

Terman, Benyamini and Employment Law/Litigation Team Joining Drinker Biddle & Reath LLP

On March 16, 2011, the labor and employment lawyers at Reish & Reicher, together with several other of our colleagues in our employee benefits and business practices, will be joining the national law firm of Drinker Biddle & Reath LLP, which has approximately 650 lawyers in 11 offices across the country.

With the addition of our labor and employment law/litigation team, including Mark Terman, Pascal Benyamini, Mike Vanic and Joe Faucher, Drinker Biddle will have more than 45 labor and employment lawyers nationwide, and more than a dozen in California, split between Los Angeles and San Francisco.

Why are we doing it?

First, and foremost, it is about our clients. We believe that by joining Drinker Biddle, we can provide a wider array of services to clients both across the country and in California. This new and larger labor and employment practice group has longtime experience and skill handling virtually every employment need of employers, their management and legal departments, from litigation to counseling.

Drinker Biddle's substantial California and national labor and employment practice will also be a benefit to our clients. As you know, Reish & Reicher labor and employment lawyers handle complex employment counseling and litigation for companies and management, including matters involving claim prevention and mitigation, crisis management, employee-shareholders, competitive advantage, unfair competition, trade secrets and labor arbitration. Drinker Biddle's practice includes management-side representation in collective and class actions, as well as general employment litigation and counseling, and matters involving the Americans With Disabilities Act. Clients include a broad range of foreign and domestic corporations, including industrial manufacturers, retailers, nonprofit educational and public institutions, health care organizations, financial services providers, and consulting and professional services firms. For many of these clients, the firm serves as national counsel for labor and employment matters, especially in the retail and financial services industries.

We also believe the law is growing more complex. As our country "shrinks" thanks to the ever-increasing use of electronic communication, among other things, we know that clients need lawyers who have the

knowledge, experience and depth to handle that complexity and who are responsive and, when needed, close at hand. While we have capably served our clients in California and beyond from our Los Angeles base, Drinker Biddle's locations on both coasts and in the Midwest positions us to provide an even higher level of service to our clients, literally at a moment's notice.

Last – but still vitally important – we were attracted by Drinker Biddle's people and culture. The firm values its people and respects its lawyers. Not only does Drinker Biddle give top priority to high-quality lawyering and professionalism, it also has a singular focus on providing the best service to its clients. Needless to say, these shared values were very appealing to us.

How will this affect our clients?

Another obvious question is how this move will impact our day-to-day work with our clients, who are probably wondering whether there will be any disruption or change in their relationship with our lawyers. The short answer is no, and we are working hard to ensure that the transition to Drinker Biddle is seamless. Our email addresses and phone numbers will be changing, but our commitment to high-quality client service is not. Your lawyers will still be here for you. In other words, the same lawyer or team of lawyers you've been used to working with will continue to do the same work for you. At the same time, we will draw upon for our clients the experience, expertise and horsepower of a large labor and employment practice group. Drinker Biddle understands and values our client relationships. The firm wants to preserve and promote what we have built over these past many years. Our billing rates and services will not change because of our joining the new firm. The biggest impact to our clients is that we will be able to provide you with a broader array of services, with greater depth in areas in which we've helped you in the past and with national coverage when your business needs it.

There is certainly much more to discuss . . . but these are the points we wanted to share with you immediately. We invite you to learn more about Drinker Biddle by visiting www.drinkerbiddle.com. We look forward to joining Drinker Biddle and the benefits that it will bring to our lawyers and, most importantly, our clients.

Mark Terman and Pascal Benyamini

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