

Achieve Your Potential

Arnold & Porter

2020 Summer Program

70

Summer Associates

32

Law Schools Represented

8

US Offices

450+

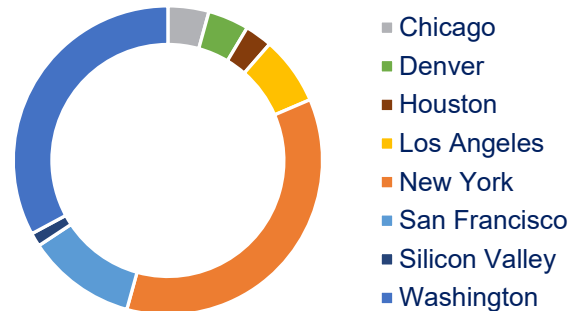
Participating Attorneys

180+

Work Assignments

200

Mentors



“In light of all of the challenges, A&P still managed to put together an amazing summer program. I was able to connect with attorneys, learn about practice groups, and most importantly, I learned about A&P’s firm culture. Overall, it was a great experience.”

—LA Summer Associate

Summer Program Components

Practice Group and Client Spotlight Presentations

- Led by practice chairs and partners in each of our practice groups and relationship partners for key clients
- Spotlights followed by small group discussions with associates who share their experience and respond to questions about practicing and associate life

Interactive Training Programs

- Mock Negotiations
- Design Thinking Lab/Innovation Workshop
- Storytelling Exercise

Work Assignments

- Summer Associates work on matters for both commercial and pro bono clients
- Opportunities to shadow attorneys on assignments

Speaker Series

- Highlights interesting firm initiatives, connections, and alumni

Pro Bono Spotlights

- Showcases the firm’s commitment to pro bono through lectures, discussions and training programs, and assignments for summer associates



My experience with the summer associate program was so enjoyable and valuable to me. I worked on interesting and diverse assignments, connected with many attorneys throughout the firm, and contributed to pro bono cases. In the midst of difficult times, I appreciate having had the opportunity to learn and grow as a future attorney in such a welcoming environment.”

—DC Summer Associate

Attorney & Peer Mentors

Each summer associate was matched with 3-4 attorney mentors

Summer associates were also grouped into “virtual officemates” which provided an additional layer of peer support

Virtual Social Events

We adapted some firm favorite in-person social events for our virtual environment, allowing our summer associates to get to know each other and our attorneys in a relaxed setting

Cooking Classes led by A&P attorneys

Trivia Night with mentors and virtual officemates

Paint Night led by artist and featuring paintings selected by our summer associates

Testimonials

“With so many organizations canceling their programs due to COVID-19, the fact that A&P adapted and designed such a thoughtful and rewarding remote summer experience says a lot about the values of the firm. The entire team was professional, kind, and committed to making our summer a success.”

—NY Summer Associate

“Arnold & Porter exceeded my already high expectations. The firm does high-quality work in a ridiculous number of practice areas, has very strong niche practices related to government and international affairs, and is filled with genuinely nice, friendly, and approachable people. It’s Type A+ work without Type A+ personalities or egos.”

—SF Summer Associate

“I had a great experience with A&P this summer. I had welcoming mentors, completed interesting and substantive work, and got to know my fellow summer associates, even in our remote workplace. Our programming gave me a more detailed sense of the work that the firm does across various practice areas, industries, and geographic locations.”

—NY Summer Associate

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Diversity & Inclusion: Embracing Differences



“We are committed to cultivating a workplace where everyone embraces and promotes diversity and inclusion as both a strategic business imperative and a core value.”

Anand Agneshwar
Partner & Diversity & Inclusion Committee Chair

Diversity

The richness of everyone's viewpoints, experiences, cultures and backgrounds

Inclusion

Behaviors, policies, and practices that support everyone in their efforts to achieve their full potential

Core Values

- Excellence in the practice of law
- Adherence to the highest standards of ethics and professionalism
- Profound appreciation and respect for diversity and individuality among our colleagues
- Deep commitment to public service and pro bono

Diversity & Inclusion Committee

Our firmwide Diversity & Inclusion Committee includes lawyers and senior professional staff, who represent a broad cross-section of the Arnold & Porter community.

Affinity Groups

Arnold & Porter has the following affinity groups that foster community, provide training and mentoring, and promote career advancement:

- Attorney Community Championing Our Racial Diversity (ACCORD)
 - Black Lawyers of ACCORD Caucus (BLAC)
- APCares
- Pride
- Women's Initiative for Success and Empowerment (WISE)
- Veterans and Affiliates Leadership Organization (VALOR)

These voluntarily formed groups not only serve as internal networks, but also accelerate the attainment of professional and business development skills through enhanced mentoring opportunities and a variety of speaker programs. In addition, the groups help the firm identify strategies that support our diversity and inclusion efforts, while fostering a stronger sense of community within the firm.

Select Recognitions

The American Lawyer's "A-List" has recognized the firm nine times since 2003

Association of Black Women Attorneys Diversity Award (NY) (2019)

BP's Diversity & Inclusion Firm of the Year (2019)

Chambers Associate, "Best Law Firms for Diversity" (2018, 2019)

Human Rights Campaign, Corporate Equality Index (2006, 2008-2020)

Mansfield Plus Certification (2018-2020)

National Asian Pacific American Bar Association, Law Firm Diversity Award (2018)

Working Mother Magazine, "100 Best Companies for Working Mothers" (2004-2020)

Working Mother Magazine, "Best Law Firms for Women" (2015–2020)

Working Mother Magazine, "Best Companies for Dads" (2019, 2020)

We have a long history of taking on cases to redress injustice, whether in the criminal justice system, protecting the right to vote, defending those wrongfully persecuted by the government or protecting immigrants. Never has this work been more important or impactful.

—Chairman **Richard M. Alexander** on the firm's commitment to driving systemic change.
Read the full message [here](#).

Social Justice Matters

Arnold & Porter regularly provides opportunities to engage and learn through formal and informal educational programming that deepen our community's understanding on a variety of topics. The following are highlights of some of our more recent programs:

- Peaceful Protest Q&A with Arnold & Porter Partners
- Change the World: Ten Rules for Allyship and Justice with Michelle Silverthorn
- Panel Featuring Members of the Department of Defense Working Group That Recommended the Repeal of the Military's Don't Ask, Don't Tell Policy
- In the Balance: The Promise of Title VII and the LGBTQ Community with Omar Gonzalez-Pagan, Senior Attorney and Health Care Strategist, Lambda Legal
- To the Stars: A Conversation with Pioneering Actor and Social Justice Activist George Takei

Contact Us

To learn more about careers at Arnold & Porter and for a list of recruiting contacts, please visit us at <https://www.arnoldporter.com/en/careers/lawyers/how-to-apply>.

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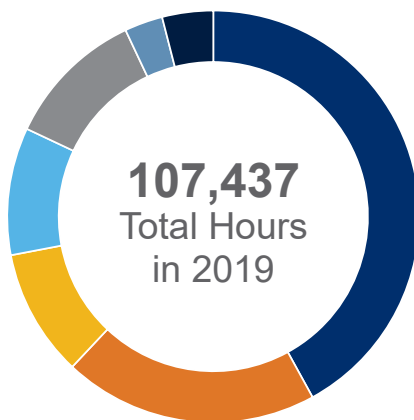
Pro Bono: Bridging the Justice Gap

Whether working directly with underrepresented individuals to address their immediate legal needs or as part of an impact litigation team seeking to effect long-term institutional change, Arnold & Porter attorneys

commit to pro bono clients and causes with care and compassion. Pro bono is more than a professional responsibility for us—it is the reason why so many of our attorneys choose to make their professional home here.

Pro Bono Work by Matter Type

We encourage our lawyers to devote 15 percent of their time to pro bono work across an array of litigation, transactional and regulatory matters throughout the firm.



- Impact Litigation** includes civil rights, gun control, voting rights, reproductive rights, racial discrimination, religious freedom, amicus briefs
- Poverty Law** includes landlord/tenant, veterans' benefits & discharge appeals, disability, domestic violence, special education, transgender name changes
- Transactional** includes nonprofits, microentrepreneurs, community & international economic development
- Criminal** includes death penalty, Innocence Project, Criminal Justice Act panel, appeals, Superior Court programs
- Immigration** includes affirmative applications, habeas petitions, removal defense, refugee relief assistance—individual representation only
- Environmental**
- Other**

In 2019, our Summer Associates contributed an *additional* 2,857 hours of pro bono work.

Recent Impact Litigations of Note

- 2020 Census**
Victory for immigration advocacy groups seeking removal of citizenship question [\[More\]](#)
- Planned Parenthood**
Successful challenge of anti-abortion activists seeking to shut down the organization [\[More\]](#)
- Voting Rights**
Congressional redistricting map struck down as unconstitutional gerrymander [\[More\]](#)
- Black Lives Matter**
Lawsuit against the City of Denver charging police violence against protesters [\[More\]](#)
- Education Rights for Homeless Students**
“First of its kind” consent decree in Missouri [\[More\]](#)

Key Areas of Individual Representation

- Immigration**
Asylum, BIA Appeals, U-Visa, VAWA, Special Immigrant Juvenile status, policy matters, impact litigation
- Affordable Housing**
Landlord/tenant, homelessness, displacement due to gentrification
- Public Benefits**
COVID-related unemployment benefits, veterans' benefits, disability appeals
- Transactional**
Corporate, IP, real estate advice for nonprofits and small businesses
- LGBTQ Rights**
Employment discrimination litigation, transgender name changes

908 MATTERS

115 AVG HOURS PER ATTORNEY

“We will continue to use the power of the law to protect the rights of all citizens, including those who are marginalized or whose voices go unheard.”

— Richard Alexander, Chairman




Ryan D. Budhu
Associate | New York

“I know personally that access to justice and adequate legal representation can, in some cases, be the difference between life and death. Many times, I feel a connection to my pro bono clients because at one time I was also in their shoes.”



Anya A. Havriliak
Associate | Denver

“‘With great power comes great responsibility.’ Lawyers have a lot of power in our world, and with that power comes the responsibility to care for those less powerful.”



Danielle I. Pingue
Associate | Washington, DC

“I can’t imagine being at any other big law firm, and that’s because of the pro bono opportunities that are available here. If you’re open to taking advantage of them, the sky’s the limit on what you can do.”




Oscar Ramallo
Senior Associate | Los Angeles

“I have been doing pro bono since I joined—the firm supports pro bono clients and expects them to get the same high quality services as paying clients.”



Stephanna F. Szotkowski
Senior Associate | Chicago

“I have been involved in all aspects of my pro bono cases, including strategy decisions or otherwise, since I was a junior associate. I take ownership of all of my cases, billable or pro bono.”



Marcia Valadez Valente
Associate | San Francisco

“My pro bono work sustains me because I believe this work helps make the justice system more fair and accessible for everyone.”



A-List (2020)



Pro Bono Scorecard Top 10 Firm (2020)



Pro Bono Hot List (2020)



Rule of Law & Access to Justice Award (2020)

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Professional Development: Achieve Your Potential



Targeted Developmental Opportunities

Thoughtfully designed initiatives are phased to meet developmental needs at three key stages of an associate's career: (1) Entry into the Firm—new and lateral associate mentoring, integration, practice and core skills development programs, including a firmwide retreat; (2) Mid-Level—more advanced practice specific and core skills trainings, and a leadership and management forum; and (3) Senior Associate—senior-level core skills, leadership and business development trainings.



Formal Training

We offer a comprehensive training program designed to develop associates and help all attorneys stay abreast of changes in the law. In addition to practice-specific and core skills training—200+ in-house programs, we provide (1) AssociaTED Talks—for mid-level associates, with partner coaches, to refine public speaking skills, (2) Business development and client relations training, (3) Deal School—a mini MBA and negotiation workshop, (4) Deposition Skills Training—led by our most seasoned litigators, and (5) Trial School—an intensive multi-day workshop.



Writing Resources

We believe writing is a skill that can be continually honed. All attorneys have the opportunity to work individually with our in-house writing coach, and many litigation attorneys participate in a monthly writing group which focuses on brief writing and overall prose strengthening.



Experiential Learning

For on-the-job development of real-world skills, we sponsor the Associate Shadowing Program which provides associates with the opportunity to observe more experienced attorneys as they conduct hearings, negotiations, depositions, closings, and other strategic meetings.



Career Counseling & Development

We were one of the first law firms to offer in-house career counseling. Today, we have three career professionals, who work one-on-one with attorneys to customize career-objectives and performance-enhancement strategies to help them achieve their professional and personal goals. In addition to the career counseling team, associates have yearly career development meetings with partners and counsel in their practice group to discuss their individual training needs and career objectives.

“There’s quite a bit of formal training you can attend, especially when you first start out—and not just on substantive law topics, but first-year survival lessons too, like what to do and what not to do.”

—Second-year associate (2019)

30+

partners and counsel, representing every practice group and office, designated as Professional Development Leaders.

75%

of our associates firmwide work 1:1 with our three in-house career counselors to develop and track career goals.

200+

proprietary, in-house training programs a year.

2+

mentors assigned to each associate.

3

learning and leadership modules for the key stages of associate development from entry-level through senior associate.

50+

hours per year, per associate to “shadow” more experienced attorneys.

Contact Us

Professional Development

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Career Counseling

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