined Adams & Reese in 2024

What sets Adams & 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 & 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 & Reese is their willingness to listen and continuously improve.

What was your favorite part about being a summer associate with Adams & 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.



Isaac Segura, Houston

Summer Associate – 2023

Joined Adams & Reese in 2024

What sets Adams & 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. Adams & Reese has made me feel like a valued member of the team.

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

Inside the office, my favorite part of being a summer associate at Adams & 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 & 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 more than 35 years ago as a way to give back to our community through volunteerism. Through hands-on activities, Adams & 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 better serve those in need in our communities.

Pro Bono

Caring Adams & 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 & Reese is committed to pro bono work, requiring attorneys to annually dedicate at least 20 hours to pro bono work to resolve difficult cases for those in need within our communities.

Service is woven into the Summer Associate experience at Adams & Reese. Through participation in HUGS projects, Summer Associates have the opportunity to champion causes they care about, collaborate with attorneys and staff in meaningful ways, and make a positive impact in the communities we serve. Summer Associates also gain firsthand exposure to the firm's broader commitment to service through initiatives like HUGS and CA&RE, which reflect the values of volunteerism, community engagement, and pro bono advocacy that are central to our culture. These experiences reflect the firm's longstanding belief that professional success and community engagement go hand in hand.



"One of the aspects that stood out to me during my time at Adams & Reese was that service was not treated as something separate from the work of the firm, but as a genuine part of its identity. Through HUGS, I had the opportunity to support a cause that mattered to me, and seeing attorneys and staff come together in support of that effort made it clear that community involvement is embedded in the firm's culture. I've always believed that values are best demonstrated through action, and seeing the firm's commitment to service firsthand was when I knew I belonged here."

- **Jalen Stubblefield**, Associate
Summer Associate – 2025

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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& REESE**

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