



# Winston & Strawn LLP

## 2019 TOP 100 LAW FIRM HIGHLIGHTS

### SUMMER ASSOCIATE PROGRAM

#22 Best Program for Fun and Events

### QUALITY OF LIFE

#20 Informal Training, Mentoring & Sponsorship

## OUR SURVEY SAYS

### SUMMER PROGRAM

#### Training & Assignments

- “We attended regular training sessions throughout the summer and got to know each of the practice groups in order to, not only help with the rotation-style summer program, but to also help us get a bit of work from everyone and help us figure out what kind of work we would like to do coming in as a first-year.”
- “Real, substantive assignments, but not overwhelming deadlines leading to missed events or late nights.”

#### Social Scene

- “Winston does a great job of planning weekly social events for the summer class. Some are smaller and consist of the summer class and the summer committee, and others are larger and are attended by many partners and associates. The events are always fun and relaxed—there is never a feeling of having to be ‘on’ during the events. Camaraderie among summer associates is very high. We planned lots of events together outside of the firm over the summer, and still plan social events and hang out with each other outside of work.”

#### Associate Experience vs. Summer Expectations

- “By its nature, summer associate work will never be fully comparable to full-time associate work because it is not possible to staff a summer associate on a team, but the assignments were the sorts of things one would do as a full-time associate. I also worked far more relaxed hours as a summer associate than a full-time associate, but I fully knew when I came on full-time that it would be different and we were encouraged to enjoy the summertime.”

### ASSOCIATE LIFE

#### Satisfaction

- “I think I am very well supported at Winston, in terms of both gaining the necessary work experience and developing the business development/networking skills I need to advance in my career. So I am very satisfied with my job.”
- “I very much enjoy the work that I do and the people that I work with. The firm has clearly invested in training and mentoring, including making it a priority to invite junior associates to participate in high-level strategy sessions and attend hearings/trial etc.”

#### Firm Culture

- “Everyone is hardworking, intelligent, motivated, collegial, friendly, and outgoing. Most importantly, I have come to feel open and comfortable interacting with more senior colleagues.”

#### Quality of Work

- “I spend most of my time on substantive work appropriate for or generally above my level. If you are a good associate and perform work well, you are rewarded with more opportunities for hands-on experience early on, like arguing motions and taking depositions.”
- “I think I spend most of my time on substantive legal work that is appropriate for my level. During my first-year, I have been able to work on all aspects of a deal, from drafting documents, to reviewing diligence, to coordinating with specialists, to helping with closing and working on post-closing items. It has helped give me a well-rounded view of how a deal works and has given me many great opportunities to learn.”

### FIRM INFO

#### EMPLOYMENT CONTACT

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#### LOCATIONS

Charlotte, NC • Chicago, IL •  
Dallas, TX • Houston, TX • Los  
Angeles, CA • New York, NY •  
San Francisco, CA • Silicon Valley  
• Washington, DC • Brussels •  
Dubai • Hong Kong • London •  
Moscow • Paris • Shanghai

#### PRACTICE AREAS

Antitrust/Competition • Appellate  
& Critical Motions • Corporate &  
Financial • Employee Benefits &  
Executive Compensation • Energy  
• Environmental • Government  
Regulations & Regulatory Affairs •  
Health Care • Intellectual Property  
• International Arbitration • Labor  
& Employment • Litigation •  
Maritime & Admiralty • Real  
Estate • Restructuring &  
Insolvency • Tax • Trusts & Estates

#### THE STATS

**No. of attorneys:** 977  
**Summer associate offers (2017):**  
67 out of 67 (2Ls only)  
**Firm Chairman:**  
Thomas P. Fitzgerald  
**Hiring Committee Co-Chairs:**  
Suzanne Jaffe Bloom and  
Bill O’Neil



## Training & Mentoring

- “The firm has invested a lot in training and hired on a whole new department of people to focus only on that. They’ve developed an entire curriculum for attorneys, starting with first years and going up through senior partners. The mentoring program has also been revamped to make it as useful as possible. Training and mentoring are extremely emphasized.”

## FIRM INFO

### BASE SALARY (2018)

1st year:	\$190,000
2nd year:	\$200,000
3rd year:	\$220,000
4th year:	\$255,000
5th year:	\$280,000
6th year:	\$305,000
7th year:	\$325,000
8th year:	\$340,000
Summer associate:	\$3,653/week

## THE SCOOP

From its 19th Century Chicago roots, Winston & Strawn has grown to a global law firm of nearly 1,000 attorneys across the United States, Europe, and Asia, with a robust client roster that includes Abbott Labs, Cisco, Dell, JPMorgan Chase, and Panasonic. Winston is consistently ranked as a top firm for antitrust, energy, finance, IP, M&A transactions, and sports law.

## Diversifying with the Times

The firm that became Winston & Strawn opened its doors in the Windy City in 1853 under the leadership of Harvard grad Fredrick Hampden Winston, who played a vital role in Chicago’s emergence as a powerful business and financial center. Winston would leave the practice in the hands of his son Frederick Seymour Winston in 1885 to become the American Minister to Persia under Grover Cleveland. Silas Strawn joined the firm in 1892 and practiced there for the next 53 years, including 40 as managing partner. Strawn’s leadership roles extended to state and federal bar associations and the U.S. Chamber of Commerce.

While Winston maintains its roots as a Chicago litigation powerhouse under the leadership of former U.S. Attorney Dan Webb, the firm continues to grow through lateral acquisitions and office openings. Winston’s New York presence was solidified by the 2012 addition of a large team of litigators from the former Dewey & LeBoeuf led by renowned antitrust litigator Jeffrey Kessler, who serves as the firm’s co-executive chairman alongside Webb. The firm has also made significant additions through lateral partner hiring in M&A, private equity, energy, and international disputes.

## Growing at Home and Abroad

The firm has recently grown through extensive lateral hiring. In 2017 Winston brought in a group of lateral partners from eight different firms to open a new Dallas office. The founding partners in this office have long served as advisors to Fortune 500 companies, private equity funds, and billionaires, including Mark Cuban. Top technology trial lawyer Kathi Vidal joined the firm in 2017 from Fish & Richardson, becoming the Silicon Valley office’s new managing partner. And on the international front, several groups of corporate attorneys joined Winston from Pillsbury in 2016, launching a new office in Dubai and adding a total of 36 attorneys among the firm’s US and UK offices. In 2013 Winston opened a Brussels office focused on European Union (EU) merger control, international and national cartels, state aid, trade/sanctions, free movement and all other aspects of EU competition law.

## IN THE NEWS

### May 2018

*The Lawyer* designated Winston & Strawn “Masters of the Team Lateral Hire” for wooing 90 partners over the past 14 months. “The real jackpot” was that many of these new hires came to the firm as part of a team. Winston caused a “seismic shift” in Dallas when it opened an office there in February 2017 with 20+ partners from eight firms, followed by “transformational team hires” from McDermott, Chadbourne, and Jenner, among others. *The American Lawyer* also took notice, reporting Winston’s record growth in a January 2018 feature article.

### March 2018

Fortitude in the face of billions in damages paid off for Winston client Panasonic and its lead lawyer Jeffrey Kessler when the Northern District of California refused – for a second time – to certify a consumer class alleging price-fixing of lithium ion batteries. All of the other defendant manufacturers had previously settled, but the Winston team “made [Panasonic] look like the smartest of the bunch for continuing to fight...” noted *The American Lawyer* in naming Kessler a “Litigator of the Week.”

### September 2017

Winston has hired the very best people to train, develop and retain the very best people. After bringing on nationally recognized talent strategy expert Sue Manch in May 2017, the firm elevated its game in September 2017 by adding sought-after career coach Diane Costigan, diversity and inclusion “dean” Sylvia James, and professional trainer Julia Mercier to round out the talent team. Soon after the full team was in place, *The American Lawyer* highlighted the team’s plans to develop a holistic talent strategy for the firm’s attorneys and professional staff.