



# About Seyfarth

INVENTIVE IN VISION. INVESTED IN DETAIL.





# At Seyfarth, we deliver the right solution at the right moment.

With more than 1,000 lawyers across 19 offices, Seyfarth Shaw LLP provides advisory, litigation, and transactional legal services to clients worldwide.

Our unique combination of high-caliber legal representation and advanced service delivery allows us to take on our clients' unique challenges and opportunities—no matter the scale or complexity.

Whether navigating complex litigation, negotiating transformational deals, or advising on cross-border projects, our attorneys achieve exceptional legal outcomes. Our drive for excellence leads us to seek out better ways to work with our clients and each other. We have been first to market on many legal service

delivery innovations—and we continue to break new ground with our clients every day. This long history of excellence and innovation has created a culture with a sense of purpose and belonging for all. In turn, our culture drives our commitment to the growth of our clients, the diversity of our people, and the resilience of our workforce.

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**SEYFARTH IS:**

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<p><b>BOLD</b></p> <p>We are strong in the face of uncertainty, leading our clients through a rapidly changing landscape.</p>	<p><b>INVESTED</b></p> <p>We are committed to partnership for the benefit of our clients, our people, and our community.</p>
<p><b>INVENTIVE</b></p> <p>Our work makes a big impact through skill, creativity, and collaboration.</p>	<p><b>CONFIDENT</b></p> <p>We are excellent at what we do, delivering exceptional results with purpose and determination.</p>

# Your needs serviced through an international model.

Through our locations around the world, we work in more than 170 countries, leveraging our collective strength to drive meaningful results for our clients.

## AN INTERNATIONAL FOOTPRINT



# High Stakes. High Volume. High Impact.

From day one, our founders envisioned a full-service firm with the legal know-how to serve clients in every area. Today, Seyfarth offers a full portfolio of practices in advisory, litigation, and transactional legal services to companies around the world.

## ADVISORY

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- ADA Title III & Public Access
- Corporate Counseling & Governance
- Employee Benefits
- Employment
- Executive & Equity Compensation
- Government Relations & Policy
- Immigration
- Intellectual Property Counseling & Prosecution
- International Employment Law
- Labor Management Relations
- Privacy & Security
- Trade Secrets & Non-Competes
- Trusts & Estates
- Workplace Safety & Environmental

## LITIGATION

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- Antitrust & Competition
- Appellate
- Bankruptcy & Restructuring
- Class & Collective Actions
- Commercial Litigation
- eDiscovery & Information Governance
- Employment Litigation
- Government Contracts
- Intellectual Property Litigation
- Product Liability & Complex Tort
- Securities & Fiduciary Duty Litigation
- Tax Controversies & Litigation
- Trials
- White Collar Defense & Investigations
- Workplace Arbitration & ADR

## TRANSACTIONAL

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- Capital Markets
- Commercial Contracts
- Commercial Finance
- Construction & Development Projects
- Financial Products & Technology
- Infrastructure & Project Finance
- Institutional Investors
- Mergers & Acquisitions
- Real Estate
- Real Estate Finance
- REITs & Real Estate Capital Markets
- Tax

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## Advanced Delivery

Seyfarth has long been on the forefront of bringing new capabilities and ways of thinking to how we serve our clients. Our interdisciplinary teams of attorneys, process specialists, and technology practitioners have been at the forefront of change in the legal industry. With many years of experience driving real change in legal environments, they bring practical know-how to deliver measurable impact.

**Program Management.** We design robust solutions for the most complex legal work to ensure successful execution of our clients' business and legal goals.

**Shared Solutions.** We design, develop, and manage technology solutions to support high-volume legal work that shares common characteristics, providing enhanced service, transparency, and speed for our clients.

**Legal Operations.** Working directly with clients and their legal teams, we tackle real-life problems and arm them with future-state solutions for their unique business environment.

# Case Studies

Better legal and business outcomes and the best possible client experience: that's our goal.

## Landmark Biometric Privacy Victory in the Transportation Industry

**Challenge:** One of the world's largest airlines was targeted for its use of fingerprint scans for employee timekeeping in one of the first major class actions filed under the landmark Illinois Biometric Information Privacy Act (BIPA). We were asked to defend this unique case and guide the airline through the intersection of BIPA and the company's corresponding labor agreement at the state and federal levels.

**Solution:** We developed a strategy that hinged on the interplay of BIPA and our vast institutional experience representing employers governed by the Railway Labor Act (RLA), which provides a federal structure for collective bargaining agreements involving airline and railway companies.

Separated by nearly a century, this matter presented an unlikely juxtaposition of cutting-edge and arcane laws: BIPA was enacted in 2017, the RLA in 1926. We embarked on arguments that the underlying claims were governed by the parties' respective collective bargaining agreement and thus may only be resolved through the grievance and arbitration process provided for in the agreement—and under the RLA.

First, we successfully removed this BIPA case from state to federal court on two grounds: (1) the Class Action Fairness Act, and (2) RLA preemption. This novel approach was the first argument in the US asserting that BIPA claims were preempted by the RLA. The federal court agreed, granting a motion to dismiss all claims on the grounds that the claims were completely preempted, earning the first dismissal of any

BIPA complaint on RLA complete preemption grounds. On plaintiff's motion for relief from judgements, the District Court reversed itself and ordered the case be remanded to state court. We then filed a petition with the Seventh Circuit under CAFA, seeking the right to have the remand order reviewed by the appellate court. In a rare move, the Seventh Circuit granted the petition, which became its first opinion to address BIPA litigation. Ultimately, the Seventh Circuit found the plaintiff's injury was sufficient to allow the courts to continue to exercise federal jurisdiction and that plaintiff's BIPA claims were completely preempted by the RLA, a complete win for the airline.

**Results:** Over the last decade, several circuits had concluded that there is no complete preemption under the RLA. It was in doubt in the Seventh Circuit at the time of our client's appeal, but federal jurisdiction has now been revived by our efforts, a significant victory for our airline client and all other US-based airlines. Today, defendants across the country have adopted our defense, which has also become a bedrock for other preemption challenges to BIPA.

## Creating a New Type of Corporation in the Health Care Industry

**Challenge:** We led the formation of a new not-for-profit generic drug manufacturing company designed to address an acute and ongoing shortage of generic drugs, described by the FDA as a public health crisis. This shortage has persisted for decades and threatens patient care and safety in general and adversely affects the most vulnerable—low-income individuals and their families.

**Solution:** We advised a health care system and its subsidiary, representing about 500 hospitals, and several other health systems in the structure and formation of a new not-for-profit generic drug manufacturing company that will help patients by addressing shortages and high prices of lifesaving medications. This new entity was formed by seven leading health systems and three major philanthropies with interest in public health solutions to address the generic drug shortage problem. Our team was responsible for novel corporate and tax structuring matters, and led the negotiations with in-house and outside counsel for the seven health systems and the three foundations. The unique corporate and tax structure of this not-for-profit generic

drug manufacturing company make it the only corporation of its type in the United States.

**Results:** A seminal deal for the health care industry, more than 120 health organizations representing about a third of the nation's hospitals have expressed a commitment or interest in participating with our client. The pre-agreed commitment to purchase a minimum volume of a drug allows our client to contract with manufacturing organizations to produce minimum levels of drugs for a period of years. This approach will have several different, cumulative effects on the supply of needed drugs to the member health care organizations and their patients for years to come.

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## Building a Custom Contract Management Solution for Restaurant Client

**Challenge:** One of the largest US restaurant chains was searching for a contract management solution to streamline and standardize the flow of its corporate contracts. Unable to find a flexible platform that could be tailored to its current and future needs, the restaurant chain turned to us.

**Solution:** Working with the in-house counsel team, together we process-mapped and developed sourcing parameters for the intake, triage, sourcing, and management of its corporate contracts. Once this model was process-mapped to ensure consistency and efficiency, we shifted into the technology development phase with Seyfarth Labs. Over the span of six months, the Seyfarth Labs team harnessed the power of our proprietary Solver and Link platforms to create and hone a self-service contract management

solution that accommodated all the client's current needs and was easily scalable for future uses.

**Results:** Since its launch, the client has processed more than 3,500 contract requests through the system, standardizing and streamlining its portfolio of corporate contracts. The new contract management solution and dashboard also provides instant insight into the client's corporate contracts, which can be analyzed via a variety of key performance indicators.

# Our Values

At Seyfarth, we hold a set of core values that drive the strategy and growth of the firm: excellence, client service, innovation, teamwork, inclusion, and commitment. We live these values every day through the work we do in our communities and within the firm to make it an excellent place to work and do business with.

## Inclusion & Diversity

Our goal is to create a culture in which people can bring their authentic selves and unique experiences to the work we do every day. We do so for two simple yet powerful reasons: our people matter, and we excel when we cultivate belonging, inclusion, and diversity. We focus on four key pillars.

**Inclusive Leadership.** Our approach to inclusive leadership is to educate and empower leaders to honor and leverage diversity, grow their inclusion competencies, to measure our growth and success, and to hold one another accountable. Leaders must model the behavior change we desire to see and drive the organizational change necessary for inclusion and diversity.

**Inclusive Talent Development.** At Seyfarth, we equip our talent to succeed through firmwide education programs that raise awareness and provide skills to diverse talent by addressing the unique hidden barriers professionals from underrepresented groups face. Our unique and groundbreaking Triad program blends mentoring, sponsorship, success strategies, and skill building. Similarly, our coaching program pairs associates with highly trained Partner Coaches to work on specific personal or career goals.

**Communities.** We support a number of national organizations focused on inclusion and diversity, as well as regional and local organizations in our offices. Our attorneys participate in writing amicus briefs and pro bono work in our communities and we engage all our professionals in community service.

**Organizational Strategy, Systems, and Processes.** We know that it is not enough to provide education and awareness; we must also examine the systems and processes we use in the business and practice of law. As such, we look at our talent development, human resources, compensation, and other processes with an eye toward mitigating undesired consequences and addressing cultural and diversity blind spots.

## Seyfarth Life

As one of the original signatories of the American Bar Association's Well-Being Pledge, we are a leading voice in the effort to improve the emotional health and well-being of legal professionals. Through Seyfarth Life, we deliver programs that enhance productivity and resilience among our people. Seyfarth Life includes four pillars that work together to drive the highest levels of performance across the organization.

**Individual Development.** At the core of Seyfarth Life is resiliency and performance training and resources for our people. We have launched a variety of support programs to build resilience and mindfulness, including professional development help from how to “manage up” and disrupting persistent thoughts, to leading high-performance teams.

**Organizational Support.** This pillar includes our existing benefits, career tracks, and policies, focused on transforming the traditional career ladder model. To that end, we have created multiple attorney career tracks to suit the shifting needs of our people.

**Seyfarth Works.** In a firm known for process improvement, making work easier for our people is second nature. Through this pillar, we offer coaching on efficiency and team dynamics, and human-centered technology enhancements. For example, because client service often means being on the road, we created a mobile version of our award-winning portal to make work easier everywhere.

**Internal Community Networks.** We recognize that strong personal connections lead to increased career satisfaction and offer well-structured mentoring programs and support groups at every level of the firm.

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## Pro Bono & Philanthropy

We believe that leadership means taking the initiative to help our fellow citizens. As the firm has grown, our opportunities to give back to our communities also have increased. We work with our communities in four areas:

**Pro Bono Legal Work.** We encourage all of our lawyers to devote time to pro bono legal work and we make a concerted effort to help them find pro bono projects that not only reflect their own unique values, interests and personal styles, but also help address the unmet legal needs in our communities.

**Community Service.** We strongly encourage all of our attorneys and staff to donate their time to help those in the community, whether as volunteers, fundraisers, board members or participants in service projects. Our people mentor underserved students, help build houses for those who otherwise would not have shelter, serve food to the hungry, raise awareness about important causes, collect everything from food to toys to clothing to school supplies, and

participate by the hundreds in our events to raise money and awareness for our charity partners.

**Charitable Giving.** The Seyfarth Shaw Charitable Foundation makes grants that support our attorneys and staff in their charitable activities. All Seyfarthians are welcome and encouraged to request funds from the foundation on behalf of a specific organization.

**Sustainability.** Seyfarth is committed to moving along the path to sustainability in order to enhance the well-being of our communities. In order to take our efforts to the next level, we have joined the Law Firm Sustainability Network, a group of law firms that meet regularly to learn from one another, share best practices, and exchange ideas about how to improve sustainability programs.

# Accolades

We are proud of the work we do, and proud when others take notice. Our innovation, diversity, and legal excellence have been recognized by top-tier legal industry publications and organizations globally.

## ***ACC Value Champion***

Seyfarth is first-ever firm to win two awards in the same year, honoring our innovative client collaboration.

## ***BTI Brand Elite***

BTI confers “Best of the Best” status for our use of technology to add value to the client experience and named among top law firm brands in the world.

## ***Best Lawyers in America***

Year after year, *The Best Lawyers in America* named dozens of Seyfarth attorneys as leaders in their fields, based solely on a peer review process.

## ***Benchmark Litigation***

*Benchmark Litigation* regularly recognizes dozens of Seyfarth lawyers across the country and ranked the firm “Tier 1” for Labor & Employment.

## ***Best Law Firm for Women***

Seyfarth named to Seramount’s annual list of Best Law Firms for Women for 11 years, placing us in the Hall of Fame.

## ***Most Outstanding Majority-Owned Firm***

The California Minority Counsel Program recognized Seyfarth for our commitment to diversity and inclusion.

## ***Chambers USA***

Year after year, *Chambers USA* ranks dozens of Seyfarth lawyers as leaders in their fields.

## ***Corporate Equality Index Perfect Score***

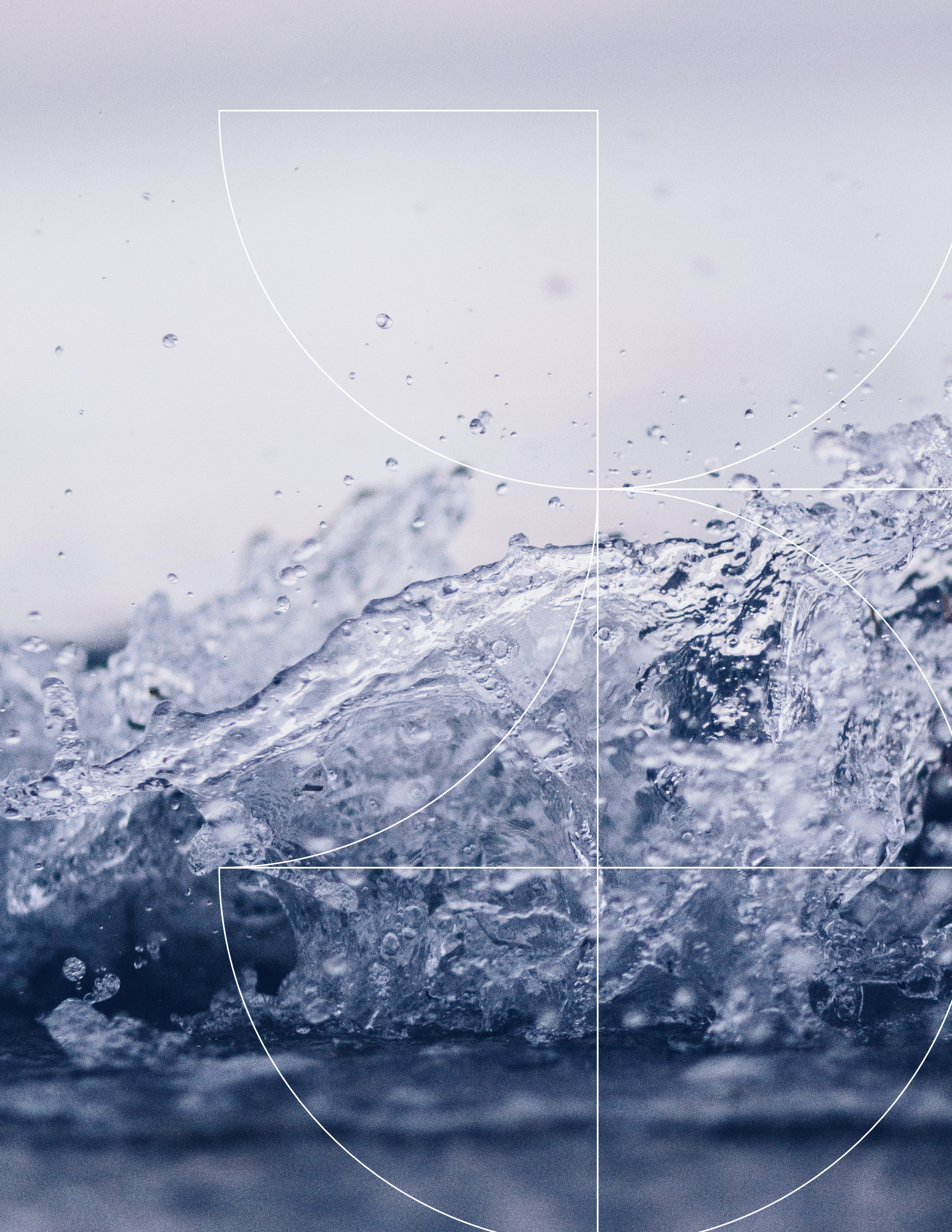
For more than a decade, Seyfarth has earned a perfect score and was named a “Best Place to Work for LGBTQ Equality.”

## ***Legal 500***

The firm is consistently ranked “Top Tier” in multiple practice areas, and dozens of attorneys across the country are recommended on a yearly basis.

## ***Mansfield Plus Certification***

Since its inception in 2018, we have been certified “Mansfield Plus” by Diversity Lab for measurable efforts and outcomes in our diversity efforts.





“Seyfarth” and “Seyfarth Shaw” refer to Seyfarth Shaw LLP, an Illinois limited liability partnership. Our London office operates as Seyfarth Shaw (UK) LLP, an affiliate of Seyfarth Shaw LLP. Seyfarth Shaw (UK) LLP is a limited liability partnership established under the laws of the State of Delaware, USA, and is authorised and regulated by the Solicitors Regulation Authority with registered number 556927. Legal services provided by our Australian practice are provided by the Australian legal practitioner partners and employees of Seyfarth Shaw Australia, an Australian partnership. Seyfarth Shaw (賽法思律師事務所) is a separate partnership operating from Hong Kong as a firm of solicitors.