

PRESS RELEASE

Baker Donelson Ranked in Top 50 of FORTUNE's "100 Best Companies to Work For®"

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(Memphis, TN / January 20, 2011) In only its second consecutive year to be named to the list, Baker, Donelson, Bearman, Caldwell & Berkowitz, PC has cracked the top 50 of FORTUNE's annual "100 Best Companies to Work For" list. The law firm is ranked 50th on the 14th edition of this prestigious listing, moving up nearly 30 spots from its 2010 ranking of 77th.

"It's an honor to be included again among the country's best companies to work for, but to be among the top 50 is quite an achievement," said Ben Adams, the Firm's Chairman and Chief Executive Officer. "Baker Donelson's philosophy has always been that it's not enough to just say we value our employees. We have to show them how much we value them. It's gratifying to see that those efforts are appreciated by our people and recognized by FORTUNE. I am confident that having committed and engaged people leads to consistent outstanding service to our clients, which in the final analysis is our most critical mission."

In naming Baker Donelson to the list, FORTUNE emphasized the Firm's commitment to public service, noting that Baker Donelson has an attorney dedicated as a pro bono shareholder to oversee charitable legal service and has doubled its yearly number of pro bono hours since 2008. See the Firm's FORTUNE listing [here](#).

"We are proud to have our commitment to pro bono service highlighted among the many things that make Baker Donelson a wonderful place to work," said Lisa W. Borden, Baker Donelson's Pro Bono Shareholder. "The Firm's significant investment in growing its pro bono program is indicative of an overall spirit of community service and giving that comes through in so many of the decisions our management makes every day."

Adds Jonathan Cole, who chairs Baker Donelson's Pro Bono Committee, "The Firm has always had a strong commitment to making our communities better. A few years ago, we focused on increasing the quality and quantity of the time we committed to representing individuals or organizations that could not afford legal representation. Firm management encouraged moves that supported our efforts, including creating the position of Pro Bono Shareholder and granting our attorneys billable hour credit for pro bono work. We believe we have made a real difference."

In addition to its significant jump in the rankings, the law firm was also featured in the ["No Layoffs Gallery"](#) as one of a select group of companies that have never had layoffs.

Mr. Adams notes that, while law firms across the country experienced significant reductions in force during the recent economic downturn, Baker Donelson was able to focus on cost-cutting and strategic internal moves that enabled the Firm to weather the difficult business climate. "One of the biggest challenges for any business is attracting and retaining the best people," said Mr. Adams. "We've built an outstanding team here, and we don't take that for granted. So responding to the uncertainty with sweeping layoffs was not the answer for us."

To pick the 100 Best Companies to Work For, FORTUNE partners with the Great Place to Work Institute to conduct the most extensive employee survey in corporate America. Three hundred eleven companies participated in this year's survey. Two-thirds of a company's score is based on the results of the Institute's Trust Index survey, which is sent to a random sample of employees from each company. The survey asks

questions related to their attitudes about management's credibility, job satisfaction and camaraderie. The other third of the scoring is based on the company's responses to the Institute's Culture Audit, which includes detailed questions about pay and benefit programs and a series of open-ended questions about hiring practices, internal communications, training, recognition programs and diversity efforts. Any company that is at least seven years old with more than 1,000 U.S. employees is eligible. The deadline for applying for next year's list is June 15, 2011. For an online nomination form, go to www.greatplacetowork.com.