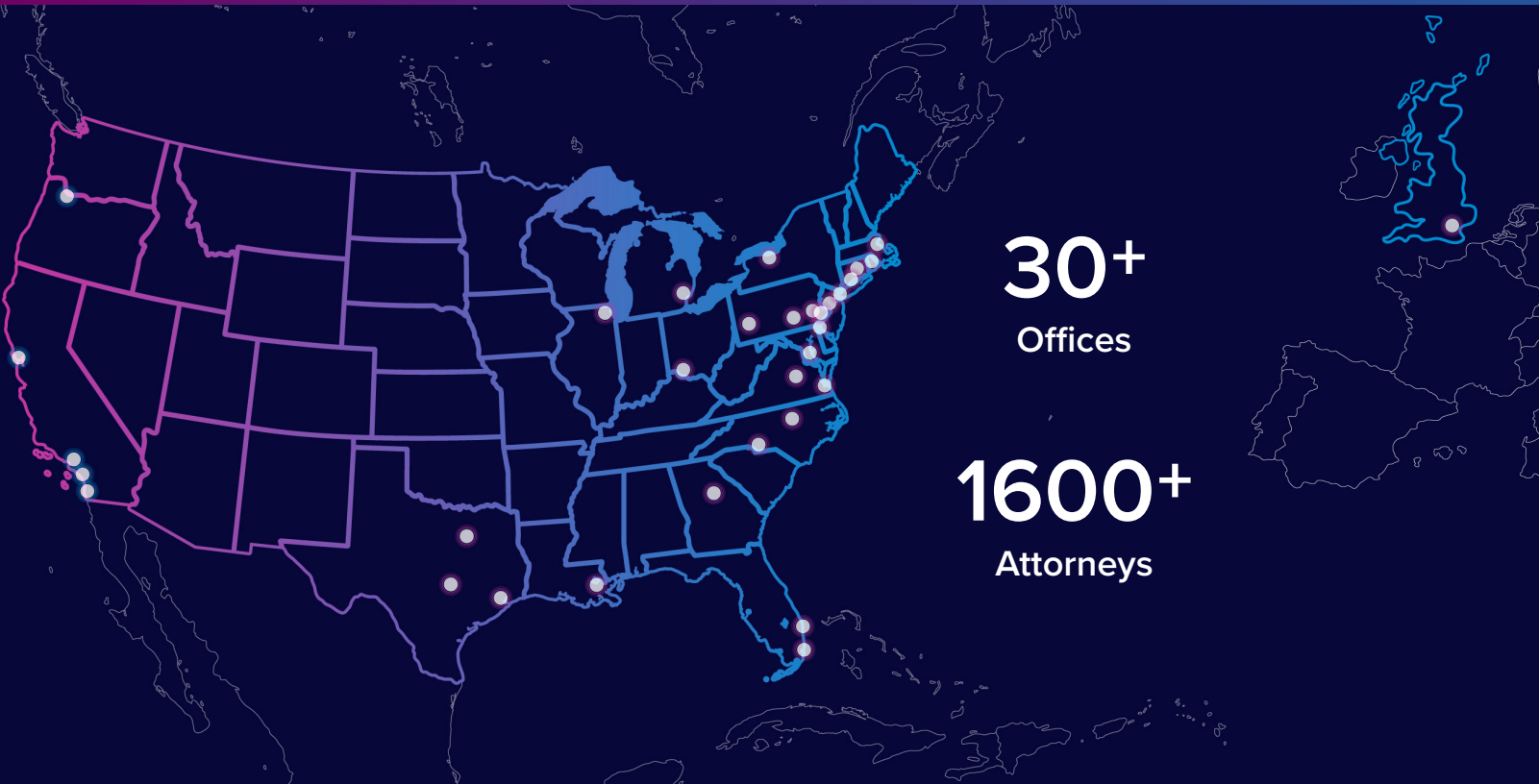


National Reach



Training

Troutman Pepper Locke YOUiversity



This program-based hub aligns training, feedback, coaching, mentoring, and benchmarks in an ecosystem centered around the development of our associates. We combine customized tools and resources to help our attorneys develop legal, professional, technical, and business development skills. Curated learning paths are designed to be tailored to each attorney’s personal development goals based upon area of practice, feedback and interests.

ELA Academy

To ensure a smooth transition to the firm and the practice of law, Troutman Pepper Locke welcomes all new associates with a 90-day Entry-Level Academy. ELAs receive instruction on foundational legal, professional, and business skills from experienced Troutman Pepper Locke attorneys and industry experts. ELAs also learn about the firm and its various administrative departments to ensure that they are successfully integrated into the firm, their local office, and their practice group by the end of the 90 days.

200+ programs offered annually,  
including 100+ CLEs

Career Coaching + Planning

The firm’s dedicated, in-house career coaching and planning department is a confidential resource available to all associates. The goal of the program is to help our attorneys find career satisfaction while feeling engaged and supported by the firm. The three key elements of the program include confidential career coaching, group trainings on professional skills and career development, and career transition support.

Pro Bono + Community Service

The firm is committed to providing people with access to justice. We encourage participation in our ongoing initiatives and in programs that speak to an individual attorney’s values and passions. Summer associates participate in a firmwide pro bono project and can also choose to work on additional matters. Pro bono hours are credited toward an attorney’s annual hours goal, and the firm’s pro bono program is led by a dedicated partner.

The firm supported more than 70 organizations through its firm wide week of volunteer service in 2025.

35,000+  
firm wide hours

1,000+  
active pro bono  
matters

Law Firm Pro  
Bono Challenge  
Signatory

Core Client Industries



Energy



Financial  
Services



Health Care +  
Life Sciences



Insurance +  
Reinsurance



Private  
Equity



Real  
Estate

Our Subsidiaries



Top-ranked eDiscovery provider



Government relations and  
public policy advocacy

Inclusivity

Troutman Pepper Locke is committed to a culture of excellence, grounded by our core value that inclusivity results in better decision-making, better outcomes for our clients, and a stronger firm.

Our people are judged based solely on their merit and given equal opportunities to succeed at this firm. Our affinity groups – open to those who share a common characteristic and their allies – provide networking opportunities and programming designed to foster an inclusive environment and a sense of belonging at the firm.

Commitment to Well-Being

As a signatory to the **ABA Well-Being Pledge**, we’re dedicated to fostering a supportive environment that prioritizes the health and well-being of our attorneys and staff. Summer associates are invited to participate in our wellness programs throughout the summer.

Dedicated Client Experience and Innovation Teams

Our attorneys are supported by full-service, in-house client experience and innovation teams. These teams strengthen and deepen our client relationships by focusing their efforts around feedback and bespoke value programs.

Top  
10  
firm for client  
service

–BTI

Most  
Innovative  
Law Firm

–The Legal Intelligencer

Alumni Network

The firm’s vibrant alumni network is comprised of attorneys throughout the world. Our alumni hold a variety of positions in government and business. We offer events, programs, and strategies including regional alumni events, CLEs and our LinkedIn group.

5,200+  
alumni in our network

Excellence and Recognition

300+  
Chambers-ranked attorneys  
and practices

97 nationwide and statewide  
practice area rankings

19 practices + 46 attorneys  
ranked in Band 1

National recognitions in fourteen practice areas:

- Construction
- Employee Benefits & Executive Compensation
- Energy: Electricity (Regulatory & Litigation)
- Energy: Oil & Gas (Regulatory & Litigation)
- Environment
- Financial Services Regulation: Consumer Finance (Compliance)
- Financial Services Regulation: Consumer Finance (Enforcement & Investigations)
- Financial Services Regulation: Consumer Finance (Litigation)
- Insurance: Dispute Resolution: Insurer
- Privacy & Data Security: Highly Regarded
- Product Liability & Mass Torts: The Elite
- Projects: Renewables & Alternative Energy
- Startups & Emerging Companies
- State Attorneys General

Top-Tier Rankings

for **Litigation**, **Copyright**, and **Patent Law**  
– U.S. News Best Lawyers

FinTech Law Firm of the Year – The Deal

Top national eDiscovery provider  
– The Daily Report

Top practice recognitions, including being named among Law360’s **Practice Groups of the Year** in **Construction** and **Energy**.

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