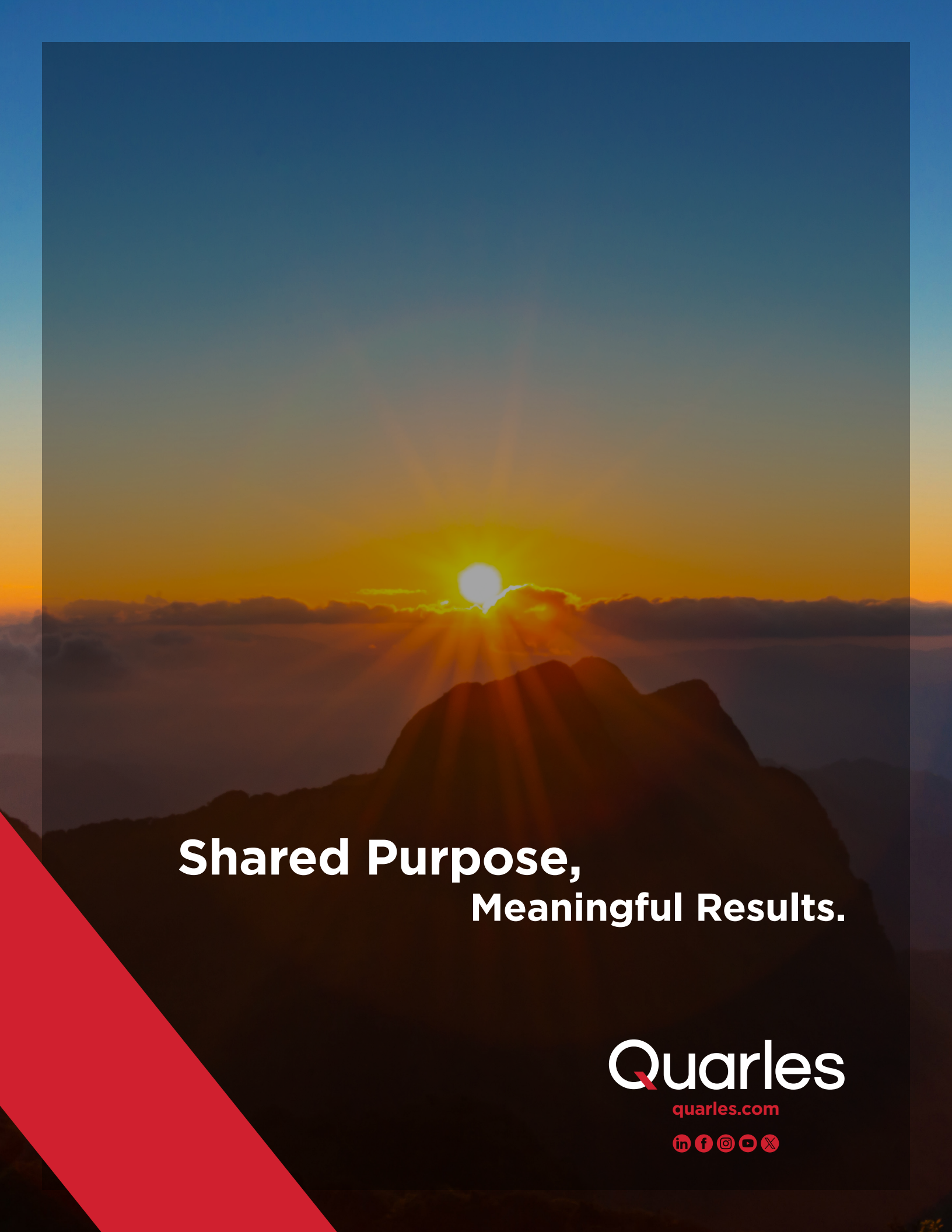

Shared Purpose,
Meaningful Results.
Quarles
quarles.com

Who **We** Are

Our firm and culture are guided by one defining value: ***shared purpose***.



For more than 130 years, our priority has been helping clients succeed. We work side by side with you, combining experience, expertise and collaboration to deliver results that matter—today and for the long term.

Mike Aldana, *managing partner and chair of the firm's Executive Committee*

Full-service law firm with more than

500
attorneys

13
offices

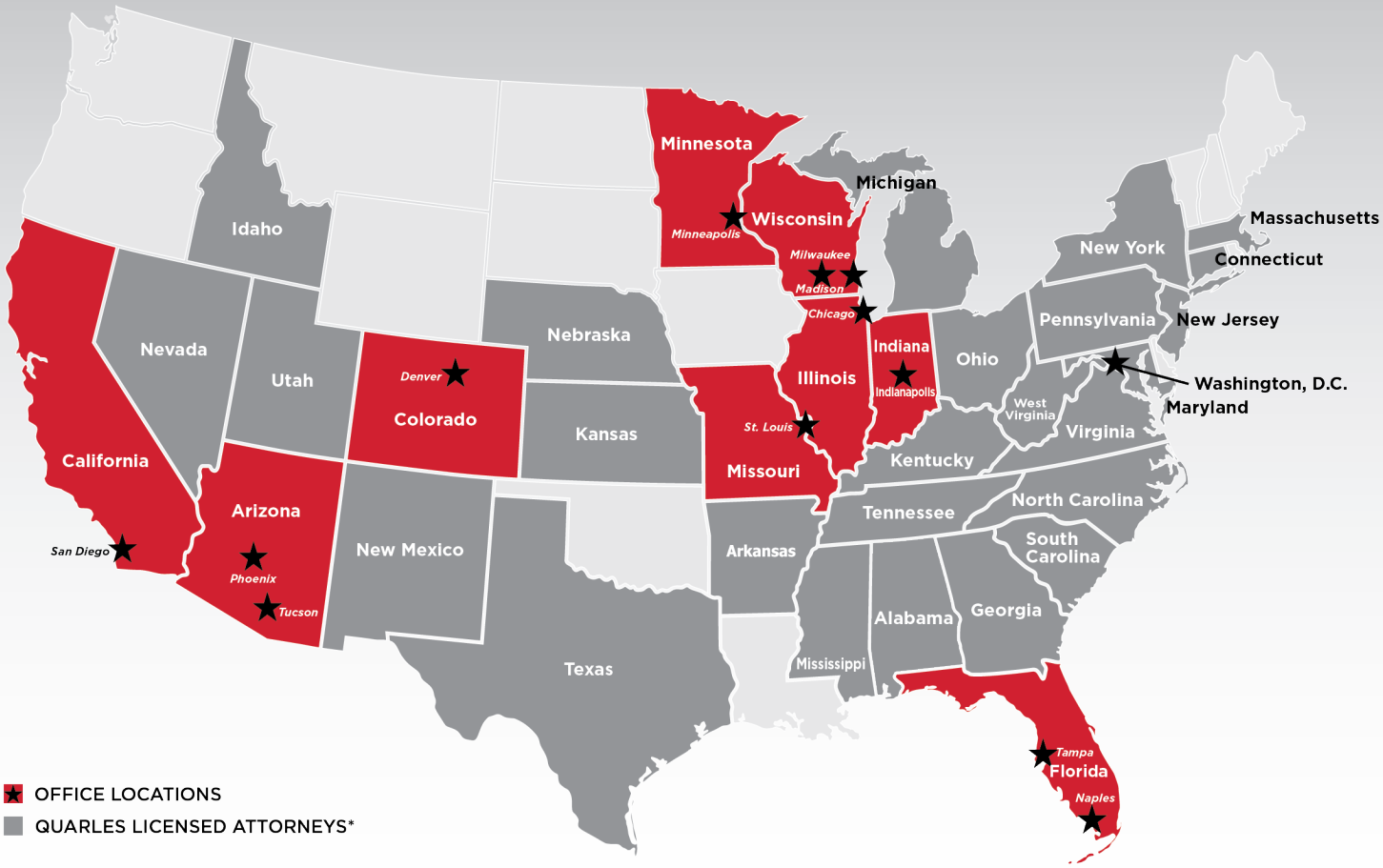
Am Law
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About Us



At Quarles, our client-first mindset is the North Star for everything we do—from our collaborative and inclusive full-team approach of bringing the best and brightest minds together, to our use of technology and data analytics to improve deliverables and enhance the client experience. *It also drives our culture of continuous learning, growth and support.* Because smart clients know that when people at their law firm are motivated and thriving, it shows in their work. We are in the business of bringing out the best in people.

Brad Vynalek, *firm president*



*At least one attorney at the firm holds a license in the state.

As of Oct. 13, 2026

Our **Values**

At Quarles, our values direct how we do business, how we care for clients, how we engage each other and who we select to join our firm.



Clients First

The interests of our clients always come first.



Purpose

We are relentless in working to achieve the goals of our clients, colleagues and communities.



Integrity

We conduct ourselves in accordance with the highest ethical and professional standards at all times.



Respect

We treat everyone in a respectful, candid and collegial manner, including a longstanding commitment to community involvement and diversity, equity and inclusion.



Collaboration

We approach everything we do with a spirit of shared effort and purpose.



Continuous Improvement

We constantly strive to improve our performance.

Primary **Practices**

Quarles has a wide variety of nationally recognized practices that work in tandem to serve clients whose matters span across multiple legal issues.


Artificial Intelligence


Automotive


Banking & Financial Institutions


Bankruptcy, Restructuring & Creditor's Rights


Class Action Defense


Commercial Finance


Corporate Group


Data Asset Management, Privacy & Cybersecurity


Employee Benefits


Energy & Infrastructure


Environmental & Natural Resources


Estate, Trust & Wealth Preservation


Franchise, Distribution & Direct Sales


Health & Life Sciences


Immigration & Mobility


Indian Law & Policy


Intellectual Property


Jet Fuel Consortiums


Labor & Employment


Litigation & Dispute Resolution


Product Liability


Public Finance


Real Estate


Research Institutions & Higher Education


Sports, Entertainment & Media


Tax



Learning & Development

Ongoing learning and development are central to who we are as a firm—and our robust support starts as soon as a new colleague joins us.

Quarles University provides comprehensive workshops and networking opportunities at the junior, mid, senior associate and income partner level—with the aim of translating knowledge into clear, practical actions.

A ***mentoring program*** pairs entry-level and lateral associates with peer liaisons to help them seamlessly integrate into Quarles, as well as senior mentors who focus on development and advancement. We also offer a DEI mentorship program specifically designed to serve diverse attorneys and help them succeed in their careers.

The Loop is an innovative program that consists of various tools designed to facilitate ongoing feedback and coaching. By routinely providing timely, actionable and relevant feedback, employees can avoid surprises and deliver better outcomes.

Our ***wellbeing programming*** covers topics such as mental health, substance abuse, resilience, meditation and nutrition to support our people personally and professionally.

Our objective is to fuel talent growth and development in a way that is equitable to ***all*** of our lawyers and business professionals.



Pro bono

Doing Well by ***Doing Good.***

Our responsibility is to represent those without the resources to advocate for themselves—a calling that is integral to our promise of shared purpose. Since 2004, we have consistently aspired to meet the Pro Bono Institute's target for law firms, committing the equivalent of at least 3% of total billable hours to pro bono work for low-income individuals and community organizations each year.

Through partnerships with legal aid organizations such as the Veteran's Consortium Pro Bono Program, Legal Services Corporation (LSC), the American Bar Association Death Penalty Representation Project, the National Immigrant Justice Center and others, we have supported survivors of domestic abuse and human trafficking, tenants facing eviction, individuals dealing with substandard housing conditions, military veterans, asylum seekers and more.

Furthermore, we have undertaken several special projects that hold significant meaning for us. Serving as project counsel for LSC's Rural Justice Task Force is one of our notable contributions. We provided crucial legal assistance to Afghan asylum seekers evacuated by the U.S. military after the fall of Kabul. Our team played a pivotal role in guiding a food center's transition from a traditional pantry model to a more comprehensive approach in addressing hunger. Additionally, we actively participate in defending LGBTQ+ inclusive policies.

A rewarding ***experience.***

Recognizing that you've made a meaningful difference in someone's life through pro bono is a reward in itself. However, it also yields dividends in other ways. For instance, pro bono projects offer newer associates the opportunity to develop their skills, expand their professional networks and gain valuable experience. Engaging in pro bono work also energizes attorneys and offers them a fresh perspective on their client work.

We firmly believe that for the law to fulfill its purpose, everyone needs representation. As we continue to be intentional about giving back to the communities in which we live and work, we remain steadfast in our commitment to helping those in need and narrowing the justice gap in our country.



14,200 **hours of pro bono work** *(FY 2025)*



Quarles has a rich history of serving the communities where we live and work through a diverse range of pro bono initiatives. The *commitment to assisting those in need is ingrained in our culture*, and we enthusiastically embrace the opportunity to contribute to addressing the significant issues our country faces in terms of access to legal representation.

Dawn Caldart, *senior pro bono counsel*



People, Inclusion & Engagement

Our people are our greatest strength

At Quarles, our people are at the center of who we are and how we succeed. The relationships we build, the support we provide one another and the opportunities we create together are what make our firm distinctive.

Building on decades of work across the firm, our People, Inclusion & Engagement approach reflects a continued and strengthened commitment to fostering a culture where individuals feel valued, connected and empowered to contribute their best.

People

We put people at the center of everything we do, investing in a culture that supports professional growth, meaningful relationships and long-term success.

Inclusion

We strive to create an environment where people can contribute, connect, grow and lead, and where diverse perspectives strengthen our teams, culture and client service.

Engagement

We recognize that belonging requires active participation. Everyone has a role in building connections with colleagues, clients, their work and the firm.

Our commitment in action

- **Inclusion Advisory Committee:** A group of firm leaders that help guide the strategic direction of Quarles' inclusion and engagement efforts, ensuring they align with our culture, business objectives and commitment to fostering a workplace where everyone can thrive.
- **Business and Employee Resource Groups:** Communities that foster connection, belonging, professional development, conference networking and relationship-building among attorneys and business professionals across the firm.
- **Local Office Inclusion Councils:** Teams within each office that lead programs, celebrations and observances that help our people learn from and appreciate the diverse experiences, perspectives and backgrounds that strengthen our firm and the communities we serve.
- **Inclusion Ambassadors:** Attorneys and business professionals across the firm who lead by example, promote inclusive behaviors and help build awareness, engagement and accountability so that inclusion becomes everyone's responsibility.



"At Quarles, **we believe everybody counts every day.** *Each of us offers unique perspectives and experiences that, when brought together in a truly welcoming and collaborative culture,* create collective strength and help drive long-term success for our people, clients and communities."

Ony Beverly, *chief people, inclusion & engagement officer*



Social & Governance

*Social impact that **makes a difference.***

Quarles also has a longstanding tradition of dedicated service to the communities in which we live and work. For many years, we have brought this commitment to life through our signature community outreach program, ***Quarles Cares***.

Our efforts are both national and highly localized. For the last several years, Quarles has applied a special focus to education and hunger.

- *Improving access to and quality of education.* Several of our offices have cultivated relationships with local elementary schools to host anti-bullying programs, read with children and secure school supplies to ensure that every child feels special.

- Combatting hunger. We've raised funds for food agencies through jeans days, lunches and cook-offs. We've collected food for schools. We've served meals to children, the homeless and families in need. Our team has also donated, packed, unpacked, sorted and stocked food for local food pantries.

On a firmwide basis, we have also supported anti-bullying, Go-Red heart disease awareness and Autism Speaks programming. Local offices have supported the United Way, Salvation Army, United Performing Arts Fund, American Red Cross and others.



*Good governance, **empowering great people.***

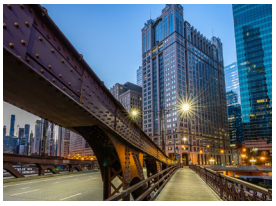
Quarles is an egalitarian, partner-governed organization with an elected Executive Committee that conducts strategic and business planning, defines policy, oversees admission of attorneys into the partnership and otherwise functions as a firmwide decision-making body.

All partners regularly meet to discuss the current state of the firm and to vote on firm policies and actions. Our open, participatory management system gives partners significant input into strategic and operational issues—from compensation to policies—affecting our work life and our business.

We're all in this together.

Good governance practices are among the things that unite us.

Office **Locations**



Chicago

155 N. Wacker Drive
Suite 3200
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(312) 715-5000



Denver

8744 Kendrick Castillo Way
Suite 560
Highlands Ranch, CO 80129
(303) 268-0066



Indianapolis

135 N. Pennsylvania Street
Suite 2400
Indianapolis, IN 46204
(317) 957-5000



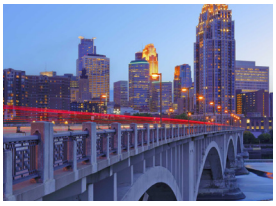
Madison

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Milwaukee

411 E. Wisconsin Avenue
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Milwaukee, WI 53202
(414) 277-5000



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(314) 696-5100



San Diego

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Suite 1500
San Diego, CA 92101
(619) 237-5200



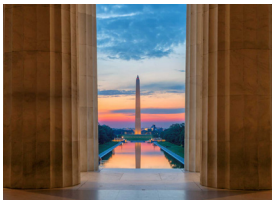
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