

LOCKE LORD OUR FIRM **Mission** Statement

The goal of Locke Lord LLP is to be a preeminent full-service law firm in each of the markets we choose to serve.

At the end of each year, we want our Firm to be better, stronger and more highly regarded than it was at the beginning.

While the markets we serve and the practice areas we offer may change over time, Locke Lord LLP will define itself in the following ways wherever it serves:

- We will serve our clients' interests first. Our Firm's success will follow.
- We will dedicate ourselves to providing the highest level of legal services to meet our clients' needs, assured that the quality, dependability and timeliness of each lawyer's work now is the best source of more work for the Firm in the future.
- We will act at all times with the highest level of ethics and professionalism, including abiding with the laws of professional responsibility.
- Our people – lawyers and staff – are the most important asset we have. We will treat them that way, with a high level of personal respect.
- We will work to recruit, hire, motivate and retain colleagues from many backgrounds and perspectives, recognizing that in the communities where we serve diversity is a priority.
- We will distinguish ourselves by the intensity of effort that our lawyers, particularly our partners, devote to their clients. We will reward our lawyers for their service to our clients, expansion of current client relationships and development of new client relationships.
- We will work as a team. We will encourage teamwork among our lawyers to serve clients, expand current client relationships and develop new client relationships, particularly among lawyers in different practice areas and different geographic locations. We will discourage behavior that places individual interests above the Firm's or that is disrespectful of any of our colleagues.
- We will manage the Firm to make it economically rewarding to our partners, as well as to our other lawyers and staff.
- Our Firm leaders will act with the ethics, openness, responsiveness and fairness that they would expect if they were being led by others.
- We will select our attorneys carefully, knowing that the best people produce the best Firm. To those lawyers that join us – whether lateral attorneys or recent law school graduates – we will provide a platform, which includes the support of our lawyers and staff, to advance their careers as far and as fast as their abilities allow.
- We will continue to grow and develop our Firm's practice to meet the changing needs of our clients. We will identify, expand and recruit new practice areas to achieve that purpose.
- Our Firm is a member of each community where its offices are located. We will encourage our lawyers to give back to those communities and to the legal profession by involving themselves in worthwhile pro bono, charitable, bar association and community activities.



Practical Wisdom, Trusted Advice.

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