



be yourself



W I L L I A M S M U L L E N

be a team.



At Williams Mullen, we embrace our uniqueness to bring energy, ideas and experience to our team. We are diverse in our people, practices and clientele, but we are one in our commitment to our clients and one another.

Want to be part of a nurturing, positive environment? Want to join a place where you will gain a high level of experience from the start? Are you looking to find colleagues who will support you in a collaborative effort? Would you like to go to work each day knowing you will make a difference?

Then keep reading ...

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be instrumental.



Offices are located in North Carolina, Virginia, Washington, D.C. and London.

WELCOME

Williams Mullen has a long history of stability and visionary leadership. Our firm is full of intelligent, well-rounded people who serve clients with integrity while genuinely enjoying being with one another. We have large-firm resources but value our small firm feel. With many offices, we work hard to stay connected and build bridges between our talented attorneys to pool knowledge and experience without letting egos get in the way. While respecting the uniqueness of each individual, we strive to create a setting of teamwork, collaboration and mutual respect. It is our belief that lawyers and staff are entitled to a balance between professional and personal responsibilities.

Williams Mullen is a place where an attorney can make a difference. In this rapidly growing firm, a junior lawyer has the ability to develop and succeed in a wide variety of practice areas. Someone with an entrepreneurial spirit can identify a niche and develop a practice.

I am honored to work with such a special team of people. It is a great time to be at Williams Mullen. I invite you to be part of our next generation. ●



Julious P. Smith Jr.
Chairman and CEO

OVERVIEW

Our firm is a century old ... our attitude is not.

At Williams Mullen, our client-driven business philosophy and progressive firm culture focus on communication, education and skills development. This philosophy creates a work environment that encourages participation, idea exchange and growth. From day one, our people know they are a valued, integral part of the firm.

For nearly a century, Williams Mullen has been providing comprehensive legal services to regional, national and international clients. Our clients range from multinational Fortune 500 companies to private, family-owned businesses. The firm also represents many nonprofit and government entities. With more than 325 attorneys who are versed in over 30 practice areas and located in North Carolina, Virginia, Washington, D.C. and London, we deliver innovative solutions to

support our clients' diverse business activities. Through visionary leadership, our attorneys work equitably throughout all offices as a team regardless of geographic locations. Teams are brought together by drawing on the resources of all of our offices, which ultimately benefits our clients. For example, if a client in Washington, D.C. has a particular technology or intellectual property problem that one of our attorneys in Virginia or North Carolina is best suited to handle, we will make that attorney available. Legal needs determine how we structure an individual client's team. Our attorneys and our clients flourish as a result of this business strategy. ●

ACHIEVEMENTS

AMLAW 200

- Included in the AMLAW 200 – *American Lawyer* magazine's listing of the 200 top law firms in the United States

Chambers USA

- Named a Leading Law Firm by *Chambers USA* since its inception

America's Best

- Voted one of America's Best Corporate Law Firms by *Corporate Board Member* magazine

NLJ Top 10 Growth Leaders

- The *National Law Journal* named Williams Mullen one of the Top 10 Growth Leaders

Go-To Law Firm™

- Named a *Go-To Law Firm* by *Corporate Counsel* magazine

ALM Go-To Law Firm – Technology

- Named a *Go-To Law Firm for Leading Technology Companies* by ALM Corporate Counsel's In-house Law Departments

ALM Go-To Law Firm – Financial Services

- Named a *Go-To Law Firm for Leading Financial Services Companies* by ALM Corporate Counsel's In-house Law Departments

Legal Elite

- Approximately one-third of our attorneys are named to the Virginia and North Carolina "Legal Elite" Lists

1909

Founding of Williams Mullen by two Richmond, Virginia attorneys, Lewis C. Williams and James Mullen. They recognized that changes in laws affecting the finances of businesses and individuals would require people to retain knowledgeable legal counsel.

1913

The adoption of the federal income tax in 1913 confirmed that Williams Mullen had the right instincts on the legal needs of businesses.

Williams Mullen prospers and over the next fifty years greatly expands its services to businesses.

1919

Virgil R. Goode and Morton L. Wallerstein become partners in their own Richmond law firm. In 1947 Howard W. Dobbins joins them and together they turn Wallerstein, Goode & Dobbins into a major statewide provider of services in the banking, finance, commercial, securities, and regulatory fields.

1961

Williams Mullen brings on board Stuart G. Christian, creating Williams, Mullen & Christian and strengthening the firm.

1986

Williams, Mullen & Christian, P.C. merges with Wallerstein, Goode & Dobbins, creating Williams, Mullen, Christian & Dobbins, P.C.

1999

Williams Mullen merges with Clark & Stant, a Virginia Beach-based law firm, becoming the firm of Williams, Mullen, Clark & Dobbins, P.C.

2004

Williams Mullen merges with the Norfolk firm Hofheimer Nusbaum.

2007

Williams Mullen merges with North Carolina firm Maupin Taylor, P.A., acquiring offices in Raleigh, Research Triangle Park and Wilmington, North Carolina.

PRESENT

Today, Williams Mullen continues to grow by hiring highly qualified attorneys, opening new offices and joining with similarly focused and experienced firms in locations in the U.S. and abroad to better serve our clients.

be challenged.

PRACTICES

Williams Mullen boasts over 30 practices with one goal: meeting the needs while exceeding the expectations of our clients. The attention to detail and experience we offer allow us to assemble versatile and formidable teams with attorneys holding impressive qualifications in their respective areas of law. Each team is dedicated to a unified vision of personal accountability and client satisfaction. Be challenged and achieve success within your personal practice area.

Corporate

Williams Mullen attorneys advise clients on sophisticated and complex business transactions, including mergers and acquisitions, dispositions of subsidiaries or other assets, corporate restructurings and recapitalizations, tender offers, proxy contests, going-private transactions, management and leveraged buyouts, holding-company formations, spin-offs and liquidations. We also have extensive experience in all major areas of corporate finance.

Energy, Environmental & Infrastructure

Our attorneys assist clients with energy and environmental facility procurement, energy commodity supply and delivery, environmental markets trading, wetlands remediation, brownfield redevelopment, emissions retrofits, carbon offsets, efficiency adaptation and renewable-energy transactions. We represent public utilities and end-users before federal and state courts and regulatory agencies across the country.

Our attorneys have the expertise and skills to work independently and collaboratively to accomplish a shared vision.



Emerging practice areas include health care informatics, a blend of clinical and business intelligence.

Financial Services

Attorneys at Williams Mullen counsel clients on a variety of financing transactions, including commercial and real estate loans, asset securitizations, workouts, debt restructures, bankruptcies and regulatory compliance matters. Our attorneys also represent financial institutions in mergers and acquisitions, executive compensation, creation of new financial products, Internet banking, lender-related litigation, securities law, UCC, collections and creditors' rights cases.

Government Relations

Our Government Relations team represents businesses, associations and individuals in a wide range of government-related actions at the federal, state and local levels. Extensive work is done with legislative bodies, administrative/executive

branch agencies and with independent entities. Legislative activities involve both actively counseling and advocating for clients on issues before the Virginia and North Carolina General Assemblies.

Intellectual Property

Our intellectual property attorneys provide legal counsel on patents, trademarks, copyrights, licensing, technology transfers and trade secrets. Our intellectual property litigation team represents clients in disputes involving licensing, intellectual property infringement claims, trade secret, antitrust, unfair competition claims and matters before the U.S. Patent and Trademark Office and in all other U.S. courts.

International

Our firm's international team represents clients' interests in commercial, trade, investment and

regulatory matters, both in the U.S. and abroad. We regularly assist clients in moving goods, people, services and information across borders, and represent them in administrative proceedings under U.S. and foreign trade laws. Our attorneys also help clients navigate the intricacies of trade and customs compliance and immigration issues.

Labor & Employment

Advising employers on human resources issues to minimize liability and comply with applicable laws is one of our focuses at Williams Mullen. Our attorneys represent clients before administrative agencies, arbitrators, and in court. Additionally, we represent employers facing threats of unionization and those with organized workforces.

Soaring to Uncharted Heights

"I joined Williams Mullen soon after earning MBA and JD degrees from the University of Richmond. I can say this firm is one of the most supportive environments imaginable. I became a partner while practicing under a flexible work arrangement that has allowed me to be an involved mother of two young children, a wife, and a business partner with my husband.

My career has flourished partly because of wonderful colleagues. I was assigned to a partner mentor who taught me about business law

and outstanding client service. When I began working with a top client in the aviation industry, I quickly identified my desired niche. Today, due to my specialization, I receive many unsolicited calls for advice from existing and potential aviation clients, and from attorneys seeking to help their clients with aviation matters."

Judy Lin Bristow is a partner in the firm's Corporate Section and chair of our Aviation Practice. Her practice focuses on mergers and acquisitions, private securities offerings and business aviation matters.



Litigation

Our litigation attorneys practice in U.S. courts and are dedicated to resolving litigation efficiently through the use of technology and alternative dispute resolution programs. The practice covers virtually every important area of civil and criminal law. Additionally, our firm offers a litigation technology team dedicated to serving clients' e-Discovery needs.

Real Estate

Attorneys in our real estate practice counsel clients on all aspects of real estate development and finance for multifamily housing and commercial property of all kinds. We counsel on land use and zoning, leasing, acquisitions and sales, and complex

financings. Further, our attorneys have experience in specialized areas such as retail roll-outs, tax-deferred exchanges, enterprise bonds, multistate acquisitions and dispositions, and syndicated tax credits.

Tax & Employee Benefits

Williams Mullen's tax practice assists both publicly and privately held corporations with tax matters in all courts, as well as with the tax aspects of transacting business in foreign jurisdictions and tax controversy. Our employee benefits attorneys advise private- and public-sector employers concerning qualified retirement plans, welfare benefits, stock-based compensation techniques and executive compensation arrangements.

Additional Practice Areas

- Antitrust
- Aviation
- Bankruptcy
- Communications
- Construction
- Entertainment
- Franchise & Licensing
- Corporate Governance & Securities
- Immigration
- Hospitals & Long-term Care
- Patent
- Private Equity
- Trusts & Estates

Serving Growth:

INDUSTRIES

Although the firm functions with attorneys who work together to practice in over 30 different areas of law, we have also formed multidisciplinary attorney teams to serve certain industries. We represent public and private companies, in the U.S. and abroad, who operate within such boon industries as health care, hospitality and retail. We demonstrate our commitment to their industries by serving as thought leaders in terms of trends and research, being highly involved in their trade associations, and holding leadership positions in those organizations. ●

LATERAL OPPORTUNITIES

With such numerous practice and industry offerings, a lateral move to Williams Mullen can easily be a leap forward to new, exciting challenges. We plan growth strategically in response to clients' business needs. To support that strategy, we hire individuals with both general and specialty skill sets that complement our growing practices. Business acumen, subject matter expertise and people skills are all valued attorney attributes.

Similar to the partnerships we enjoy with clients, we partner with lateral hires to ensure a smooth and successful transition into their careers at Williams Mullen. We train, mentor and develop our people to their highest potential. Nurturing yet entrepreneurial, steadfast yet innovative, our firm culture provides the right mix of individualism and collaboration necessary for attorneys to meet their long-term professional goals.

Williams Mullen is known for unwavering client dedication and team-oriented camaraderie. Diverse, capable attorneys at all levels who embrace a client-centric ethos are desired lateral candidates. We invite you to explore specific opportunities that can accelerate your career to the next level. ●

How to Apply

Please submit your cover letter, resume and law school transcript electronically to laterals@williamsmullen.com or by U.S. mail to:

Elizabeth P. Fuchs
Manager of Legal Recruiting
Williams Mullen
P. O. Box 1320
Richmond, VA 23218-1320



Applying Best Business Practices

"I've been afforded a good deal of autonomy since I joined Williams Mullen; my entrepreneurial nature certainly flourishes here. At the same time, I could not have gotten to this point in my practice without mentors whose doors are always open.

Working for a leading business law firm, I've observed firsthand how clients turn to us as trusted advisors. We help shape clients' intellectual property concerns into a comprehensive business strategy. I have been exposed to many industries including

retail, health care, telecom and entertainment and am quickly getting established in my primary area of interest, patent litigation. Considerable direct contact with our clients has given me the opportunity to provide litigation services and gain invaluable experience."

Billy Poynter is an associate in the Technology, Intellectual Property & Entertainment Practice area of the firm. He served as a law clerk to the Honorable Alvin A. Schall of the U.S. Court of Appeals for the Federal Circuit in Washington, D.C.

be unique.

OUR COMMITMENT

Diversity

At Williams Mullen, diversity is not just rhetoric — it is an integral component of our business. We promote and nurture individualism and the differences among us. For Williams Mullen, a diverse workplace is a productive workplace, a social responsibility, and a business and client expectation. Our mission is to foster a positive environment in which all individuals, including those of diverse race, color, ethnicity, culture, gender, sexual orientation, religion, nationality, age, disability, and marital and parental status, have the opportunity to succeed professionally and contribute meaningfully to the overall success of our firm. Our mission in action includes a Diversity Committee, a Women's Initiative, and an Attorneys of Color Initiative. We strive to provide our attorneys with equal opportunities for substantive professional development, client contact and access to billable hours. Our diversity efforts and accomplishments are celebrated internally and communicated externally to our clients and community.

We embrace ethnic diversity via our recruiting efforts and participate in many diversity job fairs sponsored by the Black Law Student Association, Hispanic National Bar Association, North Carolina Bar Association, Virginia Bar Association and others.

There is an energy at Williams Mullen that would not exist if we were all the same. We embrace each individual's uniqueness and encourage our attorneys to shine.



A leader in women's issues and noted international trade law attorney, Evelyn Suarez co-founded the Hampton Roads Chapter of the Organization of Women in International Trade (OWIT).

Women's Initiative

The Women's Initiative is an affinity group that focuses on the recruitment, retention and advancement of women at Williams Mullen. Our goal is to increase the number of women in the firm at all levels, provide tools for a successful long-term career at Williams Mullen, and increase the ranks of women in leadership roles and as shareholders. As part of our supportive environment, Williams Mullen actively facilitates opportunities for our professional women to network within the firm and externally.

The Women's Initiative sponsors career-building events, as well as client-focused events in our various locations and firm-wide. Some of our

events have included a "Women on Course" golf lesson series for our female attorneys and clients, wine making, motivational speakers, book and author luncheons, various culturally focused lectures, opportunities to share ideas and concerns, and social opportunities.

Through our growing presence of women attorneys, we are committed to making the Williams Mullen experience a positive one for women as they become exceptional attorneys within our firm.

Flexible Work Arrangements

Williams Mullen fosters a professional environment in which every attorney can succeed and achieve work-life balance while contributing to the goals of the firm. To demonstrate this

commitment, the firm has offered flexible work arrangements since 1989. In doing so, we embody the unique talents and skills of each individual while permitting our attorneys to thrive in the long-term practice of law.

With mutual goals in mind, our firm takes a neutral stand on flexible arrangements in regard to the track to partnership status. Work arrangements may include reduced billable hours requirements, non-standard office hours, telecommuting and other accommodations based on need. ●

Cultivating the Firm's Vision

"As a summer associate, I knew Williams Mullen was the place for me ... great people, challenging work, solid leadership ... it was a 'no-brainer.' During my path to partnership in the Corporate Section, the firm provided me with wonderful opportunities to be of service to our external clients.

Now in a different development role, I have the opportunity to be of service to the firm's internal clients: partners, associates and paralegals — demonstrating our

commitment to diversity, excellence and fulfilling legal careers. I think of myself as ever-evolving; perhaps that's why I fit so well with Williams Mullen, which is a dynamic, nimble and cutting-edge place to be."

Naila Townes Ahmed is Director of Professional Development, Diversity and Legal Recruiting for the firm. She joined Williams Mullen as an associate after earning her JD and MBA degrees from the University of Virginia.



be giving.

PRO BONO

Williams Mullen strongly believes in the principle of equal justice under law for all persons, regardless of income. In a society governed by the rule of law, lawyers have an obligation to make sure the legal system works, especially for the disadvantaged. Our attorneys are encouraged to render their time and talent through pro bono legal service to those in need. Our willingness to give of our time and expertise is highly prized by our firm. We seek to partner with our clients in pro bono initiatives and we liaise with the clearing houses of local bar associations to uncover pro bono opportunities. Approaching pro bono as a partnership with the community, local law schools and area employers, we often utilize law students to assist with legal research and writing, client interviewing/intake and case investigation.

Our attorneys proudly engage in a wide variety of pro bono endeavors. We have worked with such programs as the Virginia Poverty Law Center, the Virginia Asian Chamber of Commerce, Hispanic Legal Aid, Wills for Seniors and Wills for Heroes. Members of our international team have been recognized by the Court of International Trade for work undertaken on behalf of indigent litigants. Attorneys in North Carolina provide legal services in connection with the Triangle Area Red Cross' disaster services and aid to military families.

The sweetest reward is giving to others. We are happy to bring a smile to those less fortunate by offering our legal expertise and services when needed.



Williams Mullen attorneys travel to counsel eligible clients as part of our Wills for Seniors program.

Signature Programs

Williams Mullen serves as pro bono counsel to Habitat for Humanity and has adopted two programs as firm-wide pro bono initiatives: *Hispanic Legal Aid* and *Wills for Seniors*.

- In conjunction with the Virginia Hispanic Chamber of Commerce, Williams Mullen holds monthly legal clinics with the goal of providing free legal services, mostly immigration and civil matters, to persons who could not otherwise afford counsel. The program has been very rewarding. We have been able to recover unpaid wages, harbor insurance claims and process lawful permanent resident cards for a number of families.
- Our *Wills for Seniors* program provides life-planning documents for low-income seniors. Conducting

clinics at senior centers and churches, our attorneys prepare and execute simple wills, durable powers of attorney and advance medical directives for qualified seniors.

Recent Accomplishments

CASE RESULTS DEPEND ON A VARIETY OF FACTORS UNIQUE TO EACH CASE. CASE RESULTS DO NOT GUARANTEE OR PREDICT A SIMILAR RESULT IN FUTURE CASES.

Below are a few of our attorneys' recent contributions through our pro bono program:

- One pro bono client, a woman engaged by a cleaning service to work in a retail store, was repeatedly declined overtime pay. After demand was made by our attorney, the service capitulated instantly and tendered a check. Other employees of the cleaning service have also had their overtime paid.

- Williams Mullen was referred an immigration matter involving a Bosnian refugee. The person, suffering from health and mental disabilities, had twice been denied requests for medical waivers. The firm appealed the denials, secured a physician's report, accompanied the client to a hearing and obtained the waiver. As a result, the client's citizenship application was approved, and she was able to secure health coverage.

- In another pro bono matter, a single mother with a life-threatening condition, unable to communicate except by computer, desired life-planning documents. A firm attorney executed a will, advance medical directive and durable power of attorney so that her five-year-old son would be cared for according to the client's wishes. ●

Giving Back with Ardor

"Pro bono work is one of the many ways attorneys at this firm display their character. I continue to be impressed by our firm's commitment to providing legal services to those in need. I'm especially proud of my colleagues who have joined me in supporting the Legal Aid Justice Center's Housing Law Project. The Project's volunteer attorneys serve hundreds of indigent clients annually in dealing with threats to their housing. Williams Mullen is also very supportive of bar activities —

another area where our attorneys take on leadership in the pro bono arena. Bar Associations are key players in the development and support of pro bono programs, the Housing Law Project being an excellent example of the bar and its members meeting one of our community's critical needs."

Ben Pace is an associate in the firm's Litigation Section, where his practice focuses on complex commercial litigation, long-term care litigation and fiduciary litigation. He is chair of the Richmond Bar Association's Pro Bono Committee.



be involved.

IN THE COMMUNITY

At Williams Mullen, we take our commitment to teamwork to heart in more ways than one. Our firm as a whole and our attorneys as individuals commit financial support and lend thousands of volunteer hours to hundreds of institutions and organizations in the communities we serve. Further, many attorneys and staff hold leadership positions on the boards and committees of an array of nonprofit entities, arts foundations, legal aid societies, colleges and universities.

Community service is a core value at Williams Mullen. A willingness to serve and be involved in the community evidences a level of maturity and professionalism that is highly valued. The firm encourages and expects its attorneys to be actively involved in community activities.

Here are just a few of the many organizations the firm has supported: the American Cancer Society, American Heart Association, American Red Cross, Animal Adoption & Rescue Foundation (AARF), Big Brothers/Big Sisters, Boys & Girls Clubs, Cystic Fibrosis Foundation, Juvenile Diabetes Foundation, Make-A-Wish Foundation, March of Dimes, Multiple Sclerosis Society, United Way Services, Virginia Arts Foundation and Virginia Performing Arts Foundation. See our Web site for more information about Williams Mullen's community endeavors.

Our attorneys devote their time in helping those who need it most. This makes our firm stronger and our community better.



Our attorneys and staff "lend a helping hand" for Habitat for Humanity.

The Williams Mullen Foundation

As part of being a responsible business citizen, Williams Mullen gives back to its resident communities and has established the Williams Mullen Foundation for charitable contributions. More than 125 organizations receive funding from the Foundation each year. The Foundation also funds a scholarship program for eligible employees and their family members.

Giving Back

There is no greater reward than when attorneys rally together in their community efforts. For example, a group of Williams Mullen attorneys landscaped newly built apartments for disabled veterans. We have also partnered with clients to build Habitat for Humanity houses in multiple cities.

In addition, Williams Mullen has become a prominent contributor to the Virginia Bar Association's Legal Food Frenzy, which benefits food banks in Virginia. Attorneys and staff alike compete in internal challenges to raise the most food for the cause. Fundraisers include silent auctions, putting competitions and potluck luncheons.

Our employees are also generous contributors to the communities in which they live. During the holiday season at the end of each year, our attorneys, paralegals, staff and administrators fill packages for disadvantaged families and support other programs for persons in need, such as housing for brain-injured adults. Each year our employees contribute generously to the United Way and Race for the Cure's

breast cancer research program. In our North Carolina offices, employees band together in support of the Triangle United Arts Council, which benefits school arts programs and serve meals to the homeless as part of Shepherd's Table.

Williams Mullen's people reach out and share their time and energy to make the world around them a better place. ●

Feeding Spirit and Career

"I will always want to be involved in some sort of philanthropy. Currently, I serve on the board of directors of Shepherd's Table Soup Kitchen, a nonprofit organization that serves a lunch-time meal to around 300 homeless and low-income individuals each weekday.

Blending a familial, spiritual, and altruistic life with a rewarding law career really is possible at Williams Mullen. I've become close to a number of fabulous mentors through the Women's Initiative, and I've

encountered great synergies on large client teams. I enjoy working with transactional attorneys in our international, intellectual property, health care and financial practices, and have seen added value brought to clients in the form of CLE training and other special programs."

Elizabeth Davenport Scott is a partner in the firm's Litigation Section. She serves on the firm's Diversity Committee and on the Minorities in the Profession Committee of the North Carolina Bar Association.



be successful.

ASSOCIATE LIFE

Early professional responsibility and enhanced quality of life are the hallmarks of associate life at Williams Mullen. Our approach is to move associates into a high level of responsibility within the shortest time to foster them into successful partners. Recognizing that each associate progresses at his or her own pace, we individually identify expectations for achievement and establish criteria for associate promotions at various levels of development.

Orientation

The firm holds a week-long orientation and training program for newly hired law school graduates, judicial clerks and lateral associate hires. The program offers our participating associates an opportunity to gain a more in-depth understanding of the firm's organizational structure, management, technology and systems, marketing support, firm policies and benefits. The program also provides opportunities to socialize with peers.

Mentor-Protégé Program

The Williams Mullen Mentor-Protégé Program is designed to foster the intellectual, social and emotional integration of our newly hired attorneys. Our ultimate goal is to facilitate our associates' acclimation, productivity and success as a member of the Williams Mullen team. Coupled with the assignment of a supervising attorney, a team leader and section leader, our Mentor-Protégé Program completes the wrap-around support system we seek to provide to our associates during their early stages with the firm.

Limitless ...

At Williams Mullen, our associates have the opportunity to achieve professional success while experiencing a quality of life not common in other law firms.



Our attorneys celebrate and share in each other's success.

Road Shows

Williams Mullen offers an extended training program for all junior-level and lateral associates. During the first year with the firm, associates participate in "Road Shows," visiting various offices. During these visits, participating associates are introduced to the attorneys, work environment, different practice areas and types of clients served by those locations.

Associates' Meetings and Associates' Retreat

Each quarter, our associates meet for an informational session, covering major firm initiatives and developments. These meetings are informal sessions, and associates from all offices participate. Our annual associates' retreat provides a forum for professional development training as well as a forum for associates to network with one another. The theme of the retreat is carried throughout the program and

affords our associates firm-wide the opportunity to spend time together and to gain career-building information.

Associates' Committee & Associates' Advisory Committee

An Associates' Committee, comprising partners and the director of professional development, acts as a liaison between our associates and the firm's leadership. An Associates' Advisory Committee, composed of twelve associates, serves as an advocacy group to the Associates' Committee.

Associates' Evaluations

We believe that feedback is an essential and meaningful part of our associates' experience with the firm. In addition to the regular feedback that is provided to associates on an on-going basis, annual performance evaluations are conducted.

Continuing Legal Education

In-house continuing legal education programs are conducted on a monthly

basis. In addition, Williams Mullen partners with Practising Law Institute (PLI), bar associations and other outside vendors to foster knowledge among our attorneys.

Coaching Program

A full-time practice development coach is available to our attorneys. Personalized marketing plans, coaching sessions and business development training are standard parts of the program.

Leadership Opportunities

At Williams Mullen, there are many leadership opportunities for associates beyond making partner. Associates are invited to serve on a number of committees, including the Recruiting Committee, and they are encouraged to represent the firm in leadership positions throughout community organizations and bar associations. ●

Hitting the Ground Running

"From day one, I've felt like a valued team member at Williams Mullen. I was given a variety of responsibilities early on. During my first couple of months, I was assigned independent cases and, within one year, had taken a deposition. I've also had quite a bit of client interaction. It has been beneficial to get the whole picture and sense of a case rather than working on just one piece.

I've been fortunate to be exposed to many different people and practice

areas around the firm. Approximately half of my work comes from attorneys in other offices. We communicate face-to-face and also by phone, e-mail, Web team rooms and video-conference. The firm truly operates without geographic boundaries."

Tom McKee is an associate in the firm's Litigation Section and practices before federal and state courts throughout Virginia, Maryland and the District of Columbia. He serves on the Associates' Advisory Committee and on the Recruiting Committee.



SUMMER ASSOCIATE PROGRAM



Summer associates interact weekly with both associates and partners from all offices during innovative training sessions.



Friday partner lunches, weekly practice briefing luncheons and impromptu associate lunches are just a few of the many chances summer associates get to interact with our attorneys.



Summer associates and their associate mentors enjoy a fun night of cooking and socializing at a local cooking school.

A Williams Mullen summer associate can expect a similar experience to that of a first-year associate. This entails all aspects of associate life, including exciting and challenging assignments, training programs, social interaction within each practice area in every office and, of course, a lot of fun.

Through individually assigned supervising attorneys, summer associates are able to receive varied assignments in practice areas of their preference as well as in-depth feedback. While summer associates regularly receive informal and on-the-job training, mid-summer and exit reviews provide a forum for more formal and substantive evaluations.

Williams Mullen provides our summer associates with tools to navigate the firm, utilize its resources and quickly acclimate into the firm's culture. Associate mentors and supervising attorneys are individually paired with summer associates based on personal and professional interests. An interactive, firm-wide social events and training calendar is available on the firm's intranet so all summer program news and information is just a click away. Weekly practice briefing seminars are conducted by the head of each practice group to supplement the summer associates' work experience and provide a broader exposure to the firm's various practice areas.

Partners play a prominent role in the summer associate program. In addition to allocating and supervising work flow, leading training programs and partaking in the social activities, they get to know our summer associates on a personal level via Friday partner lunches.

We welcome you to be part of our team. To apply for the summer associate program, please submit a resume, transcript and cover letter to summerassociates@williamsmullen.com.

be.

PART OF OUR TEAM

Our summer and first-year associates say it best ...

"The firm is growing; however, it continues to have a culture of a smaller firm. Everyone knows who you are and wants you to succeed."

"Everyone is always willing to pitch in and go the extra mile, while still having a good time doing it."

"There is an investment in our future. Talent is recognized and promoted."

"During my summer I was able to work on meaningful projects, not just busy work. Everyone at the firm was committed to delivering top-level service to their clients."

"All the resources you'd expect a larger firm to have are at your fingertips."

"As a junior associate, I believe that the opportunity for early interaction with clients sets Williams Mullen apart from the competition."

"One of the firm's main selling points is that people do seem to have lives outside of work."

"Attorneys appear to have a real commitment to the community. They are involved in meaningful endeavors."

"Partners and associates alike are approachable, accessible and very good resources for young associates."

"Williams Mullen provides the best work-life balance in our region."

"Williams Mullen provides an excellent opportunity and platform for attorneys to be successful in their careers."

"I accepted my offer because the firm offered a combination of great geographic area, prestige, growth opportunity and real people."

DISTRICT OF COLUMBIA

1666 K Street N.W., Suite 1200
Washington, D.C. 20006
Tel: 202.833.9200

NORTH CAROLINA

4721 Emperor Boulevard, Suite 400
Durham, NC 27703
Tel: 919.361.4900

Highwoods Tower One
3200 Beechleaf Court, Suite 500
Raleigh, NC 27604-1064
Tel: 919.981.4000

300 North Third Street, Suite 420
Wilmington, NC 28401
Tel: 910.256.5135

VIRGINIA

Two James Center
1021 East Cary Street
Richmond, VA 23219
Tel: 804.643.1991

321 East Main Street, Suite 400
Charlottesville, VA 22902-3200
Tel: 434.951.5700

8270 Greensboro Drive, Suite 700
McLean, VA 22102
Tel: 703.760.5200

Fountain Plaza Three
721 Lakefront Commons, Suite 200
Newport News, VA 23606-3324
Tel: 757.249.5100

Dominion Tower
999 Waterside Drive, Suite 1700
Norfolk, VA 23510-3303
Tel: 757.622.3366

355 Crawford Street, Suite 600
Portsmouth, VA 23704-2823
Tel: 757.391.3366

222 Central Park Avenue, Suite 1700
Virginia Beach, VA 23462-3035
Tel: 757.499.8800

LONDON

The Lanterns
Bridge Lane, London SW 113AD
England
Tel: (011.44.207) 978.7748

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