



“

**I see the benefits of the time I spent at Proskauer nearly every single day. I can't imagine having had a better training ground, or more patient or capable senior lawyers to guide me.**

”



Mary Bresnan  
North America Benefits Counsel, Accenture

When you join Proskauer, you become a part of a culture that engages you as a valued colleague for life. Proskauer alumni are a core part of our Firm as colleagues in the legal community, clients and contributors to public service and pro bono causes. We owe our success to our people – present and past – and, in return, we have created a robust alumni network as a valuable resource for our former colleagues. As an alumni, you have the opportunity to renew old friendships, establish new ones, expand your professional network, and have access to events, news and exciting career prospects.

### Our Alumni

We continue to be inspired by our alumni and their successes. Our remarkable alumni are pursuing vibrant careers throughout the world, working at the highest level of their craft and making a difference in their communities. Our alumni network now includes more than 3,000 colleagues worldwide. They practice law, run companies, teach at acclaimed law schools, serve in the public sector, represent indigent individuals through nonprofit work and interpret the law as judges. A handful of our alumni have changed career directions entirely – we have restaurateurs, chefs, distillers, entrepreneurs, musicians and athletic instructors among our ranks.

You will find Proskauer alumni in key roles at organizations such as Amazon, Bank of America, the Blackstone Group, Bowlmor AMC, Disney, Google, Hermes, the LGBT Bar Association of Greater New York, JPMorgan Chase, Michael Kors, Morgan Stanley, Mount Sinai Health Systems, NBC, the New York Times, Pinterest, Shake Shack and Snap Inc. as well as in each of the major four sports leagues in the United States – Major League Baseball, the National Basketball Association, the National Football League, the National Hockey League, and many pro sports teams.

### Keeping Connected

To stay connected with our former lawyers, we maintain an alumni website with a directory with robust search functionality that helps our alumni connect with their former colleagues. We also provide updates on the latest professional news of our alumni and the various educational and social events we host throughout the year. There are many opportunities to continue to be involved with the Proskauer community after leaving the Firm. Alumni often return to the Firm to participate in panel discussions and networking events for summer associates as well as clients.

### Board of Directors

Our alumni Board of Directors helps provide meaningful programming and enriching networking events for the alumni community.



“

**Proskauer appreciates talent and is committed to helping you develop to your full potential.**

”

Wai Choy, Corporate Associate

“

**Proskauer's summer program provides summer associates with a challenging, yet rewarding, experience.**

”

Brittany Benavidez, Litigation Associate

## Our Affinity Groups

Asian Lawyer Affinity Group

Black Lawyer Affinity Group

Hispanic/Latino Lawyer Affinity Group

LGBT Affinity Group

Proskauer Women's Alliance

At Proskauer, diversity and inclusion are core values and fundamental to our history and culture.

We succeed in doing the best for our clients, only if we do the best for our people. We accomplish this by attracting, retaining and promoting a diverse and inclusive population.

- Our Diverse Lawyer Network provides a forum for members to share ideas and experiences, hold events based on themes and topics of interest, and celebrate the richness of backgrounds and perspectives that distinguishes us.
- We offer associates a variety of programs focusing on training, professional development, mentoring and coaching. We balance hard work with having fun — and offer associates plenty of opportunities to do so.
- We partner with numerous diversity-based organizations and community service programs. Associates are very active in these efforts.

## Noteworthy programs

The **Mentoring Circle Program** aims to enhance the integration and development of junior-level diverse associates with one-on-one support from designated partner mentors. It amplifies the core benefits of individual mentoring — coaching, counseling and networking — by creating circles (i.e., teams) of mentor-mentee pairs, with each circle encompassing four or five mentees and their mentors.

Our **Women's Sponsorship Program** aims to retain our talented mid- and senior-level women lawyers by taking an active interest in their careers and providing them with the tools and support with which to assume leadership roles in the future.

The **Proskauer Caregivers Network** focuses on the needs and concerns of lawyers and staff who must devote significant time to caring for children, parents, other family members and friends. The network provides resources and support to help our professionals handle their caregiving obligations.

Our **Silver Scholar Program** — the Firm's signature pipeline initiative — is designed to increase diversity within Proskauer and the broader legal profession. The initiative is named after Edward Silver, the first elected Chairman of Proskauer and a premier labor lawyer of his time. The program reflects and is an outgrowth of Ed's lifelong commitment to diversity and equal opportunity. It provides a cash award of up to \$30,000 and a Proskauer summer associate position to first- and second-year law students who combine outstanding academic achievement with demonstrated leadership abilities and active community involvement.

## Fun stuff

Proskauer presents many associate-specific events. In the past few years, associates have attended:

National Basketball Association Draft

Friends & Family Reception

Tony Awards

Special film screenings

Upright Citizens Brigade comedy workshop

Three-course culinary class



## Recent recognition

Proskauer's diversity and inclusion efforts have earned acclaim for their creativity and effectiveness. Recent highlights include:

### 2018 Vault Guide to the Top 100 Law Firms

Ranked top 10 for:

- Best law firms to work for
- Firm culture
- Training
- Quality of work

### 2018 Euromoney Women in Business Law Awards

Nominated in several categories including best international firm for women in business law and best international firm for diversity.

### Yale Law Women's 2017 Top Ten Family Friendly Firms

Recognized as a leader among law firms nationwide for commitment to gender equity, family friendly policies and practices, and the retention and advancement of women.

### Minority Corporate Counsel Award (MCCA) 2017 Thomas L. Sager Award

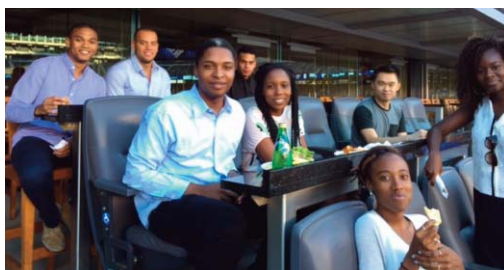
Named a finalist for this prestigious award which recognizes law firms that have demonstrated a sustained commitment to advancing the hiring, retention and promotion of diverse attorneys.

For more information about diversity initiatives at Proskauer, please contact:

**Peter Wilson, Jr.**

Diversity and Inclusion Officer  
+1.212.969.5042  
pwilson@proskauer.com

For more information about Proskauer's recruiting efforts, please contact:  
nyrecruiting@proskauer.com



Clockwise from left: Bowery Mission meal service, Women's Sponsorship Program reception, Sponsors for Educational Opportunity NFL game

**WorkWith  
TheBest.**

# Proskauer Supports the LGBT Community

“

**For us, being diverse  
and inclusive goes  
beyond doing the  
right thing – it's  
who we are.”**

”

Joe Leccese  
Chairman

Our commitment to diversity is essential to our commitment to excellence and we are proud supporters and members of the LGBT community.

## **Proskauer Pride**

Proskauer Pride is the primary internal resource for LGBT lawyers and their allies. The group is a point of contact between Proskauer and the LGBT community at large, serving to raise awareness within the Firm of areas of interest to the LGBT community and, particularly, social issues affecting LGBT lawyers.

The group creates and fosters informal mentoring relationships to support the professional development of LGBT lawyers and summer associates, and partners with our legal recruiters to identify ways to promote the Firm to LGBT law students and lateral hires.

## **Events**

We frequently hold events to discuss important topics in the LGBT community. Recent events have included:

**“LawSuited for Pride”** – a panel discussion on gender identity, gender non-conformity, and gender expression through fashion, in and out of the workplace, with a special look at the documentary film *Suited*.

**“Chechnya: Reacting to a Gay Purge”** – a panel discussion on violence against the LGBT community around the globe.

**“After Obergefell: A Conversation About the Supreme Court's Ruling”** – a panel discussion on the U.S. Supreme Court decision regarding state recognition of same-sex marriage established in other jurisdictions, featuring prominent academics, activists and journalists.

**“After Perry & Windsor: A Conversation About the Supreme Court's Rulings”** – a panel discussion exploring the impact of the U.S. Supreme Court rulings in two major gay marriage cases, *United States v. Windsor* which challenged the Defense of Marriage Act and *Hollingsworth v. Perry* which challenged California's Proposition 8 ban on gay marriage.

**“Out on the Field” and Pride Reception** – a discussion of athletes coming out as gay on the professional and collegiate levels. The featured guest was Hudson Taylor, the founder and executive director of Athlete Ally, a non-profit organization that promotes inclusiveness in the sports world.

**Wealth Planning Presentations** – firm-provided wealth planning advice sessions addressing the needs of LGBT individuals, couples and families.

**“Brother Outsider”** – a screening of the critically acclaimed documentary about openly gay civil rights activist Bayard Rustin.

**LGBT Affinity Group Outings** – casual get-togethers, such as dinner or bowling, offer an opportunity to reconnect with colleagues and meet new people.

For more information about Proskauer's diversity efforts, please contact:

**Peter Wilson Jr.**  
Diversity and Inclusion Officer  
+1.212.969.5042  
[pwilson@proskauer.com](mailto:pwilson@proskauer.com)

**Proskauer.com**

Proskauer Rose LLP | Attorney Advertising | 25419 - JUN 2018

Beijing | Boca Raton | Boston | Chicago | Hong Kong | London | Los Angeles  
New Orleans | New York | Newark | Paris | São Paulo | Washington, D.C.

**Proskauer** 

## Equal Rights

We are proud to partner with organizations to provide legal support on important cases, such as:

Representation of indigent clients in housing cases for AIDS Project Los Angeles

Serving as counsel for Gay, Lesbian and Straight Education Network (GLSEN)

Participating in a program at the Gay Men's Health Crisis providing estate planning and related legal services for people with HIV/AIDS

Victoriously defended a gay journalist from the Gaza Strip when he was granted asylum based on his sexual orientation and political opinion

Drafting several amicus briefs, in cooperation with the ACLU, in *Parker v. Lexington*, a case challenging materials used to teach tolerance of sexual orientation in elementary schools

Successfully represented gay service members in challenges to their ouster from the armed services in *McVeigh v. Cohen* and *In Re Steven May*

Advised on a FOIA matter on behalf of the Service Members Legal Defense Network which succeeded in forcing the Department of Defense to disclose information collected about student protests against Don't Ask, Don't Tell on the campuses of New York University and the University of California at Berkeley

Representation of the Los Angeles Gay and Lesbian Center in reverse discrimination suit brought by former employee

Successfully represented the surviving domestic partner of a 9/11 victim in his application to receive survivor benefits from the Federal Victims Compensation Fund

Representation of transgender individual in a suit against Suffolk County, New York, alleging discrimination in connection with the county's refusal to allow the client to adopt children

Successfully represented an HIV-positive gay pro bono client, who faced harassment and abuse in his native Venezuela, in seeking asylum

## We are active members of the LGBT community, partnering with and sponsoring organizations and events such as:

American Civil Liberties Union LGBT & AIDS Project

Empire State Pride Agenda

Gay Men's Domestic Violence Project

Immigration Equality

Lambda Legal Liberty Awards

Lavender Law/National LGBT Bar Association

LeGaL

Massachusetts LGBTQ Bar Association

New York City Bar Pride Reception

Services & Advocacy for GLBT Elders (SAGE)

Out & Proud Corporate Counsel Award Reception



# Professional Development & Training

At Proskauer, our associates are our greatest assets. We care about their development as lawyers and provide ongoing professional training, both department-specific and general skill development. Whether it involves shadowing a senior lawyer, hearing him or her provide insight on a new aspect of the law, or honing skills with an outside consultant or professor, we invest heavily in our associates to prepare them for careers in the law.

## **Proskauer Institute**

Proskauer Institute brings together new associates from all offices to orient them to the practice of law and the firm at the start of their careers. It is a full immersion, multi-day training program presented in the fall of each year.

Proskauer Institute addresses the fundamentals for becoming a successful lawyer in a large law firm, including:

What clients and the Firm expect from their lawyers

---

The role of new associates at the Firm

---

Diversity and inclusion

---

The importance of pro bono

---

Effective communication

---

Managing work flow, calendar and documents

---

Firm business, finance and accounting training

---

## **Shadowing Program**

Associates are given assignments to observe experienced lawyers at work. These opportunities are available throughout our associates' careers at Proskauer to help them gain exposure to and experience in all elements of client matters. Shadowing may include attending a meeting with a client, participating in negotiations with opposing counsel, attending a trial or observing the closing of a transaction. In addition, we encourage partners to "reverse shadow," in order to offer oversight, guidance and feedback on smaller projects and matters.

## **Columbia @ Proskauer: Developing Leaders Program for Midlevel Associates**

Proskauer has partnered with Columbia Business School to develop a series of multi-day, executive MBA-style training sessions for our third, fourth and fifth year associates. Midlevel associates are asked to assume more significant roles on matters and to take on greater responsibilities. This transition raises unique issues and requires associates to expand their respective skill sets. Each level-specific training program provides our midlevels with the tools to build critical business skills, enabling them to truly partner with our clients on their objectives and to instill a culture of excellence within the Firm.

## **Mentoring**

New associates are matched up with an associate advisor when they arrive at the Firm. After they have had a chance to develop informal mentoring relationships associates in their second year and above are asked to select a partner or senior counsel to serve as their mentor. The Firm provides an annual stipend to mentors, conducts mentoring training and organizes periodic events such as Take Your Mentor to Lunch Month. The Professional Resources Department actively monitors the relationships and serves as a bridge between mentors and mentees to encourage activity.

## **Evaluations**

In conjunction with our firmwide evaluations system, we periodically meet with partners and senior counsel to provide instruction and guidance on how better to deliver formal evaluations and ongoing feedback to associates at all levels.

## Continuing Legal Education

We strongly encourage associates to attend training and continuing legal education courses. We offer all associates an annual training budget to become active in bar association activities and attend outside programs.

We also present substantive skills and training programs in-house throughout the year. Proskauer is an accredited CLE provider in California, Illinois, and New York. The firm also utilizes Micron CE Manager, a learning management system, to administer and track CLE, attorney admission and other training.

## Pro Bono as a Training Tool

We encourage lawyers to make pro bono a vital part of their practice from the beginning of their careers. Every first-year associate is given a pro bono project upon joining the Firm, and all of our lawyers are expected to perform at least 50 pro bono hours annually. We count every pro bono hour equally to a billable hour.

Through working on pro bono matters, associates take on leadership roles, develop professional skills, and make a difference in their communities. We ensure that associates gain the benefit of mentoring and supervision on every pro bono matter, and partnering nonprofits deliver training programs throughout the year.

## Departmental Programs

### Corporate

- **Corporate Negotiation Workshop:** A brief introduction to deal negotiations and real world “wheeling and dealing” given to summer associates by a panel of corporate lawyers of all levels, including a corporate partner.
- **Corporate M&A Workshop:** This program is designed to give the summer associates who are interested in transactional work an in-depth opportunity to gain hands-on experience in negotiating, drafting, analyzing and understanding the terms of an acquisition agreement.
- **Corporate BASICS Training Program:** A formal training curriculum in which lawyers at various levels create and present trainings on substantive corporate areas.

### Litigation

- **Nuts & Bolts/Building Blocks:** This training program for first- and second-year associates covers the basics of the practice and presents informal weekly lunch lectures, hosted by a senior associate, senior counsel or partner.
- **Workshops:** In conjunction with the Labor & Employment Department, the department sponsors several training programs for associates. These include intensive three-day programs covering deposition skills and trial advocacy.

- **Writing and Business Development:** We provide an on-site writing coach, several written advocacy training programs and business development training for associates.
- **Teaching Law Firm Model:** Each case is considered to be a learning and training experience for junior associates, with the goal of developing litigators who are able to take charge of a matter and adopt it as their own.

## Real Estate

Real Estate lawyers at Proskauer gain experience and learn to practice real estate law by working on a daily basis with senior lawyers on a broad range of transactions. Additional professional development opportunities include:

- **Breakfast Seminar Series:** Senior lawyers introduce basic concepts of the practice to junior lawyers in monthly breakfast meetings, providing an informal setting to address basic questions and seek feedback.
- **Monthly “State of the Market” Transactions:** All lawyers in the department meet monthly to discuss major transactions and the state of the market. The program usually includes a discussion led by a speaker from the Firm or the outside real estate industry.

## Labor & Employment

- **Incoming Associates:** In connection with the Proskauer Institute, our Labor & Employment Law Department offers training programs designed to give our new associates the fundamentals necessary to handle their first assignments. Programs include Legal Research Tips, Anatomy of An Employment Litigation, and Document Review and Due Diligence Fundamentals.
- **Core Curriculum:** Mandatory for first through fourth year associates and open to all lawyers, we offer a monthly series of core curriculum seminars designed to give substantive knowledge and skills across an array of areas.
- **Continuing Legal Education at Monthly Labor Lunches:** At monthly department lunches, we offer more advanced training programs focused on emerging developments in the law and the many nuances our lawyers must be familiar with across jurisdictions. We also host guest speakers who present us with different perspectives, including those of the client, the plaintiff’s lawyer, the union lawyer or the mediator.
- **Additional Programs:**
  - The Employee Benefits and Executive Compensation Practice Center conducts monthly training sessions
  - Our Newark and Los Angeles offices hold lunch and learn programs focused on issues relevant to their particular practices
  - The Labor & Employment and Litigation Departments co-sponsor training programs for associates to develop core skills including deposition skills training and trial advocacy training

For more information about Proskauer’s recruiting efforts, please contact [nyrecruiting@proskauer.com](mailto:nyrecruiting@proskauer.com)

**WorkWith  
TheBest.**

# Proskauer For Good

## Pro Bono and Corporate Social Responsibility

“

**Our commitment to pro bono is part of the DNA of the firm. Ultimately we became lawyers because values like justice and equality and fairness mattered to us, and the defense of the individual mattered to us, and it is an opportunity for us to bring those abstract principles into the real lives of real people.**

”

Joe Leccese  
Chairman of the Firm

**Visit our Proskauer  
For Good blog at  
[www.proskauerforgood.com](http://www.proskauerforgood.com)**

At Proskauer, public service has been part of our culture for more than 140 years. Throughout our history, we have had an unwavering commitment to bettering the lives of those in the communities in which we live and work. For us, public service encompasses a full range of programs and initiatives that make a meaningful difference in people's lives around the world.

We encourage lawyers to make pro bono a vital part of their practice from the beginning of their careers. Every first-year associate is given a pro bono project upon joining the Firm, and all of our lawyers are expected to perform at least 50 pro bono hours annually. We count every pro bono hour equally to a billable hour.

Pro bono is led by a full-time partner – a former federal prosecutor – and a full-time pro bono counsel with prior experience as a senior litigation associate. Corporate social responsibility is directed by a former member of New York Mayor Michael Bloomberg's administration, and managed by a full-time coordinator.

Our extensive pro bono docket ranges from large, civil rights impact litigation cases and complex corporate transactions for nonprofit organizations to small, direct-services matters for individual clients. Our pro bono clients include community groups, refugees, domestic violence and human trafficking victims, low-income tenants and artists, veterans, Holocaust survivors, people with disabilities, and lesbian, gay, bisexual and transgender individuals. Our lawyers have played a crucial role in shaping issues such as gender equality, voting rights and religious freedom.

Through working on pro bono matters, associates take on leadership roles, develop professional skills, and make a difference in their communities. We ensure that associates gain the benefit of mentoring and supervision on every pro bono matter, and we collaborate with staff attorneys at partnering nonprofits to develop and deliver training programs throughout the year.

Among our many public service efforts, here are a few recent highlights:

**Raising Life's Trajectory for Students.** We are helping to end the school-to-prison pipeline in Massachusetts, where children with disabilities make up 17% of the student population yet account for 35% of suspensions and expulsions. Suspended or expelled children are three times more likely than peers to drop out, which then triples the likelihood of incarceration. In partnership with Greater Boston Legal Services, our pro bono lawyers are representing children with disabilities to help them stay in school, secure rightful disability benefits, and get needed treatment. In New York City, we are sponsoring an Equal Justice Works Fellow to develop creative legal strategies to combat the school-to-prison pipeline.

**Adopt-a-School.** In several major U.S. cities, our Adopt-a-School enrichment program is helping to improve high school graduation rates and influence career and college readiness for students from low-income communities. In partnership with local public and charter schools, we host monthly workshops, drawing on our core strengths and expertise to teach critical skills and build relationships with the students.

**Empowering Veterans.** For many veterans, the transition back to civilian life is challenging. Proskauer is helping to improve the employment and educational prospects for veterans and military families through professional guidance, mentoring, resume writing, life-skill training and legal assistance. Our pro bono lawyers represent low-income veterans with service-connected disabilities, and our victories have resulted in life-changing awards of benefits from the Veterans Administration.

**Proskauer.com**

Proskauer Rose LLP | Attorney Advertising | 25881 - JUN 2018

Beijing | Boca Raton | Boston | Chicago | Hong Kong | London | Los Angeles  
New Orleans | New York | Newark | Paris | São Paulo | Washington, D.C.

**Proskauer** >



“

**I worked on a challenging pro bono case before the Social Security Administration, advocating on behalf of a disabled child. We achieved a favorable outcome and it was empowering to know we were making a difference and improving the life of a family who really needed our help.**

”

Daniel Jeng  
Corporate Associate

To learn more about Pro Bono and Corporate Social Responsibility at our Firm, please visit our web site at [www.proskauer.com](http://www.proskauer.com) or contact us directly.

William C. Silverman  
Pro Bono Partner  
+1.212.969.3422  
[wsilverman@proskauer.com](mailto:wsilverman@proskauer.com)

Erin M. Meyer  
Pro Bono Counsel  
+1.212.969.5064  
[emeyer@proskauer.com](mailto:emeyer@proskauer.com)

Wendy Dessy  
Manager of Corporate Social Responsibility  
+1.212.969.3627  
[wdessey@proskauer.com](mailto:wdessey@proskauer.com)

Maxwell B. Delott  
Corporate Social Responsibility Coordinator  
+1.212.969.3253  
[mdelott@proskauer.com](mailto:mdelott@proskauer.com)

For example, we represented an Army veteran who, after sustaining a debilitating injury while on active service overseas, applied for disability benefits four times only to be repeatedly rejected. Soon after taking his case, our pro bono team convinced the VA to approve his benefits application, resulting in an award of \$18,000 in back benefits and future monthly payments of \$1,000 for the rest of his life.

**Protecting Victims of Domestic Violence and Human Trafficking.** Proskauer's efforts to stop domestic violence and human trafficking range from policy advocacy at the state and national level to direct representation of individuals in our local communities. We proudly serve as counsel to the New York State Anti-Trafficking Coalition and our transactional lawyers have provided advice to World Without Exploitation, a coalition of advocates that aim to end human trafficking and sexual exploitation in the U.S. We have interviewed numerous immigrant victims of sex trafficking and domestic violence at a clinic at the Queens Human Trafficking Intervention Court to identify those eligible for immigration relief. We recently won T-non-immigrant status for a woman who was forced into prostitution by sex traffickers. With the support of our pro bono lawyers, she was able to report her traffickers to federal law enforcement authorities.

**Advocating for Immigrant Justice.** We have redoubled our U.S. immigration efforts to protect immigrant communities. Over the past year, 200+ lawyers across offices devoted 11,000+ pro bono hours to representing hundreds of low-income immigrants in asylum, Special Immigration Juvenile Status, naturalization, and other related matters. We staffed a weekly phone hotline to provide know-your-rights information to immigrant callers concerned about being detained or raided by immigration enforcement. We won asylum for refugees from around the world, including an Afghan immigrant facing deportation, a Saudi woman fleeing forced marriage, and a Burkinabe man escaping homophobic violence, among many others.

**Advising Nonprofits on Complex Tax and Transactional Matters.** The Universal Hip Hop Museum (UHHM) was founded by hip-hop pioneers to teach and inspire audiences around the world. The museum will soon to break ground in the Bronx and our corporate lawyers helped UHHM on a variety of pro bono matters from assisting the organization in incorporating itself as a tax exempt organization to advising on real estate contracts, and content and trademark licensing. Our corporate lawyers also have helped many nonprofit organizations and small business owners with tax, contract, real estate, governance, and other transactional matters.

**Improving Women's Lives in Africa's Poorest Areas.** Proskauer has formed a flagship partnership with Village Health Works (VHW), an organization that focuses on improving health, education and economic opportunity in Burundi, one of Africa's – and the world's – poorest nations. Led by founder Deogratias "Deo" Niyizonkiza, an inspiring individual who survived civil war and genocide in Burundi and went on to achieve degrees from leading universities, VHW strives to alleviate the root causes of illness, violence and neglect.

**Make a positive impact in the community.** Proskauer's corporate social responsibility is rooted in our commitment to engage employees from across the Firm to help our neighbors in need.

We act on our sense of corporate social responsibility by creating and supporting programs that lead to lasting change. In recent years, summer associates have lent their generous spirit to activities such as volunteering with veterans, students, homeless and the working poor. They have served meals, rebuilt homes, educated inner city youth, and planted gardens at supportive housing complexes for veterans. Their wide range of volunteer activities reinforce Proskauer's aim to effect change and embrace service.

We address pressing issues in real time through volunteerism, legal services, and our CSR speaker series which raises awareness of important issues facing all of us. We recently hosted a powerful presentation by the president of Everytown for Gun Safety, the largest gun violence prevention organization in the United States. Other CSR speaker series topics have included environmental sustainability, veteran affairs, education and women in Africa.

**Public Service. Real Impact.**

## We are a firm where women excel:

Women are members of our Executive, Evaluation, Recruiting, Lateral Integration and Business Development committees and heads of offices, practices and departments.

The Yale Law Women's 2017 Top Ten Family Friendly Firms Survey recognized Proskauer for commitment to gender equity and the retention and advancement of women.



Y L W  
T O P  
T E N

Yale Law Women

Proskauer has long championed the professional development and career advancement of women. We named our first woman partner in 1965, years before doing so became the norm.

### Key initiatives

Our key women's initiatives include:

**Proskauer Women's Alliance.** PWA is our flagship initiative for women. Led by a steering committee of senior counsel and associates advised by partners, it fosters the career development of women lawyers in a number of ways.

**Women's Sponsorship Program.** WSP takes career development beyond traditional sponsorship: The firm selects distinguished senior partners as sponsors who not only serve as advisors, but also proactively advocate on behalf of carefully chosen mid- and senior-level women lawyers.

**Encouragement of board membership.** We educate women lawyers about board membership, identify opportunities and connect them with women who have board experience and can offer special insight.

**Alumni panel discussions and networking events.** Current and former Proskauer women lawyers come together to share their experiences and build potentially career-enhancing relationships.

**Sponsorships and partnerships.** We have partnered with groups such as the National Association of Women Lawyers, the Women's Bar Association, the Women in Law Empowerment Forum and the Coalition of Women's Initiatives in Law to support their programs and events.

**Community outreach.** Proskauer women play active roles in supporting women-focused programs, groups and organizations that serve their communities, whether local or viewed more broadly.

**Re-entry.** We offer career coaching specifically designed for caregivers transitioning back to the firm from maternity leave.

**CaRe Program.** CaRe, our caregiver return program, aims to ease the transition of lawyers returning from primary caregiver leave allowing them to return to work on a 75% schedule and receive 100% of their pre-leave compensation for the first six months following their return. The Program responds directly to feedback from our lawyers that the transition back into the workplace after an extended leave presents unique challenges. CaRe eases the pressure on these caregivers, and reaffirms our commitment to supporting the needs of our lawyers at key stages of their personal lives.

## Events and professional development

Throughout the year the PWA hosts networking events and professional development trainings including:

**Women's History Month Film Screenings.** We celebrate Women's History Month through a variety of programming. Marquee events featured the screening and discussion of documentary films including:

*He Named Me Malala*, an intimate portrait of Nobel Peace Prize Laureate Malala Yousafzai, who as a teen was targeted by the Taliban for advocating for girls' education

*Girl Rising*, a sweeping film about girls in developing countries who have confronted tremendous challenges and overcome nearly impossible odds to pursue their dreams of an education

---

**Building Blocks for Success.** We host a quarterly series of discussions on professional and business development topics such as effective management, how to develop authentic executive presence and the essentials of client origination.

---

**PWA Connect.** Each quarter, PWA Connect provides opportunities for the women of the Firm to bond with each other and for associates to get to know the women partners more intimately. For example, two women partners host a breakfast discussion for women lawyers in the New York office where topics have included business generation, community involvement, and the concept of work-life integration.

---

## In their own words



**"The Firm's innovative women's initiatives are a testament to its commitment to providing the tools and environment to support a wide range of paths to professional fulfillment and success."**

**Pippa Bond**, partner, Corporate Department and co-head of the Global Capital Markets Group



**"I continue to be impressed by Proskauer's emphasis on supporting the development and advancement of women. Our programs have a real impact and are strengthened by the individuals who care about paying forward the mentorship they have received."**

**Fangli Chen**, partner, Litigation Department and vice chair of the Life Sciences Patent practice



**"Knowing that Proskauer is cognizant of the challenges women face, and provides them with the tools to thrive at the Firm, reinforces that I am working at the right place. I work with many fantastic female lawyers – from all backgrounds and at all levels of experience - and I'm pleased to see their careers grow."**

**Keisha-Ann Gray**, partner, Labor & Employment Department and co-head of the Policies, Handbooks & Training Group

For more information about women's initiatives at Proskauer, please contact:

**Peter Wilson, Jr.**

Diversity and Inclusion Officer  
+1.212.969.5042  
pwilson@proskauer.com

For more information about Proskauer's recruiting efforts, please contact:  
nyrecruiting@proskauer.com