WOMBLE
BOND
DICKINSON

The transatlantic law firm close to home

womblebonddickinson.com

Our greatest differentiator is our people

Our firm offers talented people a place to call home — a place where the work and the individual are valued, a culture that is grounded, relationship-driven, and that supports attorneys at every stage of their career. We are a team bound together by a shared set of core values and a deep commitment to collaboration across practices, positions, and even oceans. Our greatest differentiator is our people — that's why we put our people first.

– Betty Temple
Chair & Chief Executive Officer
Womble Bond Dickinson (US) LLP

Our commitment to people, clients and community is in our DNA

We're Womble Bond Dickinson, a firm with 140-year-old roots spread deep across the communities and industries we serve. Our legacy is a blend of collaboration, innovation and excellence built on a commitment to our people, clients and community.

We strive to deliver excellence. We deliver personal service and flexibility on par with a boutique firm but coupled with the experience, international footprint and enhanced value of global practices. We empower our attorneys to define their path to success—regardless of where their journey may lead.

In the wake of the technological revolution, market globalization, political changes and evolving customer expectations, our US and UK offices tackle the world's problems as one united front. Our global network cultivates intimate connections, meaningful relationships, and business efficiencies that impact both sides of the Atlantic.

Womble Bond Dickinson's integrated solutions deliver hands-on, switched-on legal advice with a personalized touch to over 100 Fortune 500 companies. Equipped with the legal prowess to handle billion-dollar transactions, litigation matters, and complex IP challenges, we're forward-thinkers who propel clients to prosper.

Fueled by our core values—integrity, devotion to client service and respect for the individual—we've cemented our reputation as industry forerunners, leading our profession by example. Those core values guide our brand promise to be the transatlantic law firm close to home.

Core Values

Integrity

Doing the right thing for our people, clients and community is the cornerstone of success. We align ourselves with companies that share our values, ambitions and commitment to mutual respect.

Devotion to Clients

Client service goes far beyond delivering contractual objectives and expectations. Gold level clients deserve gold standard counsel. We treat our clients with the fidelity and commitment to excellence they deserve. We have the energy, drive, and determination to explore innovative frontiers in collaboration with our clients.

Respect for the Individual

It's simple—our allegiance to respect, excellence and service extends to every single person at Womble Bond Dickinson. We cultivate leaders by encouraging partners and associates to explore opportunities for growth and continuously improve in both their personal and professional lives. We foster a caring culture for lawyers, entrepreneurs and changemakers who thrive in environments where differences and individual perspectives are celebrated.

Womble Bond Dickinson at a glance

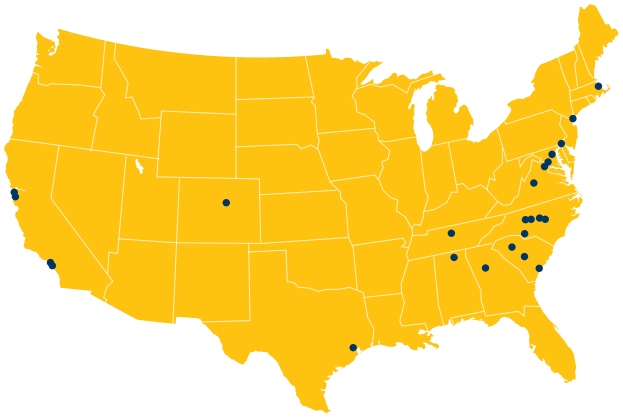
WOMBLE BOND DICKINSON

32 Locations across the US and UK

More than **400** Partners

1,000 Lawyers

Our locations



US

Atlanta
Baltimore
Boston
Charleston
Charlotte
Charlottesville
Columbia
Denver
Greensboro
Greenville
Houston
Huntsville
Irvine
Los Angeles
Nashville
New York
Raleigh
Research Triangle Park
San Francisco
Silicon Valley
Tysons
Washington, D.C.
Wilmington
Winston-Salem

UK

Bristol
Edinburgh
Leeds
London
Newcastle
Plymouth
Southampton
Teesside

Representing more than **600** **Publicly Traded Companies** in the US and UK

+150 Chambers rankings

UK Top 20 law firm

AmLaw 87 ranked law firm

Ranked 109th **global law firm** by revenue

WOMBLE BOND DICKINSON

Our Sectors

- Energy & Natural Resources
- Healthcare
- Manufacturing
- Wealth Management
- Transport
- Financial Services
- Insurance
- Life Sciences & Pharmaceuticals
- Public Sector
- Real Estate
- Retail & Consumer
- Technology

Our Services

- Dispute Resolution and Litigation
- Employment and Pensions
- Corporate
- Commercial
- Finance: Banking, Restructuring, Insolvency
- IP, Technology and Data
- Projects, Construction & Infrastructure
- Real Estate
- Regulatory
- WBD Advance
- Wealth Management

Innovation

WBD Advance

300+ professionals that include specialists, researchers, paraprofessionals, and staff attorneys focusing on a suite of legal and business solutions for clients.

GCSOLUTIONS
WOMBLE BOND DICKINSON

Business operations support and legal services at scale, both transactional and dispute resolution/ litigation

IMMIGRATION SOLUTIONS
WOMBLE BOND DICKINSON

Personalized, customizable immigration assistance led by an Immigration Law Specialist

BULLDOX
WOMBLE BOND DICKINSON

E-discovery, document review and production

CASE MANAGEMENT FACILITY
WOMBLE BOND DICKINSON

Case and work product repositories, case management systems

GRAPHIC SOLUTIONS
WOMBLE BOND DICKINSON

Trial boards, multi-media presentations, videos, 3-D models

REGULATORY AFFAIRS
WOMBLE BOND DICKINSON

FDA and regulatory submissions, FDA inspections, preclinical testing

MEDICAL & SCIENTIFIC SOLUTIONS
WOMBLE BOND DICKINSON

Research, analysis, expert witness development by team that includes nurses, MDs, PhDs

WBD
Subsidiaries

The Womble Bond Dickinson Government and Public Affairs* team provides government affairs, lobbying, community relations, and related legal compliance solutions to clients who do business – or want to do business - in Massachusetts. We offer clients well-established, bipartisan relationships with members of Massachusetts legislature, the executive and administrative branches of state government, and with municipal officials.

Services:

- Government relations
- Strategic communications
- Community relations
- Regulatory monitoring and support

Prescentus◆, a subsidiary of Womble Bond Dickinson (US) LLP, offers full-service strategic business guidance for fintech companies delivered by experienced industry attorneys and consultants.

Services:

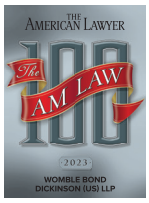
- Payment strategies
- Corporate transactions
- Data breach prevention and post-breach response
- Regulatory compliance
- Business and technology strategies
- Payment facilitator (PayFac) support
- Expert witness services

Although WBD Strategies LLC, doing business as "Womble Bond Dickinson Government and Public Affairs", is a wholly-owned subsidiary of Womble Bond Dickinson (US) LLP, it is a separate entity, is not a law firm, and does not provide legal services. Consequently, Womble Bond Dickinson Government and Public Affairs is not subject to the rules of professional conduct applicable to lawyers and law firms and its clients do not enjoy the protections of the attorney-client relationship.

◆*Although Prescentus LLC is a wholly-owned subsidiary of Womble Bond Dickinson (US) LLP, it is a separate entity, is not a law firm, and does not provide legal services. Consequently, Prescentus LLC is not subject to the rules of professional conduct applicable to lawyers and law firms and its clients do not enjoy the protections of the attorney-client relationship.*

Honors & Awards

63 ranked attorneys and **23** state-level ranked practice areas in *Chambers USA* for 2023, including **8 Band 1** rankings for Environment (NC); Immigration (NC); Intellectual Property (NC); Litigation: General Commercial (NC); Public Finance (NC); Real Estate: Finance (NC); Banking & Finance (SC); Real Estate (SC); Real Estate (VA).



Ranked **#87** in *The AmLaw 100* list of top law firms.

Recognized in the BTI Client Service A-Team 2022 Report based on superior **client service**.

280 lawyers recognized in the 2024 editions of *The Best Lawyers in America®* and *Best Lawyers: Ones to Watch in America™* (BL Rankings).

55 lawyers selected to the 2023 editions of Super Lawyers and Rising Stars* (Thomson Reuters) in AL, CA, DC, DE, GA, MA, MD, NC, NY, SC, TX, and VA.

**As of November 2023*

Nationally ranked in **33** practice areas and regionally ranked in **250** practice areas in *The U.S. News - Best Lawyers® "Best Law Firms"* for 2024.

2024 Top Patent Firms

#8 – for U.S. original patent filings in 2023

#15 – for overall patent filings in 2023

Top **20** – Original Patents (Non-Continuation/Divisional)

Top Patent Firms – 2022 Rankings

Top **20** prosecution firm – Computer Architecture & Information Security

Top **25** prosecution firm – Biotechnology & Organic

11 attorneys and **4** states ranked in the 2024 edition of *World Trademark Review 1000 – The World's Leading Trademark Professionals*.

25 attorneys ranked in *2024 IAM Patent 1000: The World's Leading Patent Practitioners*. Ranked as a leading patent firm in **6** states: CA, DE, GA, MA, NC and TX.

Committed to Diversity

Diversity matters in today's business world. Top talent gravitates toward work environments where all are welcome. Reaching an increasingly diverse and inclusive marketplace requires a team with a wide array of backgrounds and perspectives. Corporate clients demand outside legal counsel who shares their commitment to diversity.

Diversity, Equity and Inclusion Leadership Team:

Lisa Moyles
Partner, Chair
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e: lisa.moyles@wbd-us.com

Tara Cho
Partner, Vice Chair
t: 919.755.8172
e: tara.cho@wbd-us.com

Katrina Pride
Director, Development and Diversity
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Jessica Adebiyi
Manager, Development and Diversity
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We are stronger together.

We at Womble Bond Dickinson embrace diversity and inclusion as core values. Not just because they are good for business, but because they are the right values for our clients, our team members and our communities.

But we know we can't do it all alone. That's why Womble Bond Dickinson collaborates with leading organizations that promote diversity and inclusion. Some of these collaborators include:

- The Minority Corporate Counsel Association (MCCA). Womble Bond Dickinson is a Strategic Sponsor of MCCA, and Partner Kevin Lyn is a member of the MCCA N-Gen Advisory Board.
- National Asian Pacific American Bar Association (NAPABA) and Georgia Asian Pacific American Bar Association (GAPABA). Partner Sid Shenoy recently formed CAPABA, the Charlotte-area affiliate chapter of NAPABA.
- Hispanic National Bar Association (HNBA)
- Human Rights Campaign (HRC)
- Charlotte Lesbian and Gay Fund
- National Bar Association (NBA)
- Leadership Council on Legal Diversity (LCLD)
- Corporate Counsel Women of Color (CCWC)
- LGBT Bar Association

Inclusion Strategy

We will actively recruit, retain, develop and promote diverse talent who are prepared to meet or exceed the needs of our clients doing business in a global economy.

Diversity Awards:

- Consistently earned a perfect score (100 on a scale of 0-100) on the HRC's Corporate Equality Index for the years 2015-2024. The Index grades hundreds of major US companies on support of LGBTQ employees.
- Consistently named Women in Law Empowerment Forum Gold Standard. To earn this honor, firms must meet objective criteria proving "that a significant number of women have attained the highest leadership levels in the firm." Womble Bond Dickinson was one of only 42 law firms nationally to earn WILEF Gold Standard Firm status in 2018.
- Recognized as an inaugural CLEO EDGE Greater Equality Honoree for championing increased access to opportunity in the legal profession.

Womble Bond Dickinson is an Equality 100 Award winner, meaning the firm received a score of 100 on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index. The Corporate Equality Index is the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. This is the ninth consecutive year that Womble has earned a score of 100 in the annual report.

Affinity Groups:

Womble Bond Dickinson has established affinity groups to support the vast array of experiences and needs of our different communities. Our affinity groups facilitate relationship-building, provide a platform for feedback to leadership, and create an additional forum for professional and leadership development.

- Women of Womble
- WBD Inclusion
- WBD PRIDE
- WBD Asian Pacific American Network
- WBD Black Affinity Group
- WBD Sabor
- WBD Veterans
- WBD Differently Abled

Recruiting, Retention & Promotion:

- Launching the **Womble Bond Dickinson Scholars** program in 2004 for diverse rising second-year law students. Starting in 2014, the scholarships were enhanced and scholars receive $30,000, as well as an offer of employment during the summer after their second year of law school. To date, the firm has awarded more than $900,000 in scholarships to 85 diverse law students.
- Creating the **Getting to Equity** program, which invites salaried partners and of counsel to opt in to a voluntary equity partner panel review process that provides individualized feedback, training and coaching resources to help with the creation and implementation of an actionable business plan.
- Recruiting at law schools with large minority enrollments.
- Sponsoring events in conjunction with diverse student organizations at neighboring law schools.
- Recruiting at local and regional minority programs through the local bar associations.
- Considering contributions to the firm's Diversity Initiative in compensation, bonus and advancement decisions.
- Offering domestic partner benefits and insurance coverage for sex-affirmation procedures.

In 2023, Womble Bond Dickinson again was named a Mansfield Certification Plus law firm for promoting greater inclusion for women, minority and LGBTQ+ attorneys in the profession.

The firm successfully met the Mansfield Rule goal of ensuring that women, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities made up at least 30% of the candidate pool for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. Certification Plus status is granted to firms that not only took deliberate steps to expand the list of those considered for leadership positions within their organization, but also achieved diverse representation in key leadership positions during the past year.

Professional Development Programs

Associate Programming

Womble Bond Dickinson Summer Associate Program

We offer law school students a diverse mix of meaningful work and social activities that introduce them to our lawyers, our staff, and the cities in which we live and work. Summer Associates do the same type of work as Associates, receive feedback on work assignments, and are encouraged to participate in hands-on learning opportunities.

Entry Level Curriculum Program

This program teaches entry-level associates legal skills that are often not a focus of law school, such as communication, leadership, and the business of legal practice. The program also encourages the development of cross-office relationships by bringing the entire entry-level associate class together for training during the first year of practice. Participants have a reduced billable hours requirement in their first year at the firm to allow for a focus on training and development.

Transatlantic Lawyer Network

Designed to promote integration between UK and US colleagues, the Network's objectives are:

- Build business development and networking capabilities;
- Develop project management skills through working on a business project;
- Build relationships and team working skills;
- Develop a broader understanding of the firm's business challenges;
- Build business cultural awareness– how we do business in each jurisdiction?

Associate Partner Panel Review Program

This program was initiated in 2010 and is for associates at years three and six in their practices. The program provides them with an interactive discussion and comprehensive evaluation at key points during their career before partnership consideration.

Leadership Now

This is an early leadership development program for high-potential associates in years three through seven of their practices. The program is also designed to increase the associates' client access and engagement, help them learn to leverage tools and technology to engage and lead virtual teams, and to foster collaboration and increase exchange within generations. Each participant in Leadership Now is paired with a sponsor who is an experienced leader within the firm.

Womble Bond Dickinson Litigation Training Program

We provide continued professional development to all litigation associates. Courses in the Litigation Training Program include: Arbitrations, Depositions, Expert Witness, Jury Selection I & II (Intro & Advanced), Mock Trial, NITA Basic Trial Skills, Negotiations, Openings & Closings, Persuasive Motions and Technology in the Courtroom.

Womble Bond Dickinson Transactional Training Program

We also provide continued professional development to all transactions associates. Courses led by in-house subject matter experts and outside consultants help develop skills in a wide variety of subjects including: Commercial Provisions, Mergers & Acquisitions, Legal Writing, Negotiations, Restructuring, Securities Offerings, and Venture Financing.

Partner Development Programming

Leadership Womble Program

Developed in cooperation with Gallup, Leadership Womble bolsters leadership capacity for the firm with the specific goal of succession planning for all key leadership roles throughout the firm. The program has also been an important vehicle for promoting diverse lawyers into leadership roles.

An invitation-only experience, Leadership Womble draws from the partner level of the firm and is strictly voluntary. Requiring up to 200 hours of non-billable time over a four-month period, Leadership Womble focuses on practical leadership skills such as mentoring and sponsoring high potential talent, building internal and client constituencies, followers' needs analysis, and receiving feedback.

All participants work on a "Leadership Challenge," a project designed to impact issues such as diversity and inclusion, client service, engaging virtual teams, sponsorship, and other critical areas for building a strong and sustainable firm. The teams present their findings to the firm's management committee during the final Leadership Womble class.

Equity Partner Panel Review Program

This year-long curriculum helps aspiring equity partners develop robust, sophisticated business plans, build relationships that last, and identify and grow niche practices.

Members of each EPPR cohort receive individualized coaching and feedback on their business plans, including a review of the plan with firm leadership, veteran form equity partners, and professional development leaders - a personal Board of Directors.

WOMBLE
BOND
DICKINSON

Our eyes are set on the future while we thrive in the present.

We're looking for the next forward-thinker. If you're a doer, a finisher or entrepreneur who leaves no stone unturned, you may find a place at the transatlantic law firm close to home.

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London SE1 2AU

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Redcar, Cleveland, TS10 4RF

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Baltimore, MD 21202

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Charleston, SC 29401

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Suite 3500
Charlotte, NC 28202-6037

Charlottesville, VA
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Suite P
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Columbia, SC
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Denver, CO
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Suite 400
Greenville, SC 29601

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Suite 2100
Houston, TX 77002

Huntsville, AL
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Suite 950
Huntsville, AL 35801

Irvine, CA
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Suite 1700
Irvine, CA 92618

Los Angeles, CA
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Los Angeles, CA 90067

Nashville, TN
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Nashville, TN 37203

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New York, NY 10022

Raleigh, NC
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Raleigh, NC 27601

Research Triangle Park / Durham, NC
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Research Triangle Park, NC
27709

5425 Page Road
Suite 430
Durham, NC 27703

San Francisco, CA
50 California Street
Suite 2750
San Francisco, CA 94111

1333 North California Boulevard
Suite 450
Walnut Creek, CA 94596

Silicon Valley, CA
1279 Oakmead Parkway
Sunnyvale, CA 94085

Tysons, VA
8350 Broad Street
Suite 1500
Tysons, VA 22102

Washington, DC
2001 K Street, NW
Suite 400 South
Washington, DC 20006

Wilmington, DE
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Suite 1200
Wilmington, DE 19801

Winston-Salem, NC
One West Fourth Street
Winston Salem, NC 27101

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