



AT GREENSFELDER,
**WE WORK
AS A TEAM**

And we know from experience that the best solutions for our clients are achieved when we draw on the collective knowledge and perspectives each member of our team brings to the table.

**Pull up a chair.
Let's get to know one another.**

Who We Are and What We're About ... OUR GOALS AND VALUES

We are a full-service law firm of more than 150 attorneys, with three offices in the Midwest representing clients nationwide. We are also part of the Meritas referral network, which widens our reach to nearly 200 business law firms worldwide.

Just as our clients focus on building the best teams, we also concentrate on recruiting and retaining lawyers with a broad base of legal and other professional skills required to meet our clients' business objectives.

Our core values have been a guiding tenant since the firm's founding in 1895. They have helped shape our firm culture, guide our client service and fuel our growth from a local firm to one that serves clients on a regional, national and international scale. The firm's core values also are the basis for the environment others can expect to experience when working at Greensfelder. We seek to hire and retain attorneys who want to work in an environment governed by these values.

Our firm's core values are:

- **People-focused.** We invest in our clients, colleagues and community partners and keep them at the center of how we do business.
- **Quality.** We provide exceptional legal services and value to our clients that surpass expectations and advance their best interests.
- **Ownership.** Everyone is accountable for their contributions and accepts responsibility for the outcomes of their actions.
- **Equity.** Everyone is treated fairly; we remove barriers so that everyone's outcomes can match their potential.
- **Collaboration.** We strive to create a culture that encourages success driven by the team, not only the individual.
- **Determination.** We are committed to achieving successful results for those we serve.

We are known for our ability to understand, innovate and solve in ways that earn long-term relationships and new opportunities.

What We Believe ... OUR FOCUS ON EQUITY AND INCLUSION

Greensfelder is an equal opportunity employer committed to fostering a work environment inclusive of all employees, regardless of race, gender, age, religion, ethnicity, socioeconomic background, and sexual orientation.

We believe in going beyond that which is required to foster an equitable and inclusive work environment. We have made increasing and retaining diversity in our ranks a firmwide priority, particularly among historically underrepresented groups in law firms.

We firmly believe a diverse workforce and inclusive environment maximize the potential of each of us and make the firm better able to meet the needs of our clients and reflect our communities.

Our firm is committed to doing the critical work to meet our goal of ensuring that our environment and culture enable everyone's outcomes to match their potential. Greensfelder implements programs and initiatives both inside the firm and within the legal community to foster the principles of authentic equity and inclusivity.

We value the ideas new attorneys bring to our team and have a framework in place to facilitate their successful transition and inclusion. Our Lateral Integration Program ensures everyone — from our management team, to colleagues, to professional staff — is dedicated to helping attorneys maximize the opportunities available to them as they become part of our team.

WHAT GREENSFELDER ATTORNEYS SAY ABOUT WORKING HERE

“ We have a very **collegial culture**. Everyone is open to being a part of what is important to the firm.”

“ The firm is forward-thinking, open-minded and adaptable — **my ideas are always welcome.**”

“ Many other firms operate in silos. We operate as a **team.**”

“ Greensfelder is a flat organization. You can pick up the phone and call the leaders and stakeholders.”

“ The firm really cares about and invests in its **people, its clients and its community.**”

What We Care About ... OUR COMMUNITIES

At Greensfelder, our dedication to service extends to a broad community of professional, civic and charitable organizations. Every attorney is encouraged to support organizations important to them. Our employees participate in fundraising events for a bevy of causes, and the firm as a whole has lent philanthropic support to groups serving communities in need. Our attorneys are also involved in the leadership of local, regional and national bar associations, supporting efforts to better the legal profession at large. Through our support and pro bono service with legal aid groups, we bolster the overall services available to the most vulnerable in our communities.



Where We're Going

... OUR STRATEGIC GROWTH PLAN

Greensfelder is executing a Strategic Growth Plan that is being implemented from within the firm using a team-oriented approach as opposed to being imposed from the top down.

While maintaining the traditional practice groups, the plan focuses on creating industry teams made up of individuals from various practice groups, which allows for better client service and greater collaboration. The plan also focuses on key areas important to growth, including client service, equity and inclusion, technology, and community involvement.

The Strategic Growth Plan has resulted in participation and engagement at all levels of the firm and has created more opportunities for leadership.

Keeping Clients Happy

... OUR SERVICE PHILOSOPHY

Just as our clients focus on building the best team, we concentrate on recruiting and retaining lawyers with the broad base of legal and professional skills necessary to help solve our clients' problems and meet their business objectives.

We work as partners in spirit with our clients and measure our success by the degree to which we surpass client satisfaction. As a reflection of those efforts, Greensfelder has been recognized as a "midsize heavyweight" firm that exceeds expectations for client service. One of our first priorities is to listen to clients to ensure a complete understanding of the nature and complexity of the challenges they face and the problems they want to solve. By focusing on our clients' specific goals, we can offer solutions that make business sense to them.

WHAT GREENSFELDER CLIENTS SAY ABOUT WORKING WITH US

“Greensfelder provides information in a straightforward and digestible way, with a **high level of analysis** and with complex issues framed simply.”

“Greensfelder makes the client feel like the priority.”

“Proactively spends valuable time with clients on preventive measures **before a problem arises.**”

“Greensfelder brings a **different perspective**, illustrating that it took time to research and learn about the client and its industry.”

“Greensfelder is more than a law firm, it is a **business partner.**”

Key Practice Groups



Greensfelder has significant experience serving clients in a variety of industries. This knowledge enhances our ability to offer advice and counsel on specific legal needs, based on an understanding of the sector. We represent public and private businesses of all sizes. This broad business base and practice contributes to our long-term stability and growth opportunities. Our core practice groups include:

Business Services

The corporate attorneys at Greensfelder represent clients in transactions throughout the United States and around the world. We serve as both general counsel and special transaction counsel for publicly traded and closely held business organizations. We work with clients in all aspects of their businesses, including corporate governance, entity selection, business structuring, business and tax planning, finance and securities, acquisitions and divestitures, as well as many other areas. We are experienced in structuring, negotiating and documenting business transactions.

Employee Benefits

The Employee Benefits Practice Group provides a full range of employee benefit plan and executive compensation program services. Our attorneys have significant experience working with taxable and tax-exempt employers and the benefit issues unique to each type of employer. We assist employers with the planning, design and implementation of all types of benefit programs, including qualified and non-qualified deferred compensation plans, health and welfare benefit plans, and executive compensation programs.

Employment & Labor

Our Employment & Labor practice is dedicated to the representation of corporations and management in all aspects of the employer-employee relationship. We represent management in matters relating to labor relations issues and defend employers in lawsuits and administrative proceedings for claims of employment discrimination, harassment, wrongful termination, retaliation, civil rights violations and other issues. We also represent clients in matters involving employment agreements and restrictive covenants.

Intellectual Property

We take a practical approach to Intellectual property issues, marrying business sense with litigation grit. Our corporate and former in-house counsel are uniquely positioned to understand clients' business needs, tailor protection strategies and explore negotiated solutions. Our trial lawyers stand ready and are fully prepared to go to the mat if talks break down. These lawyers have litigated before judges and juries across the country and before the International Trade Commission and Trademark Trial and Appeal Board.

Litigation

Greensfelder has a diverse litigation practice that includes, class actions, antitrust and trade regulation, environmental, insurance coverage and risk management, intellectual property, medical malpractice, product liability, real estate, securities litigation, and white-collar criminal defense, among other areas. Our litigation practice has grown significantly in recent years, particularly in the securities and energy industries. Although our attorneys often develop significant experience in specific areas, all of our litigators are involved in general business litigation. We routinely handle jury trials and bench trials in venues throughout the country.

Real Estate

Our real estate group assists clients in complex real estate transactions that include development, land use/zoning, acquisition, disposition, financing, leasing, condominiums, environmental issues, tax-free exchanges/tax planning and workouts. We represent clients whose primary business is real estate, including developers, investors, landlords and property managers, and those for whom real estate constitutes an important part of their business, including retailers, property owners, tenants, lenders and borrowers.

Trusts & Estates

Our Trusts and Estates Practice Group provides sophisticated and personal lifetime, estate and tax planning, and related legal services for family and individual clients. We counsel families regarding the preservation of their wealth through estate planning, the charitable component of their planning, and trust and estate administration. We also represent beneficiaries and fiduciaries in adversarial litigation in will and trust contests, breach of fiduciary claims and other disputes.

Key Industry Groups

In addition to the above practice areas, the firm emphasizes its experience in several key client and industry areas through the development of industry groups that promote client service and business development. These include:

Closely Held Business/Private Client

We are partners with closely held businesses and private clients, helping them to grow and strengthen their finances, families and futures. Our team frequently operates in one or more capacities as outside general counsel for closely held businesses, family counsel and tax counsel, and we have the capability to navigate sophisticated matters with a sensible and flexible approach. We are a unique multidisciplinary team from an array of practice areas essential to closely held businesses and private clients.

Construction

Our nationwide construction law practice is one of Greensfelder's most established areas of practice, and we represent some of the most well-known names in the construction industry. Our representation includes contractors, subcontractors, construction managers, design professionals, owners and developers, sureties and suppliers. We handle transactional matters and resolve disputes on a range of issues, including those arising from changes in the building plan, delays, mechanic's liens and payment bond claims.

Energy

Greensfelder advises major energy companies with their downstream disputes, deals and day-to-day counsel. Some of the world's foremost energy refiners and distributors rely on our industry acumen for their most crucial business transactions and disputes. We provide counsel and advisory for downstream matters and legal inquiries for petroleum marketing business counsel and commercial advice, litigation and transactional representation.

Financial Services

We provide a broad range of representation to clients in the financial services industry, including litigation and dispute resolution, internal investigations, representation in regulatory proceedings, counseling to brokers and advisors during the onboarding process, enforcement of non-solicit and non-competition agreements, and financing

transactions. We are trusted advisors to banks, trust companies, broker-dealers, registered investment advisors, and other financial services firms.

Franchising & Distribution

Our internationally recognized team of franchise and distribution attorneys assists clients with the legal aspects of their distribution systems. Our client relationships are often continuous: formulating plans when a business develops or restructures its system, addressing everyday issues, and handling more significant impasses or assisting when a network is acquired or merged. We handle franchise registration and disclosure work, advise on relationships with franchisees and provide high-level dispute resolution services.

Health Care

We represent providers and affiliated businesses throughout the full spectrum of health care delivery, often acting as general or specialty counsel. We serve as general business counsel for those ranging from small physician groups to larger, multi-state nonprofit health care providers. In addition we assist health organizations dealing with complex employment situations and have defended hundreds of ERISA lawsuits on behalf of health care organizations, including before the U.S. Supreme Court. We also have significant experience in handling matters related to HIPAA and telemedicine, as well as licensing and compliance, and medical malpractice defense.

M&A/Private Equity/Family Office

With over half of Greensfelder corporate attorneys working on deals at any moment, we know what it takes to get a deal done. We help private equity firms navigate sell-side roadblocks and close deals, and we coordinate family office platform capabilities, buy/hold strategies, purchase of businesses that are interested in legacy, and outside general counsel needs. We assist buy-side business executives in coordinating deal structure, due diligence and financing.

Manufacturing & Industrial

With decades of client representations with marquee-branded manufacturing and industrial companies, Greensfelder delivers comprehensive strategy that satisfies client business objective. Typical representations include those related to environmental matters, toxic tort disputes, product liability, and transportation and logistics.



Our Locations and Network ... MIDWEST-BASED, GLOBAL REACH

Our Midwest locations provide strategic advantages including the ability to serve clients around the region and nationally while remaining cost-effective. Our office locations are fully integrated with each other to create a cohesive and strong team of attorneys that can nimbly respond to client needs. Our use of technology to streamline communications among our office locations and with clients is a key part of maintaining our high level of integration. Our primary locations include:



St. Louis

Location: 10 S. Broadway, Suite 2000, St. Louis, MO 63102

Office established: The firm was founded in St. Louis in 1895, and it remains headquartered in the city's downtown.

The firm also has a satellite office in the Cortex Innovation Community, a major hub for startups and entrepreneurs from across the region.



Chicago

Location: 200 W. Madison St., Suite 3300, Chicago, IL 60606

Office established: In response to client needs, we opened our Chicago office in 2008. Chicago offers a dynamic and active market to complement our presence in St. Louis and southern Illinois and further expands the firm's regional and national footprint.



Southern Illinois

Location: 12 Wolf Creek Drive, Suite 100, Belleville, IL 62226

Office established: Our Southern Illinois office was established in Belleville in 1995 to serve the unique legal needs of clients in Madison and St. Clair counties. Today, Greensfelder is the largest full-service firm in Southern Illinois, serving clients across the region with their business services, litigation, real estate and estate planning matters.

Through our membership in the Meritas law firms network, we offer our clients access to the experience and legal knowledge of nearly 200 business law firms throughout the United States, Canada, Mexico, China and more than 50 countries worldwide. Meritas law firms are community leaders, known for their quality legal services and local knowledge of legal and business practices.

Meritas firms adhere to specific client service standards for engagement, communication, reporting, documentation and billing, including:

- Demonstrate a consistent record of client satisfaction
- Comply with a stringent code of ethics
- Provide clients with Alternative Dispute Resolution options when appropriate
- Undergo a bi-annual recertification process
- Return all client calls, emails and faxes within 24 hours

An advisory board of clients ensures Meritas strategies and tactics are aligned with the marketplace and client needs. Clients and/or the referring counsel are contacted for a satisfaction assessment every time they report using a member firm.



Well-Being Program ... SETTING YOU UP FOR SUCCESS

Greensfelder strives to increase the overall well-being of all employees through a variety of wellness opportunities. We offer resources for improving physical, financial, emotional and social health, while also adding a little fun and togetherness.

Employees are encouraged to take part in all the activities, seminars and challenges the firm offers.



PHYSICAL

- Instructor-led mind and body fitness classes are offered in all of our offices throughout the year.
- Onsite, annual biometric health screenings are provided in the St. Louis office, or you can receive a voucher for a wellness screening appointment at any LabCorp location.
- Reimbursement available for registration fees and matching funds for charity walks, runs and cycling events.

EMOTIONAL

- Greensfelder partners with PAS, an employee assistance program resource that provides you and your dependents with a wide array of counseling and life coaching services.
- Missouri Lawyers' Assistance Program and Illinois Lawyers' Assistance Program offer free, confidential counseling and educational services to help lawyers with issues such as substance abuse, depression, stress and burnout.
- Mental Health CLEs are offered throughout the year, focusing on anxiety, substance abuse, building relationships, and more.
- The firm partners with Homethrive, a family elder care coordinator, to offer a fully covered family caregiver service benefit.

SOCIAL

- Volunteer Day is offered as a designated, paid half day to volunteer time at a non-profit.
- Well-Being Accountability Group meets weekly to help you stay on track with your wellness goals.
- Individual and team challenges are offered throughout the year to create healthy competition and encourage positive lifestyle behaviors.
- The firm's Secret Pal Program is a great way to get to know your coworkers, secretly exchange gifts and have a little fun throughout the year.

FINANCIAL

- Wellness reimbursement program offered for items purchased related to weight management, exercise and overall physical fitness.
- Partnerships with local gyms to provide you with membership discounts.
- Eye exam reimbursements.



WHAT IT'S LIKE TO WORK HERE

Greensfelder provides a work environment where professional growth and advancement are more than rhetoric. Our professional development team counsels attorneys on career development and works with attorneys and firm leadership to develop policies related to training and advancement. Our professional development team's goal is to ensure that all attorneys have access to the resources needed to enable them to reach their full potential. Greensfelder provides a number of opportunities to help enhance attorneys' career development and professional satisfaction, including:

- Business development training
- Niche practice area-training support
- Collaborative marketing opportunities
- Funding for marketing and professional development opportunities
- Industry-specific marketing teams

If you think you might be a good fit, we hope you'll take the time to share your goals with us.

Find your future at

 GREENSFELDER