



# FUTURE FOCUSED

**/B Bowman and Brooke LLP**

## OUR PLEDGE

We commit to provide our “next generation” with the building blocks for practice and business development success. We will recruit candidates to participate in strategic roles within key organizations, and support network-building opportunities for future business development growth.



Bowman and Brooke LLP is a nationally recognized trial firm with one of the largest product liability practices in the country.

We represent *Global 500* companies in widely publicized catastrophic injury and wrongful death cases and other complex litigation. For more than 35 years, we have defended corporate clients as both lead trial counsel and national coordinating counsel in high-exposure, technically intricate lawsuits in multiple jurisdictions, and have tried cases in more than 350 courthouses in 48 states, Puerto Rico, the U.S. Virgin Islands and several Canadian provinces.

Our commitment to diversity and inclusion is one of our core values, woven into the very fabric of our business. We value collaboration, where each team member plays a vital role in serving our clients, and we are committed to providing ongoing opportunities for growth and professional development.





## **PRACTICES**

Product Liability Litigation  
Class Action and Multidistrict Litigation  
Toxic Torts and Environmental Litigation  
General Liability Litigation  
Commercial Litigation

## **INDUSTRIES**

Motor Vehicles  
Medical Devices and Pharmaceuticals  
Chemical and Environmental  
Consumer Products  
Industrial Equipment



## **INTEGRATED SERVICES**

Discovery Coordination and eDiscovery  
Appellate and Advanced Motions  
Product Safety and Preventive Counseling  
Alternative Dispute Resolution



# ATTORNEY CAREERS

We build trial attorneys. Our legal professionals are given the opportunity to shine in and out of the courtroom.

As an associate attorney at Bowman and Brooke, you will be offered the opportunity, responsibility and encouragement to try cases. You will have direct contact with clients early and often, backed by our full support in building and marketing your practice. Your career path at our firm is highlighted by annual performance reviews, with mentoring from our trial team members to aid your success.

Collaboration is key to delivering first-rate client service, and we foster an environment where each team member plays a vital role. Whether it is your mentor, paralegal, legal secretary or other team members, you will find professionals who take pride in doing the job well, each and every time.



"Joining the Bowman and Brooke team was like joining an all-star championship franchise. From coast to coast, every member embodies and exhibits a level of personal and professional integrity, work ethic and commitment to excellence that unifies us in the pursuit of a singular goal: to ensure that our clients receive the highest quality legal services in an efficient and cost-effective manner. Every team member, regardless of their role, is essential to achieving this goal. I'm excited to welcome the future members of this all-star team."

**Alina Alonso Rodriguez**  
*Co-Managing Partner, Miami*



"In the Marine Corps, I learned the importance of a diverse team. A diverse team uses their different backgrounds to get to the root cause of a problem. When my unit went down range to Iraq, we were given the autonomy to oversee our area in large part due to our diversity and varied experience. Similarly, our firm's diversity is a force multiplier that allows us to solve our clients' most difficult challenges. Semper Fi."

**Justin Niznik**  
*Co-Managing Partner, Orlando*

"Bowman and Brooke provided me with a unique cross-border litigation practice. Shortly after joining the firm, I discovered that I did not just join a "firm," but rather, I had joined a family. The firm has an open door policy and provides numerous opportunities for growth. It also fosters inclusivity by welcoming diverse attorneys and encouraging professional development."

**Sunny Rehshi**  
*Associate, Detroit*



Are you ready to make a commitment to becoming a real trial attorney? Email your resume and cover letter to Barb Ell, Director of Human Resources, at [barb.ell@bowmanandbrooke.com](mailto:barb.ell@bowmanandbrooke.com).

## RECENT NATIONAL RECOGNITION

### ***Chambers USA***

Nationally Ranked for Product Liability  
and Mass Tort Litigation  
2009 – 2023

### ***The Legal 500***

Nationally Ranked for Product Liability  
and Mass Tort Defense:

Automotive/Transport, 2008 – 2023  
Pharmaceuticals and Medical Devices, 2012 – 2023  
Consumer Products, 2014 – 2023  
Toxic Tort, 2019 – 2023

### ***Benchmark Litigation***

Nationally Ranked for Product Liability in Tier 2  
2014 – 2023

### ***The National Law Journal***

Ranked on the NLJ 500  
2012 – 2023

### ***Law360***

400 Largest U.S. Law Firms, #278, 2023  
Ranked 2014 – 2023

### ***Best Lawyers***

Best Law Firms, 2022

### ***BTI Consulting Group***

Client Service A-Team, 2014, 2016, 2018, 2019, 2021, 2022  
70 Most Improved Law Firms in Client Service, 2021  
Brand Elite, 2018 – 2019



## PROFESSIONAL STAFF

With 15 offices throughout the United States, we look nationwide for new talent to join our team of professionals. The staff at Bowman and Brooke are considered members of our trial teams, thanks to their dedication and hard work.

At Bowman and Brooke, we know that our reputation as a preeminent product liability law firm is built on a strong foundation of outstanding attorneys and staff. Our clients are among the biggest in the industry and they count on us to deliver superior results each and every day. Each team member plays a vital role in this endeavor, and we are committed to providing abundant opportunities for professional development.



"We know that a successful law firm starts with a solid foundation of outstanding attorneys and staff. Our strong presence in the legal community begins with our team of professionals. We hire the best people and we retain them long-term by maintaining our commitment to provide ongoing opportunities for growth and professional development."

**Barb Ell**

*Director of Human Resources, Minneapolis*



"I've been at Bowman and Brooke for nearly 20 years because it hasn't been just a place to work, but a place where I've been able to foster lasting friendships with some of the best people I have ever met. Bowman and Brooke encourages personal and professional growth at every level and offers fulfilling career opportunities for everyone. I thoroughly enjoy the work that I do and know that I am a respected and valued member of my team and our firm, to all our clients and colleagues."

**Kay Wolfkeil**

*Senior Discovery Coordinator, Phoenix*



"Employment at Bowman and Brooke has been life changing for me. The collaborative opportunities extend across roles and I feel my input, analysis and research are respected. It is a pleasure to strive to deliver my best work when inspired by the brilliant and passionate attorneys who are counting on me as part of the team. I definitely appreciate the camaraderie as well. I can't imagine a better work environment, as I feel welcome socially and valued as a colleague."

**Christine Donlon**

*Paralegal, Detroit*



# DIVERSITY, EQUITY & INCLUSION

We believe the level of excellence we and our clients expect is best achieved by building a team of professionals who reflect a broad range of orientations, interests and personal backgrounds. Our firm recognizes the importance of the recruitment and development of diverse talent, with the goal to be a firm of inclusion and collegiality.

Our Diversity, Equity & Inclusion Committee works in tandem with the firm's Executive and Management Committees to achieve our diversity goals. We actively recruit, mentor and promote minority and women lawyers to partnership, and invest our time and resources in organizations that sponsor minority law students and lawyers, and promote diversity.



"Bowman and Brooke has been committed to be a diverse firm in both gender and ethnicity since its inception. It is a part of our culture to celebrate our differences and implement inventive policies to ensure our attorneys and employees rise together."

**Mike Madokoro**  
*Partner, Diversity, Equity & Inclusion Committee Chair, Los Angeles*



"Bowman and Brooke is committed to our employees by supporting diversity from race and ethnicity to gender. It's in our culture to ensure that every voice is heard and every perspective valued. As Co-Chair of the DEI committee, it's my mission to uphold and further this legacy, creating a truly inclusive environment that reflects the world we live in today."

**Carmen Bickerdt**  
*Partner, Diversity, Equity & Inclusion Committee Co-Chair, Detroit*

"Every day at Bowman and Brooke, I am fascinated by how professionals of various backgrounds join forces for one common goal: to obtain stellar results for our clients. Having seen it firsthand, Bowman and Brooke welcomes the strongest of practitioners with an understanding that it is cultural diversity that truly adds to the overall strength of the firm."

**Behnam Parvinian**  
*Associate, San Jose*





## BY THE NUMBERS

### ATTORNEYS

43% Women  
23% BIPOC  
2% Veterans  
1% LGBTQ+

### PARTNERS

39% Women  
14% BIPOC  
4% Veterans

### MANAGEMENT COMMITTEE

27% Women  
14% BIPOC  
14% Veterans

### EXECUTIVE COMMITTEE

50% Women

## DE&I RECOGNITION

THE NATIONAL  
**LAW JOURNAL**

Top 20, NLJ 500 Women's Scorecard  
2018 – 2023

 **LAW360®**

Ranked #21 on the Diversity Snapshot  
2023

THE  
**AMERICAN LAWYER**

Diversity Scorecard Top 120  
2012 – 2015, 2017 – 2022

 **LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY**

Compass Award 2018 – 2020, 2022  
Top Performer 2017 – 2018

PROFILES IN  
**DIVERSITY  
JOURNAL**

Diversity Leader Award  
2019

**dri**

Law Firm Diversity Award  
2019

## BENEFITS

We care about your professional and personal life. We know that benefits are an important part of your everyday life and our goal is to provide attorneys and staff with access to some of the best in the industry.

**Competitive  
Salaries**

**Generous  
Paid Time Off**

**Retirement Savings Plan  
(401k and Roth)**

**Longevity and Performance-  
Based Bonus Programs**

**Medical, Dental  
and Vision**

**Employer Health Savings  
Account Contributions**

**Employer-Paid  
Life Insurance**

**Mentoring  
Programs**

**Employer-Paid Long Term  
Care Insurance**

**Accident and  
Critical Illness Insurance**

**Domestic Partner  
Benefits**

**Flexible  
Spending Accounts**

**Referral  
Bonuses**

**Annual  
Performance Reviews**

**Client  
Discounts**

**Access to Leading  
Affinity Programs**

**Attorney Paid  
Parental Leave**

**Gender  
Confirmation Care**

**Flexible  
Work Schedules**

**Identity Theft  
Insurance**

**Employee Assistance  
and Wellness Programs**

**Nine  
Paid Holidays**

**Pet  
Insurance**

**Continuing Educational  
Opportunities/Professional  
Development**

**Generous Profit Sharing  
Contribution Toward  
Retirement**



## WE WANT YOU!

Are you ready to become a member  
of our dynamic team?

Submit your resume and cover letter to  
Barb Ell, Director of Human Resources at  
**[barb.ell@bowmanandbrooke.com](mailto:barb.ell@bowmanandbrooke.com)**

For more information, visit  
**[bowmanandbrooke.com](http://bowmanandbrooke.com)**





*From boardroom to courtroom.®*

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Minneapolis   Phoenix   Detroit   San Jose   Los Angeles   Orange County   Richmond   Columbia   Charlotte  
Dallas   Austin   Miami   Orlando   New York   New Brunswick