



**130<sup>TH</sup>**  
SHOOK  
HARDY & BACON

**Critical in a Crisis,  
Creative in Court.™**

**JOIN US.**

SHOOK

# WHO WE ARE

---

Shook, Hardy & Bacon has been committed to legal excellence, community involvement and collegiality for more than a century.

Founded in 1889 by Frank P. Sebree, Shook quickly became “the” law practice in Kansas City by attracting the region’s top legal talent. Now a litigation powerhouse with offices worldwide, Shook enjoys a record of success built on the veteran lawyers, long-standing client relationships and diverse experience that distinguished the firm from its beginning.

The world’s leading companies turn to Shook to obtain favorable results under the most contentious circumstances.

Visit [www.shb.com/about/history](http://www.shb.com/about/history) to learn more.

487

NUMBER OF ATTORNEYS

280

NUMBER OF WOMEN AND  
MINORITY ATTORNEYS

14

NUMBER OF OFFICES

# RECENT KUDOS

---

“

Very smart lawyers who are extremely adept at strategies.  
Hands down, my favorite firm to work with.

*Chambers USA,*  
Nationwide Product Liability and Mass Tort

”

See our full brag book at [www.shb.com/about/accolades](http://www.shb.com/about/accolades).



Vault has again recognized Shook as one of the top 25 law firms in the nation for diversity and inclusion; the rankings are based on surveys from past summer associates.



For the 11th consecutive year, Shook earned a 100% score on the Corporate Equality Index, the highest rating for LGBTQ equality in the workplace.



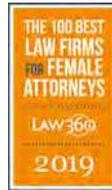
Shook received three National Tier 1 rankings for 2019: in Commercial Litigation, Mass Tort Litigation/Class Action-Defendants, and for the first time, Patent Law. The firm also received 21 Tier 1 Metropolitan rankings.



The Minority Corporate Counsel Association honored Shook with the Vashon Innovator Award, which recognizes law firms leading the way in best practices to assist diverse attorneys in professional development.



Shook is top-ranked for its product liability, mass torts, business litigation and environment practices.



Once again named one of the best firms for women attorneys, Shook also was named a “Ceiling Smasher” in recognition of the number of women who are equity partners.



ACC honored the Manufacturers’ Center for Legal Action’s Manufacturers’ Compliance Institute (MCI) with the award; Shook is one of the six law firm members of MCI, with Sidley Austin, Littler Mendelson, Squire Patton Boggs, Wiley Rein and Crowell & Moring.



Dozens of Shook attorneys hold peer review ratings from Martindale-Hubbell, including 61 rated as AV Preeminent®.



Shook was again recognized for firm and individual excellence in patent prosecutions and transactions.



BTI named Shook a “Standout in Product Liability Litigation,” among the top eight firms nationwide. Shook also was added to the “Honor Roll” for its work in employment, business, complex and class action litigation.



Shook has repeatedly been ranked among the top firms in the U.S. in product liability, and earned top ranks in 2019 for its eDiscovery and cyber law practices.



Demonstrating commitment to data security, Shook earned this certification in 2014.

# OVERVIEW

---

## INDUSTRIES

PHARMACEUTICAL + MEDICAL DEVICE

FOOD, BEVERAGE + AGRIBUSINESS

ENERGY

INSURANCE + REINSURANCE

LIFE SCIENCES + BIOTECHNOLOGY

BANKING + FINANCIAL SERVICES

RETAIL

COSMETICS + PERSONAL CARE PRODUCTS

DESIGN + CONSTRUCTION

FIRE PROTECTION + ALARMS

TECHNOLOGY + TELECOMMUNICATIONS

AUTOMOTIVE LITIGATION

## PRACTICES

PRODUCT LIABILITY

INTELLECTUAL PROPERTY

BUSINESS LITIGATION

ENVIRONMENTAL

LITIGATION

INTERNATIONAL

EMPLOYMENT LITIGATION + POLICY

PUBLIC POLICY

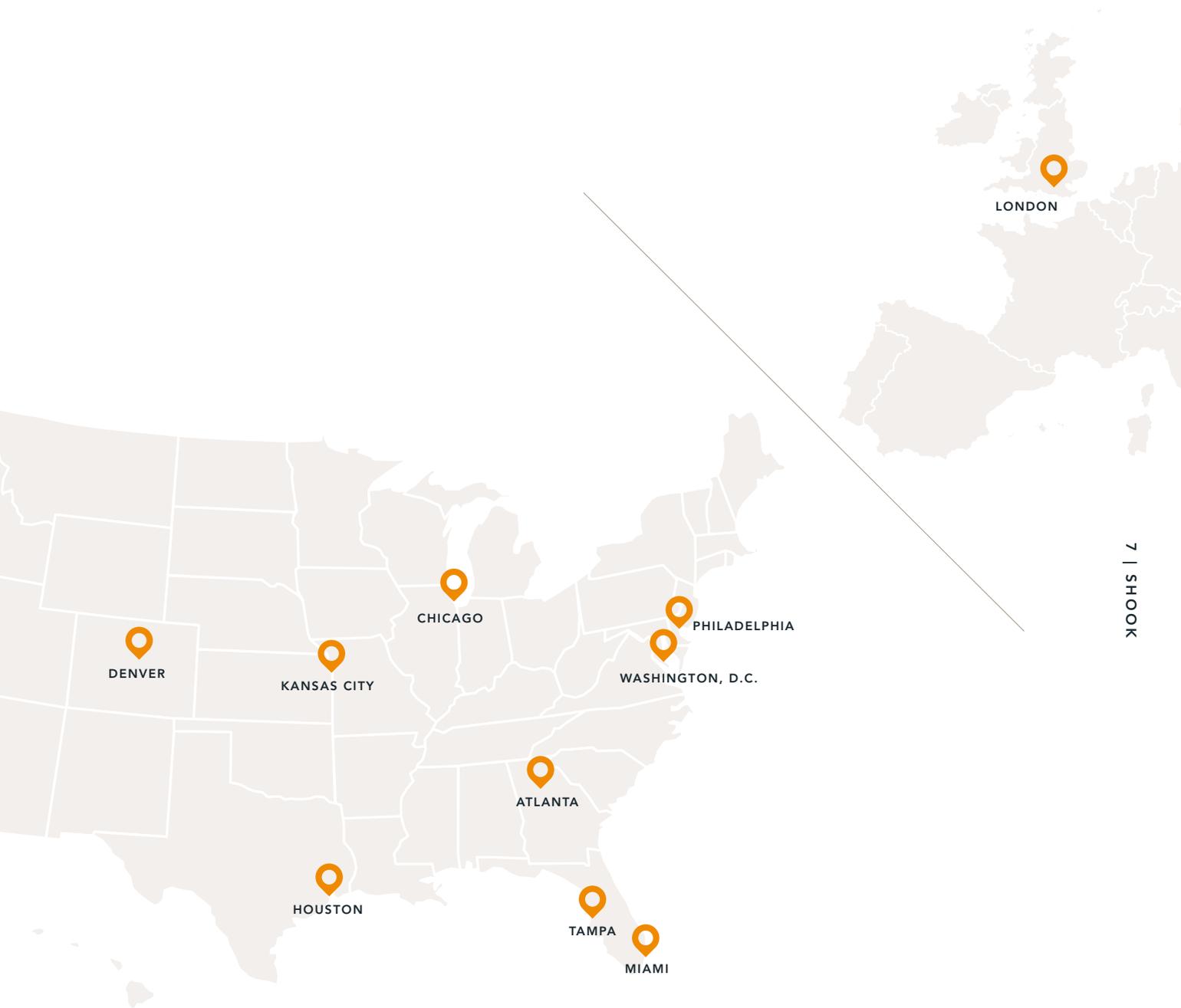
GOVERNMENT + REGULATORY

BUSINESS TRANSACTIONS

DATA + DISCOVERY STRATEGIES

PRIVACY + DATA SECURITY





Visit [www.shb.com/services](http://www.shb.com/services)  
or [www.shb.com/locations](http://www.shb.com/locations) for more detail.

# SUMMER ASSOCIATES

---

Shook thrives on the complex, cutting-edge legal issues that make the practice of law challenging, rewarding and fun.

Add a collegial work environment that encourages an enthusiastic team to excel as professionals, and the results are motivated attorneys who can realize their potential as advocates, advisors and leaders. Shook's summer program provides practical training with an insider's view of an intense and challenging, yet friendly, legal culture.

Shook summer associates can select projects in all of our practice areas, allowing for exploration of our practice groups and the work they do, and the opportunity to meet and engage with attorneys and professional staff throughout the firm. Summer associates may attend training programs, ranging from a writing workshop to a trial practice program, and work on their practical skills development. To learn about and better understand the whole firm, summer associates hear from the firm's key committees and administrative teams and each of Shook's practice groups. An array of social events keep our summer associates busy during the 10-week program, ranging from watching a Royals game to volunteer opportunities.

For more information on our summer work assignments, mentoring, social events and evaluation, get the full scoop at [www.shb.com/careers/law-students](http://www.shb.com/careers/law-students).

1<sup>ST</sup>

Summer Associate Program  
Fun and Events  
*Vault* | 2019

7<sup>TH</sup>

Overall Best  
Summer Associate Program  
*Vault* | 2019

## LAND AN INTERVIEW

Get our attention by following the protocol at your law school to submit your resume for on-campus interviews, visit us at minority job fairs or submit your materials through the Shook portal (<https://secure.shb.com/legalapply/virecruitselfapply/redefault.aspx>). Shook makes every effort to contact candidates within two weeks after receiving an application through our portal and following on-campus and job fair interviews. If you are invited to the office for an interview, you can expect to meet with eight to 12 attorneys from various practices over the course of a morning

or afternoon. Offers are typically extended a few weeks after in-office interviews.

## LAND AN OFFER

We look for candidates who demonstrate initiative and interest in our practice and who wish to practice law at Shook for the long term—not just the summer. Law students interested in Shook should possess excellent written, analytical and organizational skills. Candidates should also maintain notable academic records and be true team players.

# ASSOCIATE LIFE

---

Our continued growth and success is due in large part to the caliber of commitment to and diversity of our associates.

We equip our first-year associates with the skills needed for a fulfilling career in law and prepare them to become leaders in the firm and in their communities.

## INVESTMENT IN OUR ASSOCIATES

New associates participate in an extensive orientation program and attend seminars on practice and substantive skills. Beyond initial orientations, Shook offers CLE training on trial practice and deposition skills, as well as business-law acumen.

Associates also receive a list of core experiences customized to their practice group and years at Shook. Experiences fall into several categories, including case-related activities, research, pre-trial and trial work, as well as professional development, civic involvement, diversity, pro bono, technology and business development. The core experiences list is not a checklist toward partnership, but a collection of activities that can enhance associates' experience at the firm and contribute to professional development and advancement.

All associates participate in mid-year and year-end performance evaluations to review progress in professional development and to set new goals.

## MENTORING AND DEVELOPMENT

Under the supervision of experienced attorneys, associates assume significant responsibility early in their careers by working on cases from inception to conclusion, developing a more complete understanding of the client's business and the ability to solve any problems that may arise. Through its formal mentoring program, Shook assigns mentors to first- and second-year associates.

## WORK/LIFE BALANCE

Our policies reflect our commitment to preserving balance in our attorneys' lives. Shook permits attorneys of any level with at least two years' experience to work reduced hours upon approval, and associates who work on an alternative work schedule continue to accrue time toward and remain eligible for partnership.

Craving more? Visit [www.shb.com/careers/legal-recruiting/associate-life](http://www.shb.com/careers/legal-recruiting/associate-life).

# DIVERSITY AND INCLUSION

---

Shook believes fostering diversity creates a broader, enriched, inclusive environment and helps produce innovative solutions. Our firm makes a distinct and unwavering commitment to diversity and inclusion, as evidenced in our hiring and training practices, professional development, succession planning, day-to-day attorney practice and ongoing community engagement.

Shook engages in programs to increase the presence of minorities and other underrepresented individuals. Our firm embraces diversity and believes genuine inclusion creates a broader and richer environment where everyone can belong and thrive.

### **SHOOK SCHOLARS INSTITUTE**

This three-day intensive program for 1L students is an innovative diversity and inclusion development program concentrating on litigation and trial skills, inclusive leadership development and career success.

### **INDIVIDUAL COMMITMENT PLAN**

Attorneys annually select multiple action items that demonstrate dedication to furthering diversity and inclusion efforts at Shook.

### **LEADERSHIP COUNCIL ON LEGAL DIVERSITY**

Shook partners with the LCLD by participating in the Fellows, 1L Scholars and Pathfinders programs.

### **ATTORNEY ENGAGEMENT**

Minority and LGBTQ+ attorneys are involved with various national organizations focused on hiring, retention and promotion.

### **RESUME/INTERVIEW WORKSHOPS**

We provide on-campus guidance on improving resumes; enhancing interviewing skills, critical thinking and analytical skills to effectively navigate law school.

### **DIVERSITY JOB FAIRS**

Shook was instrumental in the implementation of the Kansas City Metropolitan Bar Association's Heartland Diversity Legal Job Fair. With our focus on increasing our diversity numbers and achieving critical mass, one area of concentration is on hiring and lateral recruiting through participation in local and national job fairs.

Need more? Visit [www.shb.com/about/diversity](http://www.shb.com/about/diversity).

# OUR LEGACY

---

The impression we leave with others goes beyond our work in the courtroom. In ways big and little, from top leadership on down, we work to make a difference.

## PRO BONO

As a leader in the delivery of pro bono legal services, Shook, Hardy & Bacon provides approximately 30,000 hours of free legal counsel annually, donating its experience and resources to communities across the United States. In recent years, Shook attorneys have assisted unaccompanied minors in immigration proceedings, staffed legal clinics and advocated on behalf of disabled individuals. These pro bono and community service efforts reflect our dedication to representing the underserved in matters as diverse in nature and scope as the attorneys who handle them.

Shook values attorneys' pro bono work; hours spent on pro bono are considered in the compensation process, bonus consideration and partnership consideration. Up to 50 hours of pro bono work each year are credited toward associates' billable hours.

## COMMUNITY INVOLVEMENT

Shook attorneys and employees are active in hundreds of organizations that enhance and enrich the lives of people in their communities. The Volunteer Committee, which includes attorneys and staff, works to support volunteering efforts and foster participation in these efforts. Volunteers participate as individuals or as groups in community events.

Through numerous "jeans days" throughout the year, participants can contribute a minimum of \$5 for the

opportunity to wear jeans to work that day. Charities supported by jeans days and firm contributions include United Way and range from therapeutic learning centers to food pantries.

## GREEN INITIATIVES

In 2006, Shook undertook a "Less Paper" long-term initiative. Since this initiative began, the firm has implemented an Electronic Records Management system (ERM) which has had a huge impact on our efforts. The use of paper since the implementation of ERM has decreased by 56 percent.

Shook provides means for recycling plastic, aluminum and paper throughout the building; annually, Shook recycles 122,000 pounds of materials. Our Green Team provides monthly tips for making more environmentally friendly choices.

To reduce pollution, Shook offers incentives to all employees who use alternative transportation—including buses, trains, carpooling and biking. Participants who use alternative transportation 20 days a month or more receive a \$45 stipend.

Sustainability is important to our legacy as well. Several Shook offices are located in LEED-certified buildings. LEED identifies buildings that are more resource-efficient, use less water and energy, and reduce greenhouse gas emissions.

# BENEFITS

---

Here are some of the perks that we offer to Shook employees.

## **FLEXIBLE SCHEDULE**

Shook permits attorneys of any level with at least two years of experience to work reduced hours upon approval. Associates who work an alternative schedule remain eligible for partnership and continue to accrue time toward it.

## **PARENTAL LEAVE**

All attorneys receive paid parental leave (14 weeks for the primary caregiver, 3 weeks for the secondary caregiver) for births and adoptions. Primary caregivers can “phase back” into work over the course of three months, rather than coming back 100 percent at the end of leave.

## **DOMESTIC PARTNER BENEFITS**

Shook’s benefits cover domestic partners, including paternity/maternity leave and health insurance.

## **TRANSGENDER BENEFITS**

Transgender attorneys are eligible for medical benefits, including mental health services, medically necessary surgeries, pharmacy benefits for transition and ongoing hormone care.

## **PROFESSIONAL ASSOCIATION MEMBERSHIPS**

Shook pays for memberships and license fees for the state in which the attorney is located and for one additional state in which we have a domestic office. Shook also will pay for two voluntary bar associations or professional organizations and membership dues for one local diverse bar association.

For more information on compensation, insurance, and other benefits, visit [www.shb.com/careers/legal-recruiting/benefits](http://www.shb.com/careers/legal-recruiting/benefits).

## **RELOCATION EXPENSES**

Reasonable moving and travel expenses are included for incoming associates who live more than 50 miles from the office.

## **BAR EXPENSES**

Shook covers the bar examination fees and expenses for one bar review course in preparation for the state bar examination where the attorney will practice.

## **NEW ASSOCIATE STIPEND**

In addition to other payments and reimbursements, Shook pays a stipend to assist with living costs for recent graduates who are sitting for the bar exam prior to starting at the firm.

## **ADDITIONAL BENEFITS**

- Insurance, including
  - » Medical
  - » Dental
  - » Vision
  - » Group life insurance
  - » Group and individual long-term disability
- 401(k) retirement plan
- Money Purchase Pension Plan (MPPP)
- Flexible Spending Accounts (FSA)
- Employee Assistance Program (EAP)
- Child and adult elder care backup
- Transportation allowance
- Pre-tax transportation program
- Milk Stork (for new mothers traveling on Shook business)

# QUESTIONS

---

Visit our website, [SHB.com](http://SHB.com), to learn more or contact



**Colleen Liesmann**

Director of Legal Recruiting

[cliesmann@shb.com](mailto:cliesmann@shb.com) | 816.559.2030

Shook, Hardy & Bacon is an equal opportunity employer.



The background of the image is a high-resolution, close-up photograph of a marble surface. The marble features a complex pattern of veins in shades of grey, black, and white, set against a light cream or off-white base. The veins are irregular and organic in shape, creating a classic, elegant aesthetic. In the lower right corner, there is a solid orange rectangular overlay containing a logo.

| SHOOK<sup>TH</sup> |  
HARDY & BACON