

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 that allow you to explore your interests
- 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

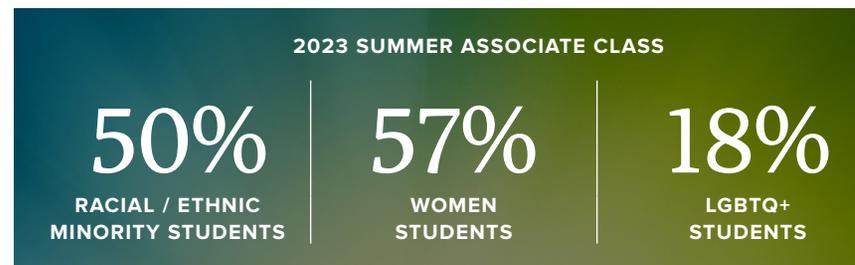
“Winston partners are invested in my career development and I feel comfortable asking them questions. I also admire them and enjoy spending time with them.”

DREW WASHINGTON, 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 a culture of high engagement by providing formal opportunities to give feedback and have an open dialogue
- 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
- We are committed to attracting, recruiting, and hiring diverse lawyers and staff



TRAINING & MENTORING

We are invested in your professional development and help you begin your career with confidence.

- 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
- Winston University also helps associates develop business acumen and learn about legal trends
- Our formal mentoring program helps entry-level attorneys integrate into the firm, learn about our culture, and gain valuable knowledge
- Career Advisors help associates navigate their Winston journey and develop as a well-rounded attorneys and business advisors

“This is a Goldilocks firm. You’re not going to be working with the most competitive gunners from law school, but you will still be working on high stakes matters with big name clients. People here take the work very seriously, but don’t take themselves too seriously. I cannot imagine the quality of life is significantly better anywhere else in Big Law.”

2022 AMLAW SUMMER ASSOCIATE SURVEY

COMPENSATION & BENEFITS

Winston offers competitive and comprehensive benefits.

- \$215,000 first-year associate annual salary
- Life, medical, vision, disability and dental insurance
- \$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
- *At Your Service* Virtual Personal Assistants provide free help with personal tasks

Rankings and Recognitions

CHAMBERS U.S. 2022

- 90 attorneys recognized as leaders
- Recognized as a Leading Law Firm in 43 categories

THE LEGAL 500 U.S. 2022

- Top-Tier Firm in 5 practice areas
- Recommended in 48 categories
- 14 Leading Lawyers

U.S. NEWS® – BEST LAWYERS 2023

- 21 National Tier 1 Practices
- 61 Regional Tier 1 Practices
- Law Firm of the Year: Litigation-Antitrust

CHAMBERS ASSOCIATE SURVEY 2022

- Top 25 Firm for Career Development and Diversity, Equity & Inclusion

LAW360 ASSOCIATE SURVEY

- Ranked #6 for Best Summer Associate Experience

DIVERSITY, EQUITY & INCLUSION

Winston has embedded Diversity, Equity & Inclusion into the fabric of the firm.

Our Commitment to DEI starts at the top and includes implementing programs that deliver measurable results, including:

- Awarding \$1.5 million+ in diversity scholarships to diverse law school students
- Recruiting a diverse Summer Associate class that exceeds National Association for Law Placement (NALP) averages for a firm our size
- Selecting 11 1L LCLD Scholars for our 2023 Summer Program
- Earning a 100% score on the Human Rights Campaign's Corporate Equality Index for 14 straight years
- Achieving Mansfield Certification Plus status since its inception
- Establishing our Racial Equity Task Force to review Winston's internal systems, processes, and practices and recommend ways to enhance racial equity in our firm and the communities in which we operate

WINSTON'S DIVERSITY AFFINITY GROUPS

- Black Lawyers Network (BLN)
- Family Network
- La Alianza at Winston (LAW)
- Middle Eastern/North African (MENA)
- 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 2022 we accomplished the following:

- *The American Lawyer* ranked Winston 14th in the U.S. and 10th globally for Pro Bono
- 97% of U.S. attorneys met *The American Lawyer* threshold of at least 20 hours of pro bono service
- Our attorneys and staff contributed 60,000+ pro bono hours in 2022
- Through our Racial Justice & Equity CEASE Initiative, we pledged to dedicate 100,000 pro bono hours through 2025 to racial injustice and inequity matters—a \$50 million investment over five years

OUR PRO BONO FELLOWSHIP PROGRAM
AWARDS INCOMING ASSOCIATES

\$10,000

“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
- Free use of the Calm App – the #1 app for sleep, meditation and relaxation

“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

Respect for people, wise use of profits, and care for our planet are core concepts for our firm.

In 2022, Winston for Good and the Winston & Strawn Foundation had the following impact:

- 300+ volunteers donated 2,000+ hours to charitable activities
- Winston for Good volunteers raised \$90,000+ for good causes
- The Winston & Strawn Foundation gave \$2.2 million to charitable organizations
- We helped plant 1,000 trees during Earth Week



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