



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

And for us, that means creating true partnerships with our clients to achieve the best solutions. We rely on the diverse knowledge and perspectives each person brings to the table.

**Pull up a chair.
Find out how we can help you.**

Key Practice Groups



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 United States 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

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 have particularly deep experience in the following industries:

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-brand manufacturing and industrial companies, Greensfelder delivers comprehensive strategy that satisfies client business objectives. Typical representations include those related to environmental matters, toxic tort disputes, product liability, and transportation and logistics.



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

Greensfelder is a full-service law firm of approximately 150 attorneys, with three primary 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, each of which are vetted to ensure they meet a high client service and responsiveness standard.

Just as our clients focus on building the best teams, we also concentrate on serving the needs of our clients through a team-based approach. We build teams of lawyers with the legal and other professional skills required to meet our clients' business objectives.

Our core values have been guiding tenets 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.

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.

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, inclusive work environment. We have made increasing and retaining diversity in our ranks a priority.

To that end, Greensfelder is taking part in Diversity Lab's Midsize

Mansfield Rule Certification process. Mansfield-certified firms have shown commitment to diversity, equity and inclusion and boosting representation of historically underrepresented lawyers in leadership.

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.

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.**”