



THE 18TH ANNUAL BTI CLIENT SERVICE ALL-STARS 2019

GENERAL COUNSEL SINGLE OUT THE 335 ATTORNEYS BEST AT CLIENT SERVICE



335 Attorneys Define the New Standard for Client Service Excellence

General Counsel name the attorneys delivering the absolute best client service.

Corporate counsel point to 335 attorneys who deliver incomparable levels of client service excellence. These are the BTI Client Service All-Stars 2019.

The BTI Client Service All-Stars demonstrate an unrelenting pursuit to find what best fulfills clients' needs. Legal decision makers say these attorneys have an unquenchable thirst to understand their clients better than all other attorneys. BTI Client Service All-Stars can simplify even the most complex of legal matters and are unwavering in their dedication to clients. In short, General Counsel and legal decision makers say these 335 attorneys represent the epitome of client service.

Corporate legal decision makers single out each All-Star attorney—by name and in an unprompted manner—as delivering the absolute best client service. No attorney or firm can self-nominate, self-refer, nor pay to be included in this report. Clients have the final—and only—say.

Learn exactly what these attorneys do different from everyone else to stand out with legal decision makers and earn a prestigious spot among the client service elite.

Join us as we congratulate each and every BTI Client Service All-Star for their unmatched client service delivery.

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BTI Client Service All-Stars 2019

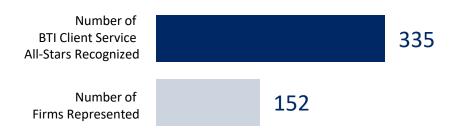
Now in its 18th year of publication, the BTI Client Service All-Stars is the gold standard used by corporate counsel and law firms alike to identify the attorneys delivering the absolute best client service.

BTI congratulates each of the 335 individual attorneys honored in the BTI Client Service All-Stars 2019 and applauds their skill and dedication to providing superior client service.

18 attorneys—5.4% of the BTI Client Service All-Stars 2019—are making consecutive repeat appearances. Clients single out these MVPs providing consistent service over time—proving themselves as the best at client service time and time again.

Only 72 law firms are home to 2 or more BTI Client Service All-Stars. These firms account for 255 BTI Client Service All-Stars—suggesting these law firms are more focused on cultivating a culture of client service excellence than other firms. Nearly every one of these 72 law firms are also singled out by clients in the BTI Client Service A-Team 2019, the definitive ranking of which firms (rather than individual attorneys) legal decision makers say deliver the highest levels of client service.

Click here for more information on this market-leading report:
BTI Client Service A-Team 2019.



All-Star Scarcity:

11% of All Firms Serving Large Clients Are Home to More than One All-Star Attorney



The Elite MVPs:

Fewer than 6% of Attorneys Earn Recognition Year after Year



Attorneys Recognized 2 or More Years in a Row



Defining a Client Service All-Star

WHAT CLIENTS SAY MAKE THE ALL-STARS STAND OUT:

Superior Client Focus

- Provide pointed, unequivocal advice
- Effectively manage—and simplify—complex legal matters
- Achieve the best legal outcome depending on the client's unique goals

Unmatched Client Experience

- Identify business risks and help corporate counsel shape messages for management
- Keep internal and external teams fully informed of matter progress
- Ability to always deliver on every client expectation with the highest confidence

Understands the Client's **Business Like** No Other

- Discuss how legal advice will impact business goals and objectives
- Unmatched understanding of industry dynamics to provide a competitive advantage
- Proactively monitor and advise on business and industry risks

Unparalleled **Legal Skills**

- Provide results far surpassing the client's expectations
- Identify and discuss legal needs before a major issue arises

Innovative **Thought** Leadership

- Educate the client on how to manage risks associated with emerging issues
- Provide unique, creative solutions to drive a competitive advantage for the client

5 WAYS TO STAND OUT:

WHY CLIENTS NOMINATE THEIR ATTORNEYS

Despite the number of personalities and varying expectations corporate counsel place on attorneys, there are 5 overarching characteristics clients say drive a superior client service performance.

The BTI Client Service All-Stars take these elements of client service a step further to truly differentiate their client service from everyone else.







Law Firms Home to Multiple All-Star Attorneys

Cultivating

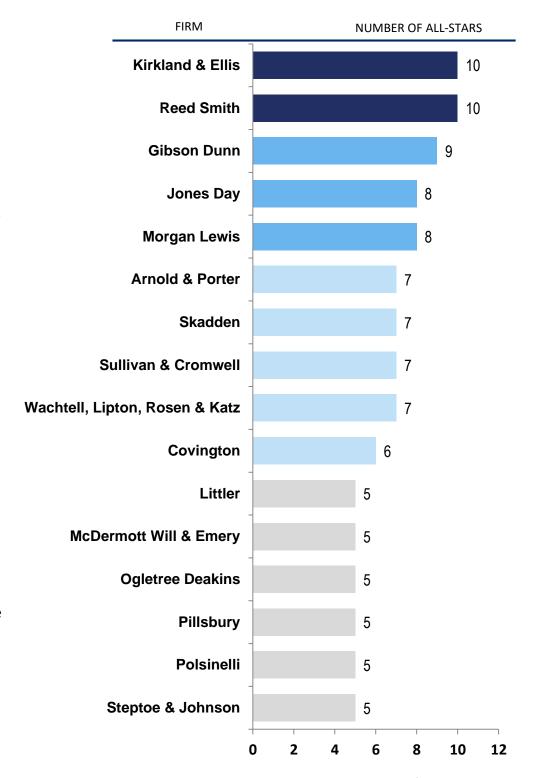
Firmwide Success

Of the 650 law firms serving large organizations, only 72 are home to more than 1 BTI Client Service All-Star: a truly elite group of standout firms.

These firms demonstrate their firmwide commitment to client service excellence. It is no surprise to learn over 90% of these firms are also featured in the *BTI Client Service A-Team 2019*—BTI's definitive annual ranking of the law firms legal decision makers recognize for delivering the absolute best client service.

Rising Stars

Kirkland & Ellis and Reed Smith have made significant gains over the last year. Each firm adds more than 5 All-Stars to their ranks propelling these firms to the top of the list of firms with the highest number of All-Stars on their rosters.



Continued on next page



Law Firms Home to Multiple All-Star Attorneys

FIRM	NUMBER OF ALL-STARS	FIRM	NUMBER OF ALL-STARS
Kirkland & Ellis	10	Mayer Brown	4
Reed Smith	10	McGuireWoods	4
Gibson Dunn	9	Alston & Bird	3
Jones Day	8	Baker Botts	3
Morgan Lewis	8	Bryan Cave Leighton Paisne	r 3
Arnold & Porter	7	Chambliss, Bahner & Stopho	el 3
Skadden	7	Cleary Gottlieb	3
Sullivan & Cromwell	7	Crowell & Moring	3
Wachtell, Lipton, Rosen & Katz	7	Davis Polk	3
Covington	6	Dentons	3
Littler	5	Eversheds Sutherland	3
McDermott Will & Emery	5	Greenberg Traurig	3
Ogletree Deakins	5	Hogan Lovells	3
Pillsbury	5	Jackson Lewis	3
Polsinelli	5	Katten Muchin Rosenman	3
Steptoe & Johnson	5	Latham & Watkins	3
BakerHostetler	4	Morrison & Foerster	3
Faegre Baker Daniels	4	Norton Rose Fulbright	3
Foley & Lardner	4	Seyfarth Shaw	3
Hunton Andrews Kurth	4	Shearman & Sterling	3
K&L Gates	4	Bass, Berry & Sims	2
King & Spalding	4	Bradley	2



Law Firms Home to Multiple All-Star Attorneys

FIRM	IUMBER OF ALL-STARS FIRM NUMBER OF ALL-STA		NUMBER OF ALL-STARS
Carlton Fields	2	Maynard Cooper & Gale	2
Clark Hill	2	Milbank	2
Constangy, Brooks, Smith & Pro	ophete 2	Mintz	2
Day Pitney	2	Orrick	2
Debevoise & Plimpton	2	Perkins Coie	2
Dechert	2	Proskauer Rose	2
DLA Piper	2	Quarles & Brady	2
Dorsey	2	Shook, Hardy & Bacon	2
Fisher Phillips	2	Sidley	2
Freeborn	2	Squire Patton Boggs	2
Gibbons	2	Swanson, Martin & Bell	2
Jones Walker	2	Thompson Coburn	2
Keegan Werlin	2	Wheeler Trigg O'Donnell	2
Loeb & Loeb	2	Williams & Connolly	2



BTI Client Service Super All-Stars

BTI Client Service All-Star MVPs

Even among the BTI Client Service All-Stars, there are attorneys earning special recognition from General Counsel and legal decision makers. MVPs have been recognized year after year for their dedication to delivering the best service to their clients. Another group of attorneys, the Super All-Stars, enjoy recognition from more than one influential legal decision maker this year.

BTI celebrates each of the attorneys on the following pages for their truly outstanding ability to serve clients better than all others.



BTI Client Service Hall of Fame

H. Rodgin Cohen is truly the gold standard when it comes to client service delivery. 2019 marks Mr. Cohen's 16th appearance as part of the BTI Client Service All-Stars—an accomplishment unmatched by any other attorney over the past 18 years.

Year after year, legal decision makers are quick to name Mr. Cohen as the standard to which they measure the client service of all others.

H. RODGIN COHEN

SENIOR CHAIRMAN SULLIVAN & CROMWELL

> "He is super smart. He quickly gets through the legal issue to provide me with the best business advice."



BTI Client Service Super All-Stars

These 2 standout attorneys receive recognition from multiple influential General Counsel and legal decision makers.

WILLIAM P. AIKEN

SHAREHOLDER
CHAMBLISS, BAHNER & STOPHEL

"He can explain complex matters simply without making you feel stupid or wasting time."

MARK FILIP, P.C.

PARTNER
KIRKLAND & ELLIS

"He has a golden resume, but a down to earth manner. He's a calming influence on very serious issues."



BTI Client Service All-Star MVPs

Few attorneys are committed to ensuring their client service is consistently meeting the rising expectations of General Counsel. The MVPs are the exception.

These 17 attorneys have had their superior service recognized by legal decision makers for 2 or more years in a row.

Attorney	NUMBER OF CONSECUTIVE YEARS RECOGNIZED
Edward D. Herlihy Partner, Wachtell, Lipton, Rosen & Katz	4
Ron Chapman, Jr. Shareholder, Ogletree Deak	ins 3
A. Craig Cleland Shareholder, Ogletree Deak	ins 3
Jonathan M. Moses Partner, Wachtell, Lipton, Rosen & Katz	3
Soumitra Deka Counsel, Arnold & Porter	2
Daniel P. DiNapoli Partner, Arnold & Porter	2
Marc O. Williams Partner, Davis Polk	2
David E. De Lorenzi Chair, Gibbons	2
Elizabeth A. Ising Partner, Gibson Dunn	2

ATTORNEY	NUMBER OF CONSECUTIVE YEARS RECOGNIZED	
Brian J. Lane Partner, Gibson Dunn	2	
John W. Ursu Attorney, Greene Espel	2	
Monique A. Cenac Partner, Jones Walker	2	
Kelly C. Simoneaux Partner, Jones Walker	2	
Andrew S. Marovitz Partner, Mayer Brown	2	
Peter J. Covington Partner, McGuireWoods	2	
William P. Geraghty Managing Partner, Shook, Hardy & Bacon	2	
Sabastian V. Niles Partner, Wachtell, Lipton, Rosen & Katz	2	









Listed in Alphabetical Order, By Firm Name

BTI offers congratulations to the following 335 attorneys earning recognition from leading General Counsel and legal decision makers for outperforming all other attorneys. It is a true achievement to earn this level of praise from influential clients.

BTI Note: Primary practice represents the practice area in which the nominating client recognized each BTI Client Service All-Star and is not an exhaustive list of every area of practice for each attorney.

AKIN GUMP STRAUSS HAUER & FELD

Esther G. Lander

Partner

Washington, D.C.

Employment Litigation

Nominated by Large Retailer

ALSTON & BIRD

David S. Frist Atlanta, GA

Partner Intellectual Property Litigation

Nominated by Fortune 1000 Manufacturing Company

David R. Godofsky, F.S.A. Washington, D.C.

Partner Retirement and Insurance

Nominated by Prominent Professional Services Firm

David A. Wender

Partner

Atlanta, GA

Bankruptcy

Nominated by Large Financial Services Firm

ARENT FOX

Georgia C. Ravitz Washington, D.C.

Partner Consumer Product Safety

Nominated by Major Supermarket Chain





Listed in Alphabetical Order, By Firm Name

ARNOLD & PORTER

Washington, D.C. Richard M. Alexander

Securities Enforcement and Litigation **Partner**

Nominated by Large Financial Services Firm

Soumitra Deka San Francisco, CA **Patent Litigation**

Counsel

Nominated by Global Pharmaceutical Giant

New York, NY Daniel P. DiNapoli

Patent Litigation Partner

Nominated by Global Pharmaceutical Giant

Jonathan Gleklen Washington, D.C.

Antitrust/Competition **Partner**

Nominated by Fortune 500 Financial Services Firm

Howard Goldwasser New York, NY

Corporate and Finance Partner

Nominated by Prominent Regional Bank

New York, NY **Aaron Stiefel**

Patent Litigation Partner

Nominated by Global Pharmaceutical Giant

Washington, D.C. Asim Varma

Litigation **Partner**

Nominated by Large Financial Services Firm

BAKER BOTTS

New York, NY **Daniel Hulseberg**

Intellectual Property Partner

Nominated by Large Food and Agriculture Company

Dubai, UAE and Riyadh, Saudi Arabia John Vincent Lonsberg

International Commercial Transactions Department Chair - Corporate (Middle East)

Nominated by Large Professional Services Firm

Washington, D.C. Joseph Ostoyich

Antitrust Litigation Department Chair - Litigation (Washington)

Nominated by Large Chemicals Company





Listed in Alphabetical Order, By Firm Name

BAKER DONELSON

Baltimore, MD S. Craig Holden Health Law Shareholder

Nominated by Global Health Care Company

BAKER MCKENZIE

Washington, D.C. Reagan R. Demas

Compliance & Investigations **Partner**

Nominated by Fortune 1000 Consumer Goods Manufacturer

BAKERHOSTETLER

Cincinnati, OH Craig A. Hoffman

Privacy and Data Protection Partner

Nominated by Prominent Food and Agriculture Company

Chicago, IL John S. Letchinger **Patent Litigation Partner**

Nominated by Large Retailer

Los Angeles, CA Margaret Rosenthal

Employment Litigation Partner

Nominated by Global Food Product Wholesaler

Washington, D.C. Paul M. Schmidt

Tax Controversy and Litigation Chairman

Nominated by Fortune 500 Hospitality Company

BALLARD SPAHR

Philadelphia, PA Geoffrey A. Kahn Litigation

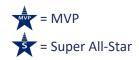
Partner Nominated by Fortune 500 Investment Bank

BANNER & WITCOFF

Michael J. Harris Chicago, IL Litigation

Attorney Nominated by Large Manufacturing Company





Listed in Alphabetical Order, By Firm Name

BARNES & THORNBURG

Charles J. Schultz Chicago, IL Health Care Partner

Nominated by Fortune 500 Health Care Company

BARTLIT BECK

Chicago, IL Mark E. Ferguson **Patent Litigation** Partner

Nominated by Global Technology Company

BASS, BERRY & SIMS

Memphis, TN Michael R. Hess

Specialty Pharmacy & Pharmaceuticals Member Nominated by Major Supermarket Chain

Nashville, TN Elizabeth S. Warren Health Care Member

Nominated by Large Health Care Company

BENESCH

Cleveland, OH Yelena Boxer Litigation **Partner**

Nominated by Fortune 500 Manufacturing Company

BERG HILL GREENLEAF & RUSCITTI

Denver, CO Giovanni M. Ruscitti Construction Managing and Founding Partner

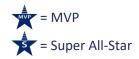
Nominated by Fortune 500 Construction Company

BLANK ROME

Washington, D.C. James R. Murray **Insurance Recovery Partner**

Nominated by Global Manufacturing Company





Listed in Alphabetical Order, By Firm Name

BODMAN

Courtland W. Anderson Troy, MI

Member Enterprise Procurement

Nominated by Fortune 1000 Banking Company

BRADLEY

W. Wayne Drinkwater
Partner

Jackson, MS
Litigation

Nominated by Large Insurance Company

Anne Marie Seibel Birmingham, AL

Partner Litigation

Nominated by Large Insurance Company

BRICKER & ECKLER

James F. FlynnColumbus, OHManaging PartnerHealth Care

Nominated by Large Health Care Company

BRIGGS

Michael D. Gordon
Shareholder

Minneapolis, MN
Commercial Finance

Nominated by Fortune 500 Investment Bank

BROOKS KUSHMAN

Erica D. Klein New York, NY

Partner Trademark & Copyright

Nominated by Fortune 1000 Wholesaler





Listed in Alphabetical Order, By Firm Name

BRYAN CAVE LEIGHTON PAISNER

Alec W. Farr Washington, D.C.

Partner Commercial Litigation

Nominated by Global Financial Services Firm

Brian A. Sher Chicago, IL

Managing Partner Commercial Litigation

Nominated by Large Health Care Company

Louis C. Spelios Atlanta, GA

Partner M&A and Corporate Finance

Nominated by Fortune 500 Manufacturing Company

BUCHANAN ANGELI ALTSCHUL & SULLIVAN

Paul BuchananPortland, ORPartnerEmployment

Nominated by Fortune 1000 Consumer Goods Manufacturer

BUCHANAN INGERSOLL & ROONEY

Brian S. Novosel Pittsburgh, PA Shareholder Corporate

Nominated by Large Telecom Company

BUCKINGHAM

David J. Hrina Akron, OH

Partner Intellectual Property

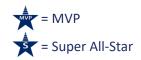
Nominated by Fortune 500 Manufacturing Company

BURKE, WILLIAMS & SORENSEN

H. James Wulfsberg Oakland, CA Construction

Nominated by Prominent Chemicals Company





Listed in Alphabetical Order, By Firm Name

CADWALADER

Anne M. Tompkins Charlotte, NC and Washington, D.C.

Partner White Collar Defense and Investigations

Nominated by Large Health Care Company

CARLTON FIELDS

Frank G. Burt Washington, D.C. and Miami, FL

Shareholder Class Actions

Nominated by Large Insurance Company

Markham R. Leventhal Washington, D.C. and Miami, FL

Shareholder Class Actions

Nominated by Large Insurance Company

CASSIDAY SCHADE

Thomas P. Boylan Chicago, IL

Partner Construction Litigation

Nominated by Prominent Construction Company

CHAMBLISS, BAHNER & STOPHEL

William P. Aiken Chattanooga, TN

Shareholder Mergers and Acquisitions

Nominated by Large Food Company and

Global Manufacturing Company

Justin L. Furrow Chattanooga, TN

Shareholder Labor and Employment

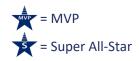
Nominated by Large Food Company

William H. Pickering Chattanooga, TN

Shareholder Labor and Employment

Nominated by Large Food Company





Listed in Alphabetical Order, By Firm Name

CHIESA SHAHINIAN & GIANTOMASI

West Orange, NJ Edward B. Stevenson

Corporate and Securities Member

Nominated by Large Technology Company

CHOATE, HALL & STEWART

Boston, MA Robert S. Frank Jr.

Intellectual Property Litigation Partner

Nominated by Global Technology Company

CLARE LOCKE

Alexandria, VA Thomas A. Clare, P.C. Commercial Litigation Partner

Nominated by Large Wholesaler

CLARK HILL

Los Angeles, CA Gary A. Hamblet

Insurance & Reinsurance Member

Nominated by Fortune 500 Insurance Company

Birmingham, MI Barry B. Sutton **Product Liability**

Member

Nominated by Large Retailer

CLEARY GOTTLIEB

Washington, D.C. Derek M. Bush

Financial Services Regulation Partner

Nominated by Global Financial Services Firm

Washington, D.C. Brian Byrne

Antitrust Partner

Nominated by Fortune 500 Consumer Goods Manufacturer

New York, NY Sandra L. Flow **Capital Markets**

Partner Nominated by Global Financial Services Firm





Listed in Alphabetical Order, By Firm Name

COLE PEDROZA

Kenneth R. Pedroza San Marino, CA Litigation

Nominated by Global Insurance Giant

CONSTANGY, BROOKS, SMITH & PROPHETE

Maureen R. Knight Washington, D.C.
Partner Employment Litigation

Nominated by Fortune 500 Transportation Company

Donald S. Prophete Kansas City, MO and New York, NY

Partner Employment Litigation

Nominated by Fortune 1000 Technology Company

COVINGTON

Bruce C. Bennett New York, NY

Partner Capital Markets and Securities

Nominated by Fortune 500 Construction Company

Jason A. "Jay" Carey Washington, D.C.

Partner Government Contracts

Nominated by Global Transportation Company

Yaron Dori Washington, D.C.

Partner Regulatory and Public Policy

Nominated by Fortune 500 Telecom Company

James M. Garland Washington, D.C.

Partner White Collar Defense and Investigations

Nominated by Fortune 1000 Transportation Company

Kevin KingWashington, D.C.
Partner
Appellate Litigation

Nominated by Fortune 500 Telecom Company

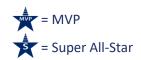
Robert A. Long Washington, D.C.

Appellate Litigation

Partner Appellate Litigation

Nominated by Fortune 500 Telecom Company





Listed in Alphabetical Order, By Firm Name

CRAVATH, SWAINE & MOORE

Damien R. Zoubek

Partner

New York, NY

Corporate

Nominated by Fortune 1000 Transportation Company

CROWELL & MORING

John T. Brennan Jr. Washington, D.C. Health Care

Nominated by Global Health Care Company

Peter Eyre Washington, D.C.
Partner Government Contracts

Nominated by Large Financial Services Firm

Jennifer A. Giblin Washington, D.C.

Senior Counsel Environment & Natural Resources

Nominated by Fortune 500 Manufacturing Company

DAVIS POLK

Timothy Graulich

Partner

New York, NY

Restructuring

Nominated by Global Manufacturing Company

Richard D. Truesdell, Jr.

Partner

New York, NY
Capital Markets

Nominated by Fortune 500 Manufacturing Company

Marc O. Williams New York, NY

Partner Mergers and Acquisitions

Nominated by Fortune 500 Manufacturing Company

DAY PITNEY

Warren J. Casey

Parsippany, NJ

Partner Securities and Capital Markets

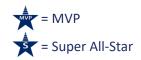
Nominated by Fortune 500 Hospitality Company

Dennis R. LaFiura Parsippany, NJ

Partner Commercial Litigation

Nominated by Fortune 500 Hospitality Company





Listed in Alphabetical Order, By Firm Name

DEBEVOISE & PLIMPTON

Gregory J. Lyons New York, NY

Partner Financial Institutions

Nominated by Global Financial Services Firm

Paul M. Rodel New York, NY

Partner Private Equity

Nominated by Large Manufacturing Company

DECHERT

Steven E. Bizar Philadelphia, PA

Partner Antitrust/Competition

Nominated by Large Financial Services Firm

Mike Cowie

Washington, D.C.

Partner Antitrust/Competition

Nominated by Global Health Care Company

DENTONS

Danette R. Davis St. Louis, MO

Partner Real Estate

Nominated by Prominent Regional Bank

Laura Leigh Geist San Francisco, CA

Partner Litigation and Dispute Resolution

Nominated by Fortune 1000 Insurance Company

Gary A. Goodman New York, NY

Partner Real Estate

Nominated by Prominent Regional Bank

DLA PIPER

Jim Halpert Washington, D.C. Cybersecurity

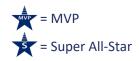
Partner Cybersecurity
Nominated by Global Financial Services Firm

Victoria Lee East Palo Alto, CA

Partner Technology and Sourcing

Nominated by Fortune 500 Technology Company





Listed in Alphabetical Order, By Firm Name

DORSEY

Sandra Edelman New York, NY

Partner Trademark, Copyright, Advertising & Brand Management

Nominated by Large Food Company

Michael A. Lindsay Minneapolis, MN

Partner Antitrust

Nominated by Large Agriculture Company

DRINKER BIDDLE

Robert J. Mancuso
Associate
New York, NY
Insurance

Nominated by Large Insurance Company

DUANE MORRIS

Joseph J. Aronica Washington, D.C.

Partner Litigation

Nominated by Large Financial Services Firm

ESTES THORNE & CARR

Dawn Estes Dallas, TX

Member Commercial/Business Litigation

Nominated by Large Health Care Company

EVERSHEDS SUTHERLAND

Mark Davenport London, United Kingdom

Partner Commercial Dispute Resolution

Nominated by Global Energy Company

Jacob Dweck Washington, D.C.

Partner Energy

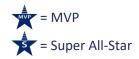
Nominated by Global Energy Company

R. Michael Sweeney, Jr. Washington, D.C.

Partner Energy & Commodities Derivatives

Nominated by Global Financial Services Firm





Listed in Alphabetical Order, By Firm Name

FAEGRE BAKER DANIELS

Michael B. Abbott Des Moines, IA

Partner Corporate and Finance

Nominated by Fortune 1000 Insurance Company

Amy R. Fiterman Minneapolis, MN

Partner Litigation & Dispute Resolution

Nominated by Fortune 500 Energy Company

Michael R. Stewart Minneapolis, MN

Partner Bankruptcy and Restructuring

Nominated by Fortune 500 Investment Bank

Wendy J. Wildung

Minneapolis, MN

Partner Securities Litigation

Nominated by Global Manufacturing Company

FIELDFISHER

Phil Lee London, United Kingdom

Partner Privacy, Security and Information

Nominated by Prominent Professional Services Firm

FISH & RICHARDSON

Adam Shartzer Washington, D.C.

Principal Patent Litigation

Nominated by Fortune 1000 Telecom Company

FISHER PHILLIPS

Michael R. Galey
Partner
Philadelphia, PA
Employment

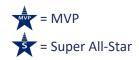
Nominated by Large Health Care Company

J. Hagood Tighe Columbia, SC

Partner Labor and Employment

Nominated by Large Financial Services Firm





Listed in Alphabetical Order, By Firm Name

FOLEY & LARDNER

Thomas R. Hrdlick Milwaukee, WI

Partner Insurance Regulatory Compliance

Nominated by Fortune 500 Insurance Company

Jill L. Nicholson Chicago, IL

Partner Bankruptcy & Business Reorganizations

Nominated by Fortune 500 Investment Bank

Patrick G. Quick Milwaukee, WI

Partner Securities & Corporate Finance

Nominated by Fortune 500 Consumer Goods Manufacturer

Jennifer L. Rathburn Milwaukee, WI

Partner Privacy, Security & Information Management

Nominated by Large Consumer Goods Manufacturer

FRANZÉN AND SALZANO

Loretta Salzano Peachtree Corners, GA Founding Partner Financial Institutions

Nominated by Large Financial Services Firm

FREDRIKSON & BYRON

Sean P. Kearney
Shareholder
Minneapolis, MN
Private Equity

Nominated by Large Financial Services Firm

FREEBORN

Matthew J. O'Hara Chicago, IL Litigation

Nominated by Large Manufacturing Company

Jeffrey A. Rossman

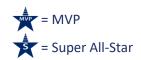
Partner

Chicago, IL

Litigation

Nominated by Large Manufacturing Company





Listed in Alphabetical Order, By Firm Name

GALLOWAY, JOHNSON, TOMPKINS, BURR & SMITH

Jason P. Waguespack

Managing Director

Litigation

Managing Director

Litigation

Nominated by Large Insurance Company

GIBBONS

Christine A. Amalfe Newark, NJ

Chair, Employment & Labor Law Employment Litigation

Nominated by Fortune 1000 Technology Company

David E. De Lorenzi Newark, NJ

Chair Intellectual Property

Nominated by Large Food and Agriculture Company

GIBSON DUNN

Theodore J. Boutrous Jr. Los Angeles, CA

Partner Appellate and Constitutional Law

Nominated by Large Professional Services Firm

Jeffrey A. Chapman Dallas, TX

Partner Mergers and Acquisitions

Nominated by Prominent Health Care Company

Dennis J. Friedman New York, NY

Partner Mergers and Acquisitions

Nominated by Global Technology Company

Elizabeth A. Ising Washington, D.C.

Partner Securities Regulation and Corporate Governance

Nominated by Fortune 1000 Technology Company

Brian J. Lane Washington, D.C.

Partner Securities Regulation and Corporate Governance

Nominated by Fortune 1000 Technology Company

Samuel Liversidge Los Angeles, CA

Partner Antitrust and Competition

Nominated by Global Technology Company

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Listed in Alphabetical Order, By Firm Name

GIBSON DUNN, continued

Marcellus McRae Los Angeles, CA

Partner Litigation

Nominated by Large Professional Services Firm

Jeffrey T. Thomas Irvine, CA

Partner Intellectual Property

Nominated by Global Technology Company

Andrew S. Tulumello Washington, D.C.

Partner Litigation

Nominated by Fortune 500 Financial Services Firm

GODFREY & KAHN

Thomas N. Shorter Madison, WI Shareholder Health Care

Nominated by Large Health Care Company

GOODWIN

Stuart M. Cable Boston, MA and San Francisco, CA

Partner M&A and Corporate Finance

Nominated by Fortune 1000 Technology Company

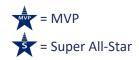
GOULSTON & STORRS

James F. Wallack Boston, MA

Director Bankruptcy & Restructuring

Nominated by Large Financial Services Firm





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Washington, D.C. Jennifer S. Zucker **Government Contracts** Shareholder

Nominated by Prominent Professional Services Firm

GREENE ESPEL

John W. Ursu Minneapolis, MN Litigation

Attorney

Nominated by Global Manufacturing Company

HARNESS DICKEY

St. Louis, MO Michael J. Thomas

Intellectual Property Principal

Nominated by Fortune 500 Manufacturing Company

HAYNES AND BOONE

New York, NY Madelyn Calabrese

Private Equity Partner

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HINCKLEY ALLEN

Boston, MA James R. Burke

Corporate & Business **Partner**

Nominated by Fortune 500 Transportation Company

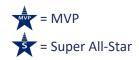
HINSHAW & CULBERTSON

Matthew P. Walsh II Chicago, IL

Commercial Litigation **Partner**

Nominated by Prominent Construction Company





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Litigation and Dispute Resolution
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Samuel A. Danon Miami, FL

Partner Retail and Consumer Products Litigation

Nominated by Fortune 1000 Chemicals Company

George C. Howell, III New York, NY and Richmond, VA

Partner

Nominated by Global Financial Services Firm

Lori Elliott Jarvis Richmond, VA

Partner Product Liability and Mass Tort Litigation

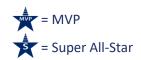
Nominated by Fortune 1000 Chemicals Company

Kendal A. Sibley Richmond, VA

Partner

Nominated by Global Financial Services Firm





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Nominated by Fortune 1000 Telecom Company

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Nominated by Large Technology Company

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Peter E. Izanec Cleveland, OH

Partner M&A

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Daniel D. McMillan

Los Angeles, CA

Partner Commercial Litigation

Nominated by Large Construction Company

Robert A. Profusek New York, NY

Partner M8

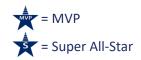
Nominated by Large Transportation Company

Michael J. Solecki Cleveland, OH

Partner Banking, Finance & Securities

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Partner Corporate

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Mark L. Farley Houston

Partner Environmental and Workplace Safety

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Atlanta, GA Russell B. Richards

Corporate, Finance and Investments Partner

Nominated by Fortune 500 Food Company

Wick Sollers Washington, D.C.

Special Matters and Government Investigations **Partner**

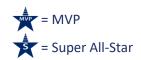
Nominated by Fortune 500 Food Company

Houston, TX and Austin, TX Mike Stenglein

Trial and Global Disputes Partner

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Litigation

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Chicago, IL

Capital Markets

Partner Capital Markets

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Craig S. Primis, P.C. Washington, D.C.

Partner Litigation

Nominated by Global Consumer Goods Manufacturer

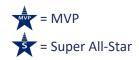
Leslie M. Smith, P.C. Chicago, IL

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Litigation

Partner





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LEWIS BRISBOIS

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Bad Faith Litigation

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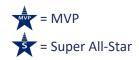
LEWIS ROCA ROTHGERBER CHRISTIE

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Partner Corporate & Securities

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Chairperson of the Board Employment Litigation

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MAYNARD COOPER & GALE

C. Andrew Kitchen

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Managing Partner - San Francisco Office

Litigation

Managing Partner - San Francisco Office

Litigation

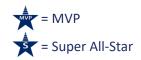
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Katharine A. Weber Birmingham, AL

Shareholder Insurance and Financial Services Litigation

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MCGUIREWOODS

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Nominated by Global Investment Bank

Vishwa B. Link Richmond, VA

Partner Regulatory & Compliance

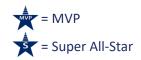
Nominated by Fortune 1000 Electric Services Company

Richard W. Viola Charlotte, NC Securities

Partner Securities

Nominated by Large Chemicals Company





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Denver, CO Caleb Meyer Litigation Partner

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Transportation and Space Partner

Nominated by Fortune 1000 Telecom Company

MILLER & MARTIN

Chattanooga, TN Randy Wilson Health Care Litigation Member

Nominated by Global Manufacturing Company

MINTZ

Member

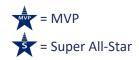
San Francisco, CA Robert E. Burwell **Private Equity** Member / Co-chair, Retail and Consumer

Nominated by Fortune 1000 Retailer **Products**

Boston, MA Richard H. Moche **Public Finance**

Nominated by Large Financial Services Firm





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New York, NY

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Anne Marie Estevez Miami, FL

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Roger P. Joseph Boston, MA and New York, NY

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Nominated by Large Health Care Company

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Partner White Collar Litigation & Government Investigations

Nominated by Fortune 1000 Technology Company





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Palo Alto, CA Colette Reiner Mayer

Intellectual Property Litigation **Partner**

Nominated by Fortune 500 Technology Company

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Environmental Litigation Partner

Nominated by Prominent Supermarket Chain

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Los Angeles, CA Jennifer M. Broder

Mergers and Acquisitions Partner

Nominated by Fortune 1000 Construction Company

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Dallas, TX **Denise Webb Glass** Health Care

Partner

Nominated by Fortune 500 Health Care Company

Houston, TX Jasper G. Taylor III

Tax **Partner**

Nominated by Global Financial Services Firm

St. Louis, MO James George Wiehl Health Care

Head of Health Care, United States / Nominated by Large Health Care Company Partner-in-Charge, St. Louis





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Employment Law Shareholder

Nominated by Large Health Care Company

Atlanta, GA A. Craig Cleland Class Action Shareholder

Nominated by Fortune 1000 Wholesaler

Los Angeles, CA Evan R. Moses

Employment Litigation Shareholder

Nominated by Large Restaraunt Chain

Greenville, SC Lewis T. Smoak

Labor and Employment Of Counsel

Nominated by Large Financial Services Firm

ORRICK

Menlo Park, CA **Ed Batts**

M&A and Private Equity **Partner**

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New York, NY **Christopher Moore**

Energy & Infrastructure **Partner**

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New York, NY Robert P. LoBue Litigation

Nominated by Global Investment Bank

PEPPER HAMILTON

Partner

Philadelphia, PA Solomon Hunter Jr.

Corporate and Securities **Partner**

Nominated by Fortune 1000 Pharmaceutical Company





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Kevin J. Hamilton Seattle, WA

Partner Labor & Employment Law

Nominated by Fortune 500 Transportation Company

Todd M. Hinnen Seattle, WA

Partner Privacy & Security

Nominated by Global Manufacturing Company

PILLSBURY

Jeffrey D. Hutchings Washington, D.C.

Partner Global Sourcing & Technology Transactions

Nominated by Global Financial Services Firm

Joseph D. Jean New York, NY

Partner Insurance Recovery & Advisory

Nominated by Prominent Regional Bank

Jean F. Kuei Washington, D.C. and San Francisco, CA

Partner Employment Law

Nominated by Large Retailer

Mark N. Lessard

New York, NY

Partner Finance

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Partner Environmental & Natural Resources

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Shareholder | Practice Vice Chair Health Care Litigation

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Shareholder Government Contracts

Nominated by Large Technology Company

T. Jeffrey Fitzgerald Denver, CO

Shareholder Health Care Fraud Investigations

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Gregory S. Jacobs

Shareholder | Practice Chair

Washington, D.C.

Government Contracts

Nominated by Large Technology Company

Donna J. Ruzicka St. Louis, MO

Shareholder Health Care

Nominated by Fortune 500 Health Care Company

PROSKAUER ROSE

Steven M. Bauer

Partner

Boston, MA

Patent Litigation

Nominated by Fortune 1000 Technology Company

Steven M. Kayman

New York, NY
Litigation

Partner

Litigation

Nominated by Large Construction Company

QUARLES & BRADY

Mark A. Kircher Milwaukee, WI

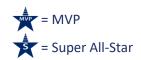
Partner Product Liability Litigation

Nominated by Fortune 500 Consumer Goods Manufacturer

Gregory P. Sitrick
Partner
Phoenix, AZ
IP Litigation

Nominated by Large Retailer





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London, United Kingdom Jeb Clulow

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Nominated by Prominent Health Care Company

Philadelphia, PA and New York, NY John N. Ellison

Insurance Recovery **Partner**

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Washington, D.C. Robert J. Hill Health Care Partner

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Los Angeles, CA Linda S. Husar Labor & Employment

Senior Counsel

Nominated by Fortune 500 Transportation Company

Robert A. Nicholas Philadelphia, PA **Complex Litigation Partner**

Nominated by Fortune 500 Investment Bank

Washington, D.C. and Tysons, VA Katherine J. Seikaly

Government Investigations Partner

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Peter J. Stuhldreher Houston, TX **Employment** Partner

Nominated by Global Food Product Wholesaler

London, United Kingdom Peter Teare Mergers & Acquisitions Partner

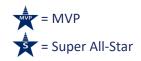
Nominated by Fortune 1000 Manufacturing Company

Houston, TX **Chris Watt**

Commercial Litigation Partner

Nominated by Global Food Product Wholesaler





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Kenneth J. Laverriere New York, NY

Partner Compensation, Governance & ERISA

Nominated by Fortune 1000 Financial Services Firm





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Nominated by Prominent Supermarket Chain

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Nominated by Fortune 500 Consumer Goods Manufacturer

Lynn H. Murray Chicago, IL

Managing Partner Business Litigation

Nominated by Global Manufacturing Company

SIDLEY

Jennifer F. Fitchen Palo Alto, CA

Partner M&A

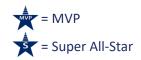
Nominated by Fortune 500 Insurance Company

Paul E. Kalb, M.D. Washington, D.C. Health Care and FDA

Partner Health Care and FDA

Nominated by Large Health Care Company





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Retired Partner

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Mergers and Acquisitions Partner

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New York, NY Brandon Van Dyke

Mergers and Acquisitions Partner

Nominated by Fortune 1000 Technology Company

Chicago, IL Richard C. Witzel, Jr.

Mergers and Acquisitions Partner

Nominated by Global Food Processing Corporation

Palo Alto and Los Angeles, CA Joseph M. Yaffe

Executive Compensation and Benefits Partner Nominated by Fortune 500 Retailer

SQUIRE PATTON BOGGS

New York, NY and Washington, D.C. Stephen P. Anway

Investment Arbitration Partner

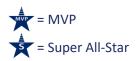
Nominated by Fortune 1000 Energy Company

Washington, D.C. and London, United Kingdom George N. Grammas

International Trade Partner

Nominated by Large Chemicals Company





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Daniel Nossa The Woodlands, TX

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Nominated by Fortune 500 Electric Utility

Roger E. Warin

Partner

Washington, D.C.

Commercial Litigation

Partner Commercial Litigation

Nominated by Global Insurance Company





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Los Angeles, CA Adam S. Paris

Litigation Partner

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New York, NY Melissa Sawyer

Mergers & Acquisitions **Partner**

Nominated by Large Manufacturing Company

Los Angeles, CA Michael H. Steinberg

Litigation **Partner**

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New York, NY Donald J. Toumey **Bank Regulatory**

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Litigation Partner Nominated by Global Investment Bank

SWANSON, MARTIN & BELL

Chicago, IL David E. Kawala Litigation Partner

Nominated by Global Manufacturing Company

Chicago, IL John J. O'Sullivan Litigation Partner

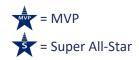
Nominated by Large Manufacturing Company

TANENBAUM KEALE

Newark, NJ James H. Keale Litigation President

Nominated by Fortune 500 Manufacturing Company





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THOMPSON COBURN

St. Louis, MO **Hope Abramov**

Labor and Employment Partner

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Laura Jordan St. Louis, MO **Employment** Partner

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ULMER

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VENABLE

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Milwaukee, WI
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Corporate

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New York, NY
Corporate

Nominated by Large Financial Services Firm

David A. Katz

New York, NY

Corporate

Nominated by Fortune 500 Energy Company

Jonathan M. Moses

New York, NY
Litigation

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New York, NY
Corporate

Nominated by Fortune 500 Retailer

Gregory E. Ostling
Partner

New York, NY
Corporate

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Steven A. Rosenblum
Partner
New York, NY
Corporate

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WEIL & DRAGE

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Nominated by Global Transportation Company

WILLKIE

David P. Murray Washington, D.C.

Partner Litigation

Nominated by Global Telecom Company





Listed in Alphabetical Order, By Firm Name

WILMERHALE

Kimberly B. Wethly

Boston, MA

Partner Tax

Nominated by Fortune 1000 Technology Company

WINSTON & STRAWN

Julius L. Loeser Chicago, IL
Of Counsel Bank Regulatory

Nominated by Fortune 1000 Banking Company

WOLF GREENFIELD

Thomas A. Franklin Boston, MA

Shareholder Electrical & Computer Technologies

Nominated by Fortune 1000 Technology Company

WOMBLE BOND DICKINSON

James P. Cooney, III Charlotte, NC

Partner Litigation

Nominated by Large Health Care Company

WRIGHT CLOSE & BARGER

Thomas C. Wright
Founding Partner
Houston, TX
Litigation

Nominated by Global Insurance Company

ZETLIN & DE CHIARA

Michael K. De Chiara
Senior Partner
New York, NY
Construction Law

Nominated by Large Construction Company







1 Ingrain Yourself in the Business—Not the Matter

Institutionalize relationships to make yourself indispensable

Talk business to me.

Cloak all your recommendations and guidance in the context of the client's business. Legal decision makers say business context most differentiates one attorney from another. As attorneys, the work demands understanding industry dynamics, current events, and competitive pressures. However, equal importance needs to be placed on business objectives and communicating with the client in terms they understand—and value (translation: speak in terms of business outcomes and impacts, along with your legal insights).

Think past the work.

The work is important, but is only one component of a successful relationship. Many attorneys are capable of providing effective counsel. Few focus on building the business relationship. Meet with clients twice or more a year to build your relationship in a systematic manner—discuss their changing goals, pressures they are feeling from their management, and offer new thinking or strategies for them to consider based on changes in external factors.

Teaching is the first step.

Teach clients something they don't know and will help them do their job better (or help them personally). No charge. Taking a step to prove you are invested in the client earns you their investment back.

7 Steps to Ensure You Don't Grow Relationships

- 1. Focus only on the work
- 2. Don't ask clients about their business objectives
- 3. Keep your best ideas to yourself
- 4. Respond quickly, but not as fast as a competitor
- 5. Don't take the obvious next step without being asked
- 6. Avoid offering opinions before being hired
- 7. Act like you are trying to win the work—instead of acting like you have the work



2 Assess Your Client Relationships

Be certain of which relationships need immediate repair and which are ready to grow

Invested clients behave differently.

Stated behavior often differs from actual behavior—particularly when it comes to clients. When asked if they would recommend a named provider, 85% of clients said yes. Later in the same study, when asked which providers they would recommend (without prompting them with the provider's name), fully 45% of executives did not name the provider they said they would recommend earlier.

It's the difference between what clients tell us they will do (many times so we do not force them to have an uncomfortable conversation) and what they will actually do in a given situation.

Building client investment isn't just good for the client. Attorneys and law firms with higher levels of client investment enjoy:

- Higher growth
- Increased profits
- Greater client retention

DO YOU KNOW...

If your clients really think of you first?

How your performance stacks up against others serving your clients?

If something you are doing is driving your clients crazy— even just a little?

How your clients rate you in the activities proven to drive superior relationships?

If your relationship is improving, declining, or stagnant?

Every professional whose client is invested in the relationship knows the answers to these questions and more.



3 Immediately Boost Relationships with Clientelligence®

Pinpoint your strengths—and weaknesses—in the activities proven to drive growth

BTI's more than 25 years of research pinpoint the 17 activities responsible for driving the absolute best client relationships. In essence, they are how clients define client service excellence and what clients expect out of the firms with whom they have the best relationships. The best-in-class performances in these activities are proven to drive superior financial performance.

There's only 1 way to determine if you are hitting the best-in-class threshold: ask.

Client feedback allows you to unequivocally pinpoint where you are excelling and where you need systematic improvements in your relationships.

The best feedback initiatives not only assess how you and your firm perform, but also look at the performance of the competitors also serving your clients. At the end of the day, what does it matter if a client thinks you are doing great, if a competitor is doing better?

THE 17 ACTIVITIES

Quadrant I: Relationship Bliss

Commitment to help Client focus Understanding the client's business Providing value for the dollar

Quadrant II: Price of Admission

Legal skills
Quality
Meeting core scope
Keeping clients informed
Dealing with unexpected changes
Handling problems

Quadrant III: Relationship Builders

Breadth of services
Helping advise on business issues
Regional reputation
Unprompted communication
Bringing together resources

Quadrant IV: Business Magnets

Anticipating the client's needs Innovative approach

LEARN MORE ABOUT THE 17 ACTIVITIES AND BTI'S LATEST BOOK: CLIENTELLIGENCE AT WWW.BTICONSULTING.COM/17







Methodology and Approach

Independent, unbiased research

BTI's goal each year is to be objective and transparent in our rankings. The All-Stars is a datadriven ranking based solely on in-depth telephone interviews with leading legal decision makers.

This research is independent and unbiased—no law firm or organization other than BTI sponsors this study. No law firm or attorney influences the results, submits nominations, or provides client names to BTI.

Each year, BTI reaches out to a strategically designed group of top legal decision makers at large organizations with \$1 billion or more in revenue. BTI Client Service All-Stars 2019 draws on data collected in BTI's ongoing Annual Survey of General Counsel.

Participants are granted confidentiality at the individual and organizational level. They receive no compensation. They do receive an exclusive benchmarking report on legal spending, outside management counsel strategies, and this report.

2019 Survey Participant Demographics

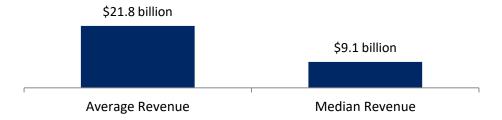
OVERVIEW

Interviews	More than 350 in-depth telephone interviews
Time Frame	Conducted between March 20, 2018 and February 8, 2019
Incentives	Respondents receive a complimentary report of legal benchmarks and metrics

HIGHEST-RANKING LEGAL DECISION MAKERS

- General Counsel/Chief Legal Officer
- · Direct Report to General Counsel
- · Other Legal Decision Maker

ORGANIZATIONS WITH HIGHEST LEVELS OF LEGAL SPENDING



REPRESENTATIVE OF MORE THAN 15 INDUSTRY SEGMENTS

Banking	High Tech	Professional Services
Chemicals	Insurance	Retail Trade
Consumer Goods	Investment Banks	Telecom
Energy	Manufacturing	Transportation
Financial Services	Pharma	Wholesale Trade







Drive Growth with BTI's High-Impact Client Feedback



70% of clients want to tell their outside counsel how they're doing, how to improve, and how to do better.

Law firms with custom client feedback programs see 33% or more in higher profits.

BTI is the undisputed industry leader in **world-class client feedback programs**, compelling research, and strategic insights delivering high-impact growth.

We help you develop more business with existing and new clients, in established or new markets. BTI is proud to have worked with virtually every market leader in every profession over the last 30 years around the globe.

BTI Helps Clients Grow Through:

High-Impact Client Feedback
Client Service Excellence Programs
Business Development Strategy
Market Opportunity Research
Insightful Client-Centric Whitepapers & Reports



Contact Us

For questions, research inquiries and information on BTI's client feedback programs, market insight research, seminars, training, or workshops, please contact us via email or by calling: +1 617 439 0333



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BTI Client Service A-Team 2019

17 activities drive superior client relationships.
4 matter most. Discover how clients rate more than
300 law firms—by name—in these key activities,
including Client Focus, Commitment to Help, Legal
Skills, and Provides Value for the Dollar.



BTI Practice Outlook 2019

Your best source for the data and strategies to jump start your firm's growth today. With detailed information on 18 practice areas and 16 industries find the best opportunities to grow, target and win market advantages, and chart the best course of action for your firm.



BTI Litigation Outlook 2019

Your trusted and essential guide to navigating the hurdles in the litigation market ahead. Use it to immediately target the best opportunities, overcome challenges, and prepare for the biggest changes.



BTI Brand Elite 2019 - Coming Soon

Based on why clients hire and recommend law firms—not the services, size, or location of a law firm—BTI's research reveals how law firms of any size reap substantial new business by improving brand perceptions in the market.





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