

SUMMER ASSOCIATE PROGRAM

Why Choose Winston?

OUR WORK

You will work with world-class attorneys on important matters for significant clients.

- Our assignment process ensures you work on meaningful and challenging assignments
- Gain hands-on experience as well as attend client meetings, negotiations, and depositions with renowned attorneys
- Receive real-time feedback and formal reviews to maximize your learning and growth
- Learn from outstanding attorneys who are genuinely concerned about your professional growth and happiness
- Participate in a comprehensive onboarding and integration program and educational training programs

“Winston attorneys provide exceptional legal services and are also exceptional human beings. I couldn’t imagine starting my career at any other firm.”

NIKKI KHORRAM, LITIGATION ASSOCIATE

OUR CULTURE

Winston is client-focused, collegial, and civic-minded.

- We provide our clients with creative solutions to their business problems—on time and on budget
- We are proud of our culture of teamwork and collegiality
- We foster high engagement by providing formal opportunities to give feedback and have an open dialogue
- We cultivate a culture where individuals from all backgrounds, experiences, and perspectives come together to achieve our collective goals
- You will always be part of the Winston family. Our Alumni Program offers events and resources to help alumni stay connected to the firm through professional development and community service opportunities

**NAMED A BEST LAW FIRM TO
WORK FOR IN 2025 AND 2024**

U.S. NEWS & WORLD REPORT

YOUR PROFESSIONAL DEVELOPMENT

We help you begin your career with confidence and develop the skills for success.

- Summer associate advisors and mentors serve as your first point of contact and provide guidance
- Winston University offers associates best-in-class, practice-specific courses and holistic training programs to help you develop the core competencies needed at every stage of your career
- Career Advisors help associates navigate their Winston journey and develop as a well-rounded attorneys and business advisors
- Our mentoring program helps entry-level attorneys integrate into the firm, learn about our culture, and gain valuable knowledge

“Winston will give you everything the other large firms will—high-stakes work for large clients—but it is the people that set Winston apart. From the business professionals to the attorneys, there is no one at Winston who is not committed to associates’ development and success.”

STEPHANIE TURNER, LITIGATION ASSOCIATE

COMPENSATION & BENEFITS

Winston offers competitive and comprehensive benefits.

- \$225,000 first-year associate annual salary
- Life, medical, vision, disability and dental insurance
- Discretionary performance bonus based on experience level, firm profitability, and billing 2,000 hours
- \$10,000 bar exam stipend
- Reimbursement for bar review classes, exam fee and annual registration
- 20 weeks of paid parental leave for new parents—regardless of your gender or primary/secondary caregiver status

Rankings and Recognitions

CHAMBERS U.S. 2024

- 92 attorneys recognized as leaders
- Recognized as a Leading Law Firm in 51 categories

THE LEGAL 500 U.S. 2024

- Top-Tier Firm in 5 practice areas
- Recommended in 50 categories
- 9 Hall of Fame attorneys
- 16 Leading Lawyers

THE BEST LAW FIRMS® – 2024

- 36 National Rankings
- 121 Metro Rankings
- Law Firm of the Year: Sports Law

LAW360 ASSOCIATE SURVEY 2023

- Ranked #6 for Best Summer Associate Experience

OPPORTUNITY & INCLUSION

Winston fosters an inclusive and respectful environment where everyone has access to the tools and opportunities to thrive.

Our commitment to opportunity and inclusion includes expanding access by recruiting talented lawyers and then supporting their development and long term success by:

- Partnering with student organizations at law schools nationwide
- Awarding \$50,000 Pathways Scholarships to selected 2L law students to help offset the cost of their legal education
- Pairing high-performing fifth- and sixth-year associates with sponsors from the firm's Executive Committee
- Offering family-friendly benefits that promote balance and flexibility

WINSTON'S FIRMWIDE NETWORKS

Winston's 10 networks—open to all lawyers—foster connection, networking, and community.

- Black Lawyers Network (BLN)
- DiverseAbility Network
- Family Network
- FirstGen Professionals Network
- La Alianza at Winston (LAW)
- Middle Eastern/North African (MENA)
- Military Service Network
- Winston Asian Leadership Initiative (WALI)
- Winston PRIDE
- Women's Leadership Initiative (WLI)

PRO BONO

We are proud of our commitment to pro bono and our culture of excellence.

Active engagement in pro bono is a hallmark of the firm and in 2024 we accomplished the following:

- Top 15 ranking on *The American Lawyer* National Pro Bono Scorecard for six straight years
- 97% of U.S. attorneys met *The American Lawyer* threshold of at least 20 hours of pro bono service
- Our attorneys and business professionals contributed 67,000+ pro bono hours in 2024



“Winston doesn’t just pay lip service to our pro bono commitment. The work is varied, interesting, and highly rewarding. I feel like I am making a difference.”

BRADSHAW HAWKINS, PRIVATE EQUITY ASSOCIATE

WELL-BEING & COACHING

Winston is known for our culture of care and commitment to supporting the well-being of our attorneys and professional staff.

When you work at Winston, you have access to:

- One-on-one coaching on topics ranging from career planning and business development to stress management and work-life integration
- Certified Mental Health First Aid responders who can recognize signs of mental health distress and offer access to resources
- Wellness Wednesday Sessions that focus on mindfulness meditation, deep breathing techniques, emotional freedom technique (EFT), and progressive muscle relaxation
- Well-being workshops on topics such as time mastery, learned optimism, and peaceful parenting
- Unlimited access to 24/7 mental health coaching via text-based chat

“Winston prioritizes attorney well-being and offers opportunities to learn different strategies and outlets for managing this important part of your practice.”

JOHN SECARAS, M&A ASSOCIATE

CORPORATE SOCIAL RESPONSIBILITY

Winston’s longstanding commitment to being good global citizens and responsible stewards in our local communities is focused on three areas: sustainability, volunteerism, and charitable giving.

Here is a summary of our impact:

- Developed a Roadmap to Net Zero in 2022, which is designed to achieve 50% carbon reduction by 2030 and net zero emissions by 2050
- Achieved our 2030 Roadmap to Net Zero goals for Scope 1 and 2 emissions in 2023
- Contributed 2,300+ Winston for Good volunteer hours in 2024 to charitable activities in our local communities
- Raised \$138,000+ in 2024 through fundraisers for good causes
- Contributed \$3.2 million to nonprofits in 2024 through the Winston & Strawn Foundation



FOLLOW US ON SOCIAL MEDIA

 [winston-&-strawn-llp](#)  [winstonstrawnllp](#)  [WinstonLaw](#)