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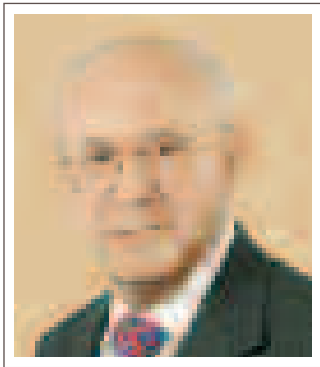


In Our Own Words

Associates discuss life at
AKIN GUMP STRAUSS HAUER & FELD LLP







From the Chairman, R. Bruce McLean and founding Partner, Robert S. Strauss

People often ask us what kind of lawyers we look for when we are recruiting. We tell them that while the more than 900 lawyers of Akin Gump Strauss Hauer & Feld are a diverse team, those who succeed here share certain attributes.

They consistently strive for excellence. They are entrepreneurial in spirit. Their ambitions are matched by an outstanding commitment to their clients, to the law and to their colleagues. That is what we say.

But a better way to learn about the newer members of our team might be to ask them so that is what we have done. In their words, they express their commitment to our values, share in their reflections on what makes this a good place to work, and discover their passion for the law and for their lives.

Our five Core Values capture the essence of the Akin Gump culture. They have served us well in our rise to a position of leadership among top law firms — and they will help to guide our success in the future.

We have seen a lot of growth and changes in our first half century. And we expect the coming years to be just as exciting, thanks to the people you will meet on these pages. If you would like to join them as part of a great law firm where every lawyer can make a positive difference, we encourage you to learn more about Akin Gump.

OUR CORE VALUES

Collegiality

This abiding spirit is what makes Akin Gump a great place to work. We express our collegiality through teamwork, civility and mutual respect.

Commitment

Evident in everything we do is our deep commitment to our clients, our firm, our community and each other.

Excellence

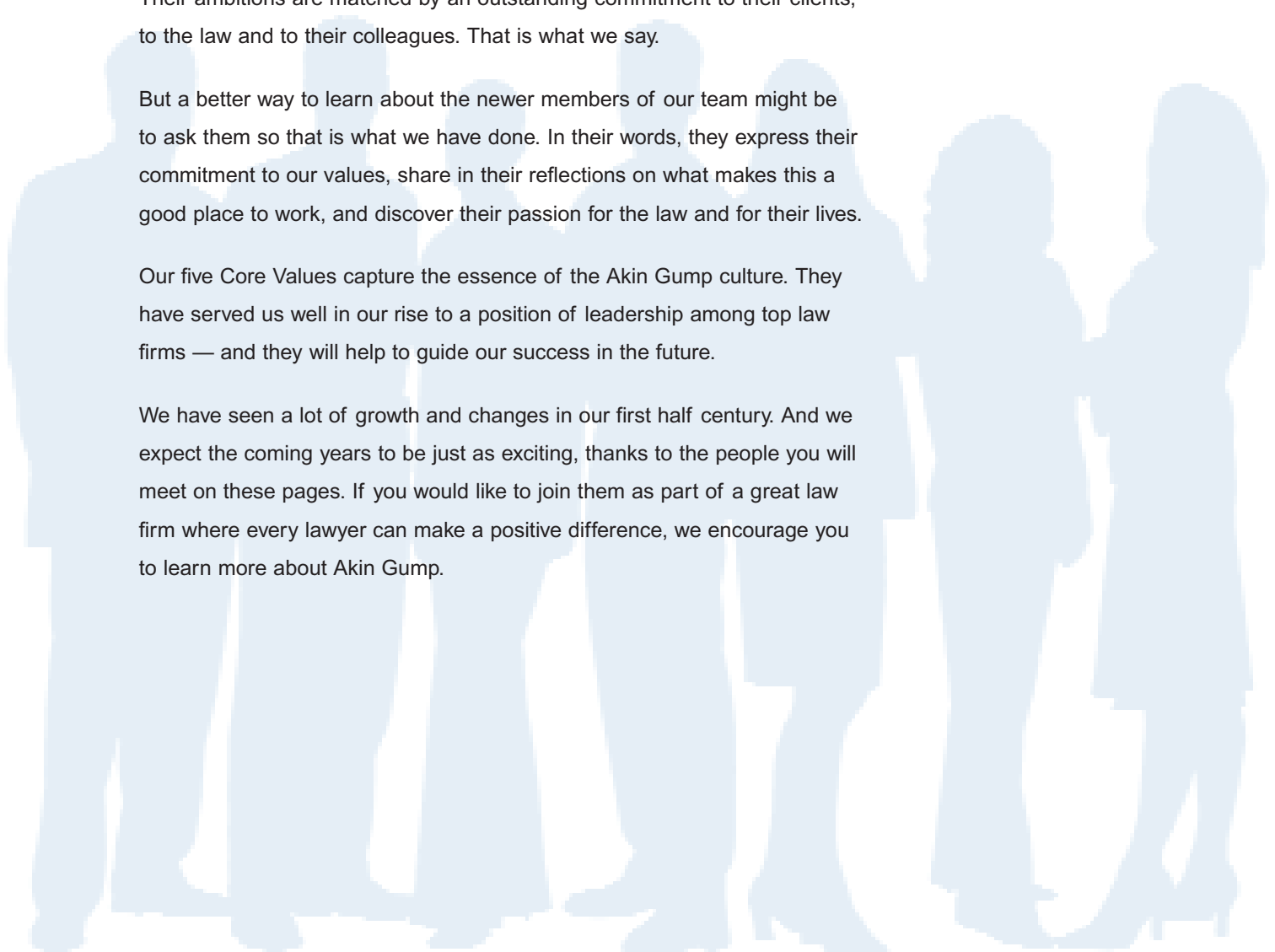
The Akin Gump standard for excellence should be the highest level attainable. We strive to achieve excellence in our work product, in our client service and in the results we deliver.

Integrity

Always and without question we do our work with integrity, candor and honesty — our clients should expect no less.

Intensity

New lawyers feel it from their first day here. It comes through in our passion, our drive and our enthusiasm for everything we do.



COLLEGIALITY

*This abiding spirit is what makes Akin Gump a great place to work.
We express our collegiality through teamwork, civility and mutual respect.*

“The summer associate program is fantastic. It provides law students with a great overview of life at the firm. My experience was a great mix of doing real work and meeting real people.”

Get off to a great start

Summer Associate Program. Our summer associate program is designed to give law school students a good look at our culture, our work and our opportunities.

Summer associates at Akin Gump tackle the challenging work assignments of first- and second-year associates. You will assist lawyers at trial, in client meetings and in key strategy sessions. You are paired with associate and partner mentors to offer both a fresh view and an experienced eye.

The program also builds in social activities to help you get to know our lawyers — and one another — beyond the office.

ACROSS THE COUNTRY

Summer programs are offered in offices across the country.

Austin 512.499.6200	Dallas 214.969.2800	Houston 713.220.5800	Los Angeles 310.229.1000	New York 212.872.1000	Philadelphia 215.965.1200	San Antonio 210.281.7000	Washington, D.C. 202.887.4000
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“As I narrowed in on my top priorities for my career, Akin Gump’s combination of **complex, interesting work** and open, collegial culture made my decision an easy one.”

CHRISTOPHER WOOD

FACTS ABOUT AKIN GUMP

Our summer associate programs stress collegiality over competition, and most participants join the firm after they complete law school.

Depositions, hearings and client meetings take summer associates out of the office and into the working world alongside our seasoned lawyers.

COMMITMENT

Evident in everything we do is our deep commitment to our clients, our firm, our community and each other.

“Service can mean many things. Here, it means doing your best at all times, for each client. Akin Gump builds service into every relationship.”

A dedication to service

Client service. Every client relationship at Akin Gump begins with a dedication to service. We practice a firmwide system of team building on behalf of clients that emphasizes excellent service and open communication.

Pro bono. We believe pro bono work is essential to the practice of law, and we have developed a firmwide infrastructure to support it. We credit pro bono hours equally with billable hours. Partners overseeing pro bono cases provide training in areas of substantive law and personal skills. Participation in pro bono work is an important factor in our evaluation criteria. In fact, it is central to our understanding of service excellence.

“The firm **encourages associates** to participate in pro bono and community service.”

PHYLLIS YOUNG



FACTS ABOUT AKIN GUMP

Akin Gump lawyers consistently demonstrate that they share the firm’s commitment by meeting or exceeding American Bar Association pro bono guidelines.

In 2003, we developed a team approach to client engagements with our Client Service Team initiative. A dedicated client service team ensures access to our extensive resources and expertise across practice areas for clients and their dedicated Akin Gump lawyers.

EXCELLENCE

The Akin Gump standard for excellence should be the highest level attainable. We strive to achieve excellence in our work product, in our client service and in the results we deliver.

“The firm provides time during your busy day to introduce different aspects of being a lawyer, and actually helps you practice such things as discovery, oral arguments before the court, depositions and so on. I do not know of any other firm that takes the time and trouble to do this.”

Keep learning as you grow

Attorney development. We are committed to attracting the best and brightest lawyers — and to their ongoing professional development. Designed to foster a collegial atmosphere where the unique skills and personalities of our lawyers continually enhance the vitality of the firm, our attorney development program will help you grow and succeed.

Training opportunities include:

- core curriculum programs (including writing, communications, management and leadership)
- department practice area training
- on-the-job learning opportunities
- orientations and retreats
- CLE courses
- industry training, conferences and workshops.

Ongoing support and development

Regular evaluations help associates grow and learn every day from the experience of practice area mentors and our partners. We are dedicated to the professional development of all our lawyers.

“Guidance and feedback are always available at Akin Gump. I have never felt a division between associates and partners.”

ANDREW OELZ

FACTS ABOUT AKIN GUMP

We offered over 150 in-house training programs throughout the firm last year.

We were among the first firms to establish a counsel position for senior associates who are on track for partnership consideration. Associates with five-and-one-half years of practice experience are eligible.



INTEGRITY

Always and without question we do our work with integrity, candor and honesty — our clients should expect no less.

“We have several prominent minority partners, including some who have been named among the top lawyers nationwide in their respective practice areas.”

Beyond boundaries

Diversity. Akin Gump is among the most diverse of all national law firms, and we continue to seek new ways to increase representation at our firm. We hire and promote without regard to race, color, religion, disability, national origin, veteran status, gender, sexual orientation or age. Firmwide and local diversity committees and our women’s professional development forum ensure that professional growth opportunities extend to *all* of our lawyers. We seek only excellence.

Diversity also means a richness of ideas and innovation that we cherish. “I’m on the Diversity Committee,” says one associate. “We put on events that are open to staff, partners and associates so we can break through the boundaries,” she says. “It’s another way to feel connected to the firm. It’s about learning from one another.”

“When I was a summer associate, my peers were people **from all kinds of backgrounds.** The firm really concentrates on bringing in and retaining this diversity.”

MARUTI NARAYAN

FACTS ABOUT AKIN GUMP

Akin Gump is a three-time winner of the Thomas L. Sager Award, a recognition given by the Minority Corporate Counsel Association to “leaders who have shown a sustained effort to improve the hiring, retention and promotion of minority attorneys.”

The spring 2005 issue of *Minority Law Journal* included Akin Gump on its list of law firms with the highest percentage and highest number of minority partners.



INTENSITY

New lawyers feel it from their first day here. It comes through in our passion, our drive and our enthusiasm for everything we do.

“One thing that is special about working here is that the firm gives a great deal of responsibility to junior associates. Another is how close-knit many of the junior associates become.”

No limits to excellence

Excel from day one. If there is one characteristic every successful associate shares here, it is a passion for doing great work with great people.

One junior associate puts it this way: “The bottom line with any big law firm of this caliber is that you are going to work hard. That said, I’ve already learned so much here, and it will make me a better lawyer.”

Being part of Akin Gump exposes you to some of the sharpest minds in the legal profession — and some of the brightest rising stars. It is an intense — and exhilarating — work environment. Here, everyone works together as part of a team dedicated to excellence.

“I aspire to live up to each of our core values every day, and I am **constantly inspired** by how our values are reflected in every task we undertake.”

JOYCE WONG

Facts about Akin Gump

In 2004, founding partner Robert S. Strauss received a Lifetime Achievement Award from *The American Lawyer* magazine.

All new first-year associates are assigned a peer and a partner advisor to help them make a smooth transition to the life and culture of the firm.



Moments and milestones

play a part in our ongoing history of commitment to achievement in law.

Agents Richard A. Gump and Robert A. Strauss leave the FBI to open a law firm in Dallas. They call the firm Gump & Strauss.

1945

Firm partner Irving L. Goldberg advises Vice President Lyndon Johnson on his transition to president following the assassination of John F. Kennedy. John L. Hauer and Alan D. Feld join the partnership.

1963

Shortly after opening the Washington, D.C. office, founding partner Robert S. Strauss is elected chairman of the Democratic National Committee.

1972

Clarice Davis becomes not only the first female partner at Akin Gump but also the first female partner at any large Dallas law firm.

1979

Akin Gump opens a San Antonio office.

1984

Akin Gump opens its first international office in Brussels. The firm now numbers 400 lawyers worldwide.

1989

Akin Gump opens an office in New York City.

1993

Litigation partner Bruce McLean is elected chairman of the firm. Akin Gump opens its ninth office, in historic Philadelphia.

1996

Akin Gump opens an office in San Francisco, the firm's second office in California, significantly enhancing its ability to serve clients' needs in the Bay Area.

2003

1950

Gump and Strauss add two partners, Irving L. Goldberg and William P. Fonville. The firm name becomes Goldberg, Fonville, Gump and Strauss.

1966

Henry D. Akin joins the firm and Irving Goldberg resigns after being appointed to the U.S. Court of Appeals for the Fifth Circuit. The firm changes its name to Akin Gump Strauss Hauer & Feld.

1978

Akin Gump opens its third office, in Austin.

1982

Vernon Jordan Jr., former president and CEO of the National Urban League and executive director of the United Negro College Fund, joins the firm.

1988

The firm opens its fifth office, this time in Houston.

1991

Robert S. Strauss is nominated by President George Bush to be U.S. ambassador to the Soviet Union; after its collapse, Strauss is named the first ambassador to Russia.

1994

Akin Gump opens a Moscow office to serve clients in Russia and countries of the former Soviet Union.

1997

Akin Gump opens offices in London and Los Angeles.

2005

Akin Gump opens an office in Palo Alto and establishes a presence in Taiwan. The firm celebrates 60 years of first-rate legal representation.



“Lots of firms offer **cutting-edge work**, but they are not all going to be there to help you learn to become a leader yourself. Akin Gump does that.”

A world of opportunities

“Akin Gump is an **international law firm**, which affords even the most junior associate the opportunity to work on transactions, projects, deals and cases involving complex, often novel, issues of law.”



Austin

As the state capital and home to the University of Texas, Austin offers a politically and culturally rich environment and burgeoning center for high-tech research and development, insurance and energy. Our core practices here include corporate and securities, energy, insurance, litigation, and public law and policy.

Brussels

Brussels is the seat of the European Commission and a hub of legal activity and commerce for the states of the European Union (EU). Akin Gump's lawyers focus on EU law and policy, international law and policy, and international transactions, representing clients throughout Europe on a broad spectrum of issues.

Dallas

Akin Gump was founded here in 1945; in 60 years, the firm and the city have grown tremendously. Clients range from small companies to multinationals seeking counsel with stature, experience and global reach. Practice concentrations include corporate, labor and employment, litigation and real estate.

Dubai

Opening fall of 2005.

Houston

Located in the energy industry's business capital, our Houston office focuses on corporate, financial restructuring, international, intellectual property, labor and litigation matters. Our lawyers often team with our London, Middle East, Moscow, New York City and Washington, D.C., offices.

London

Akin Gump's London office is the strategic center for our international practices in corporate transactions, emerging markets, energy, financial restructuring and investment funds. Our London office acts as an important gateway between the United States, Russia/CIS, Africa and the Indian subcontinent — providing clients with integrated legal services worldwide.

Los Angeles

Not surprisingly, our entertainment and media practice is centered here. Los Angeles is also a gateway to Asia and the Pacific, and our lawyers represent U.S. companies doing business in Asia and vice versa. Other key practices include mergers & acquisitions, litigation, land use, real estate and tax.

Moscow

Akin Gump was one of the first U.S. law firms in Russia, and today our team of American and Russian lawyers represents major global companies in the energy, telecommunications and financial industries, handling cross-border joint ventures, corporate securities matters and capital market transactions. A recent groundbreaking transaction handled by our lawyers: the largest privatization in Russian history.

New York

New York City is the largest financial center in the world. In just over a decade, our New York office has grown to be our second largest. Investment funds, private equity, financial restructuring and M&A are key disciplines that are closely integrated with our Brussels, London and Moscow offices for managing international transactions. Other important practice areas here are labor and employment, litigation, tax and ERISA, and real estate.

Palo Alto

Akin Gump's Palo Alto office opened in 2005, expanding capabilities in patent litigation and prosecution and patent infringement. Our lawyers have mediated and facilitated complex patent and technology license agreements between U.S. companies and Taiwan, Hong Kong and China.

Philadelphia

In this historic home of Ben Franklin are leading Akin Gump practices worthy of the great inventor: patent, trademark and copyright. Our lawyers here also handle commercial litigation in federal and state courts on behalf of a range of clients, including insurance companies, accounting and auditing firms, and telecommunications companies.

San Antonio

For 20 years our San Antonio office has served a wide range of public and private sector clients. Among our practice groups in this dynamic city are corporate and securities, intellectual property, labor and employment, litigation, public law and policy, real estate and taxation.

San Francisco

Akin Gump has rapidly become a “go to” law firm in California. Our San Francisco office serves clients in such industries as entertainment and media, retail, manufacturing, automotive, food, restaurant and hospitality. We focus on complex business litigation, labor and employment litigation, and the defense of companies and individuals facing government investigations and enforcement actions.

Washington, D.C.

More than a center of government, Washington, D.C., is the hub of the U.S. legal system and a thriving center of international business. From two lawyers in 1971 to more than 250 lawyers today, we've grown to handle litigation, labor and employment, energy, environment, international trade, intellectual property, financial restructuring, corporate, health industry, communications, real estate, tax and policy matters.

PRACTICE AREAS

Antitrust
Banking and Financial
Capital Markets
Communications
Corporate and Securities
Employee Benefits
Energy
Entertainment
Estate Planning, Wealth
Transfer and Probate

Financial Restructuring
Global Projects
Government Contracts
Health
Insurance
Intellectual Property
International
Investment Funds/Private Equity
Labor and Employment

Land Use and Environment
Litigation
Mergers and Acquisitions
Privatization
Public Law and Policy
Real Estate and Finance
Taxation

Don't take our word for it

Akin Gump associates have plenty to say when it comes to the advantages of working here. But don't take our word for it. Find out for yourself if Akin Gump is the right workplace for you.

Our firmwide hiring plan calls for approximately 75 new entry-level associates, many of whom will have participated in our summer associate programs. We also will continue to seek stellar lateral applicants and former judicial clerks in all practice areas.

To learn more about our summer associate programs and the latest news about the firm, visit our Web site at akingump.com.

“I was drawn to Akin Gump by the exceptional mentoring and training for young associates. Working with and learning from these very accessible and encouraging mentors has been invaluable.”

KATY GOTTSPONER

