

WorkWith
TheBest.

“Proskauer is distinguished by its vibrant, entrepreneurial spirit and supportive and inclusive culture.

We are a talent business, and our business is illuminated by a team of some of the brightest and most creative minds, working together to continuously innovate and drive success for ourselves and for our clients.”

Steven M. Ellis
Chairman

Work with the best. A great future needs a strong start.

Every law firm is unique, which is a good thing because we think you'll appreciate the qualities that make Proskauer stand apart.

Each day, we help shape the business world by partnering with our clients on their most complex legal issues. We have tremendous firepower and are a fierce client advocate. We work with some of the most innovative companies that are changing how business is conducted today as well as tomorrow. We relentlessly pursue perfection.

Our environment is challenging, rewarding and inclusive. No two days are the same—it's fast-paced—and you'll have an opportunity to make an impact from day one. You'll draw strength from a highly collaborative and intellectually stimulating environment, and you'll be part of a team that helps you succeed.

While we pride ourselves on being unique, our lawyers do share some important skills—they are strong leaders, resilient, business-savvy and curious.

We love what we do, and we love working together to achieve successful outcomes for our clients. You'll develop in a workplace that supports you, encourages you and helps you evolve from a recent law school graduate to a well-seasoned practicing professional. We'll help you attain the skills necessary to make your mark on the world.

When you join us, we expect something basic in return: your commitment to becoming the best lawyer you can be.

**Give us your best, and
we'll give you ours.**

Are you the type who likes facts? Here are a few about Proskauer.

Founded by a bold young man

William Rose was only 21 when he started the firm that is now Proskauer Rose. The year was 1875, and although the world has been transformed, the values that Rose championed—hard work, mutual respect, cooperation, dedication to client service and integrity—remain alive and well at our Firm today.

Guided by a culture that focuses on quality

We hold ourselves to the highest standards. Our culture is entrepreneurial, with a laser focus on delivering high-value legal services. We want you to take ownership, be a dynamic presence and be part of a team.

Serving clients from our offices, located in business centers around the world

We have 12 offices in the leading financial and business centers in Asia, Europe, and North and South America. We understand international business.

Setting the standard in core practice areas

Whether representing alternative capital providers, major sports leagues, Fortune 500 companies, many of the world's most successful private equity funds or entertainment industry legends, including Madonna, Lady Gaga, U2, Janet Jackson and Bon Jovi, we are renowned for our work and operate at the highest level.

Here's a little more about our departments:

Corporate. We advise on the full spectrum of sophisticated transactions and daily business and regulatory matters. Our clients extend across industries and borders, ranging from asset managers to large public companies to the major sports leagues to entrepreneurs. We work hand-in-hand with our clients on their most important transactions, acting as a strategic partner in their business success.

Labor & Employment. Proskauer's reputation for excellence in Labor & Employment has been well-earned for nearly a century. We are at the cutting edge: setting precedents, devising winning strategies, defending class actions, securing landmark victories and providing sage counsel.

Litigation. More than 200 lawyers work across Proskauer's offices worldwide to represent defendants and plaintiffs, multinationals, middle market and small-cap businesses, financial institutions, partnerships and individuals. What sets us apart is our extensive trial experience.

Private Client Services. We have long been a go-to firm for matters of estate, gift and generation-skipping planning, trust and estate administration and fiduciary litigation. Our unparalleled understanding of matters concerning domestic and international tax planning, business succession, wealth structures, effective documentation and efficient administration serve clients such as those from private equity, public companies, entrepreneurs, developers, performing artists, collectors and investors.

Real Estate. From dirt to dollars, we represent major players in the full range of important matters, including financings, acquisitions, leasing, contracts and tax issues. Our team regularly participates in new, innovative transactions in the marketplace.

Tax. Involved in the most leading-edge matters of the day, our tax team advises a broad range of clients, including Fortune 500 corporations and other business entities, investment funds, institutional investors, tax-exempt organizations and executives.

40

practices ranked in
Legal 500 US

10

Summer
Associate
Program

AmLaw Survey

88

Top-Tier Practices
and 175 Lawyers
Ranked

Chambers 2023



Proskauer Recognized
as a **“Best Place to
Work for LGBTQ+
Equality”** by the
Human Rights
Campaign Foundation

Yale Law
Women Names
Proskauer as
its Top Firm for
Culture



50,000+
firmwide pro bono
hours in 2023

800+ Lawyers



Proskauer Recognized as a **2023
Best Law Firm for Women &
Diversity** for the second year in a row

“I joined Proskauer because I wanted to be a part of a firm that is continuously growing and has a significant position in the global and local market. There is a tremendous culture of camaraderie and I have an enormous amount of gratitude for the relationships I have built.”

Sandra Montgomery, Los Angeles private credit partner



“

I was able to participate in trainings, get work through both assignments and independent efforts, meet people in all departments and create genuine friendships.

”

Summer associate

Learn from the best

You’ve already come a long way. Here you can put your career into high gear.

Earning a law degree is a major accomplishment. When you’re ready to start with us, we’ll help you build on your momentum to provide you with the right guidance and training to help you become the best lawyer possible.

We are devoted to the training and development of our lawyers, and we provide ongoing professional training, both department-specific and general skill development. Whether you’re shadowing a senior lawyer, hearing a colleague offer insight into a new aspect of the law or honing your skills with an outside consultant or professor, you will have access to a multitude of opportunities to strengthen your skills at every step of your development as a lawyer at Proskauer.

A running start

In the fall of each year, we bring together new associates from all offices to orient them to the practice of law and the Firm. This full-immersion, multiday training program — called the Proskauer Institute — addresses questions and timely, topical issues, including:

What clients and the Firm expect from their lawyers

The role of new associates at the Firm

Our commitment to diversity and inclusion

The important role of pro bono work

Effective communication

Managing work flow, calendar and documents

Firm structure and practice economics

Mentoring

Our new associates are matched up with an associate advisor when they join. 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. We provide an annual stipend to mentors, conduct mentoring training and organize periodic events such as Take Your Mentor to Lunch Month.

The Professional Resources Department actively monitors these relationships and serves as a bridge between mentors and mentees to encourage activity.

Guides and milestones

While the majority of your development will take place in the context of real client matters, you will have the advantage of other resources and experiences. You’ll have the opportunity to shadow experienced lawyers to witness how daily decisions and interactions result in excellent client service.

Lengthening your stride

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 for lawyers at all levels of practice. Some of our offices are accredited CLE providers, which makes earning credits even more convenient.

We want our lawyers to be the most business-savvy lawyers possible, and once we hire the right lawyers, we are invested in training them as effectively as possible. To that end, Proskauer has partnered with Columbia Business School to develop a series of multiday, executive MBA-style training sessions for all of our third-, fourth- and fifth-year associates in a program called Columbia@Proskauer. 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 business objectives.

You also will have many opportunities to attend special seminars and lectures on important legal issues of the day, as well as corporate social responsibility and diversity topics that provide insights from top lawyers, industry leaders and public figures.

Experience your best summer ever

What's it like to be a summer associate at Proskauer?
It's a lot like being an *actual* associate at Proskauer.

Our summer program is designed to replicate, as closely as possible, the experience of being a lawyer at Proskauer. You will work on sophisticated legal matters, learn from leaders in the field and experience our unique culture. We will take every opportunity to show you first-hand why your work matters and how it will make a difference.

Real work. Yes, *real*.

As a summer, you'll work on thought-provoking matters alongside some of the top lawyers in the field while building relationships with your colleagues. You might find yourself attending a deposition, courtroom argument, administrative hearing or being at the table in a labor arbitration. You might help in the formation of companies or be part of a team handling a merger or acquisition. Every day, you'll be involved in work with real impact, guided by professionals who readily share their insights and tips for success.

Two guides to count on

Summer associates have two mentors: a partner to act as your reviewing attorney, as well as an associate advisor. These people will be your go-to guides throughout the summer, to answer questions, give you advice and provide an assessment at the middle and end of the summer so you'll know where you're strongest and where your development opportunities lie.

Watch and learn

You'll have the chance to gain a first-hand perspective of successful lawyering by observing experienced lawyers in action. Through this shadowing experience, you'll get exposure to everything from meetings and conference calls to depositions and arbitrations. Summers tell us that this experience is truly invaluable.

Sharpen your tools

Every day of your time at Proskauer represents part of your training as you work with experienced professionals on client matters and gain their real-time feedback and direction. You'll also have the chance to up your game in key areas of lawyering through partner-led, interactive training workshops throughout the summer. These workshops get into such areas as corporate negotiation, mergers & acquisitions, mediation and mock trials.

And don't forget to have fun

At the end of the day, it's all about the people—so, you'll have many opportunities to join in social, cultural or recreational activities to get better acquainted with your fellow summer associates and lawyers at the Firm. In recent years, our summer associates have joined in a wide array of activities, including Major League Baseball games, mixology events, the Tony Awards, scavenger hunts, cooking classes, private movie screenings and community service team projects, to name a few.



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I can't think of a better law firm
in terms of the people, lawyers,
summer program and culture.
”
Summer associate

Beyond Law

The Proskauer community has a deep sense of purpose and a strong sense of social and environmental responsibility. Our community involvement is rooted in our enduring tradition of upholding legal justice and our extensive pro bono work and charitable giving.

We act on our sense of corporate social responsibility by creating and supporting pro bono and volunteer engagement that leads to lasting change, with a special emphasis on:

- Advancing racial and social justice
- Ending gender-based violence
- Enhancing education
- Supporting veterans
- Acting against hunger and poverty
- Advocating for reproductive rights
- Sensible gun laws

Collaborate For Change

As a community, we are rising to meet the movement for social and racial justice. We pledged to raise our collective consciousness through our Collaborate for Change initiative.

80,000+ Pro Bono Hours Committed to Racial Justice Since 2020

Proskauer commits to providing at least 25,000 hours of our time to racial justice causes each year. Since 2020, we have far exceeded our goal.

Partnering With NAACP

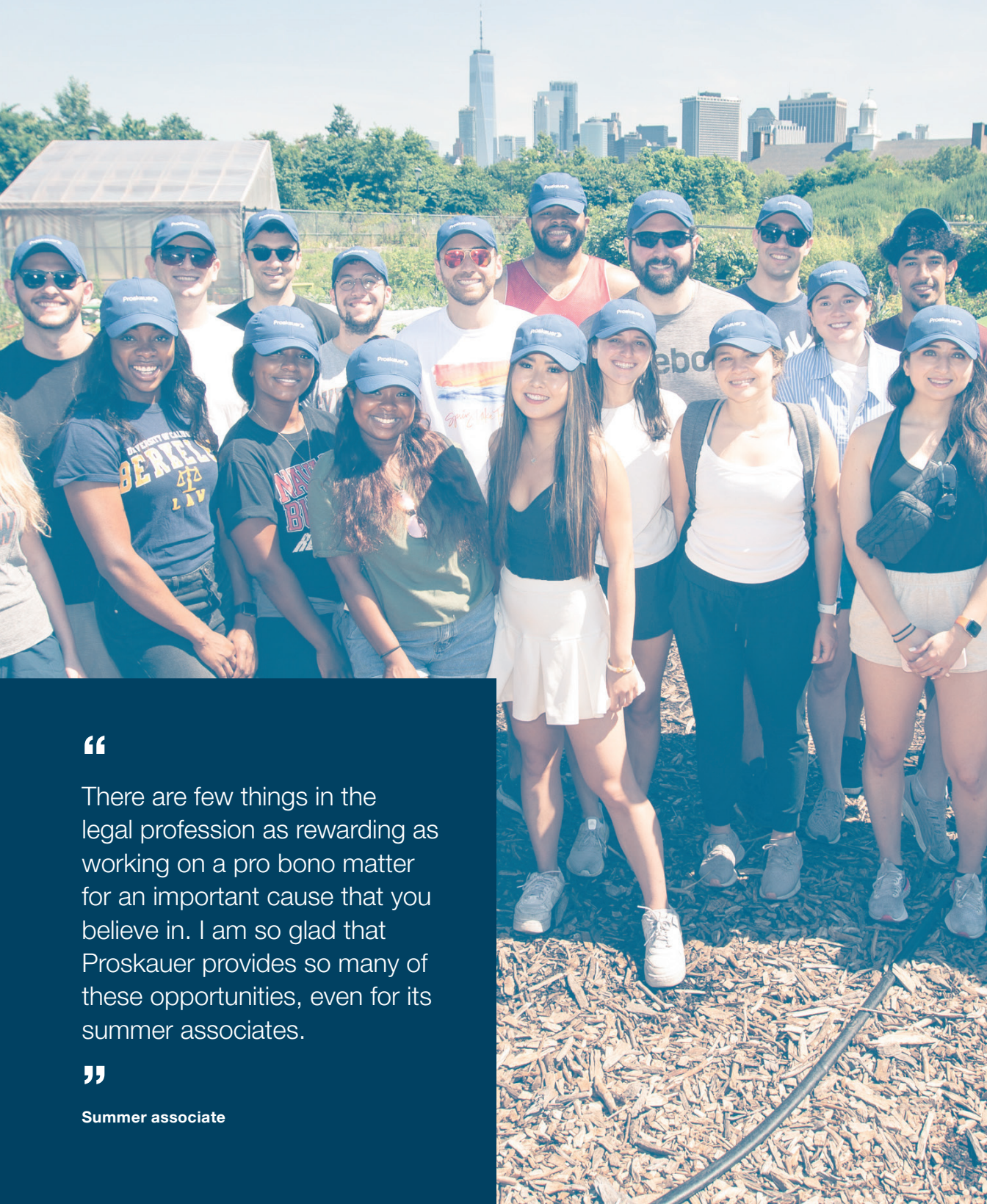
We have partnered with the NAACP Legal Defense and Educational Fund (LDF) to create a fellowship for one of our associates to work full time with the LDF on strategic matters focusing on eliminating disparities and achieving racial justice and equality.

Protecting Voter Rights

For well over a decade, Proskauer has been working to protect voter rights with the Lawyers’ Committee for Civil Rights on its Election Protection Program. Election protection is a nationwide non-partisan effort to ensure that every American is able to exercise their right to vote.

Reproductive Rights Task Force

Proskauer has joined the New York Attorney General’s Reproductive Rights Task Force, and we are working with non-profits outside of New York on a range of legal issues.



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There are few things in the legal profession as rewarding as working on a pro bono matter for an important cause that you believe in. I am so glad that Proskauer provides so many of these opportunities, even for its summer associates.

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Summer associate

If your friends asked you about the Proskauer Summer Program, what would you tell them?

I would only have great things to say. I had an incredible experience. I would tell them that Proskauer is a place that cares about the people that work there. **I genuinely felt that every person that I connected with over the summer was interested in me.** I would also tell them that Proskauer's Legal Recruiting team works very hard to ensure that meaningful and interesting opportunities are provided to summer associates.

I would tell them that Proskauer has the best summer program – it's an incredible mix of doing substantive work without ever feeling overwhelmed or stressed out and social events where you get to know other summers and attorneys.

The culture is unbeatable.

I would tell them **it's a good experience for networking, exploring the different types of work that the departments do and learning the firm's culture.** It's also a lot of fun, and I really enjoyed getting to know my summer class.

It was an incredible experience that was perfectly balanced.

I was able to participate in trainings, get work through both assignments and independent efforts, meet people in all departments and create genuine friendships.

Great program!

Proskauer actually trains you and cares about your interests. Everyone is friendly and really wants you to succeed.

It was great! A good mix of "summer associate" events and actual substantive experience. The experience was oriented toward getting to know each other better, supporting each other and learning about the firm.

This program was great. It would be difficult to think of anything additional you could want in a summer program that Proskauer does not offer.

I had a fantastic experience. I am sad the program is over. The work was really interesting, and everyone at the firm cares about you. **Everyone wants to see you to be the best attorney you can be.**

I tell everybody who asks me about Proskauer that **the Firm is such an incredible place to be** and that I feel lucky to have had this opportunity. Nothing but positivity when I talk about the program and the Firm generally.

I would give rave reviews about the summer program. Everyone was extremely nice, and **I never felt that there was a question that I couldn't ask.**

This is a fabulous program, and it is truly an embodiment of BigLaw with a big heart. I met genuinely invested people, and felt like I was never left by the wayside. Hard work is rewarded, and people are kind and generally very responsive! **I feel that I learned a lot, and greatly value the substantive experiences I had.**

Perfect summer program – excellent events, many additional opportunities to meet people informally, and everyone at the firm was extremely receptive to getting me work that fit my interests.

I was blown away

by the friendly atmosphere and how willing everyone from paralegals to senior partners was to meet and provide either help, guidance, or talk about their careers.

I'd say that the openness and welcoming atmosphere of the Firm really shows through

and that attorneys are so willing to teach and chat and get to know the summers, which I think is indicative of the really friendly, but hardworking culture. The vibe of the summer program made the Firm seem like a place where extremely intelligent, passionate people go to work hard together to excel at what they're extremely interested in.

Second to none.



“Law firms are places built on relationships, and so, the greater emphasis we can place on understanding what each person needs to feel connected or belong, I think the greater impact we can make.”

Mark A. Bunbury, Jr.
Director of Diversity, Equity and Inclusion

Diversity, equity and inclusion are at the heart of our culture.

We continually evolve our integrated approach to attracting, retaining and advancing a diverse workforce. Our approach is designed to deliver lasting, positive change for our Firm while contributing to the vitality of the legal services industry.

Our initiatives

Affinity Groups for women, LGBTQ+ and minority lawyers

Women’s Sponsorship Program for senior associates and recently promoted partners

Mentoring Circle Program teams diverse associates with partner mentors

Caregiver Return (CaRe) gives full pay for less work to parents returning from leave

Proskauer Scholars mentoring program for diverse 9th-graders

Sponsors for Educational Opportunity internships for law school-bound students

Unconscious Bias Training Program is a multiphase education plan for all employees

The Diversity Task Force, which includes members of the Executive Committee and the Managing Partner, drives accountability

Our awards

- ★ MCCA Thomas L. Sager Award for Diversity & Inclusion
- ★ Human Rights Campaign Best Place to Work for LGBTQ Equality
- ★ The Financial Times Innovative Lawyers Awards, Diversity & Inclusion Category
- ★ Yale Law Women Award as Best Firm for Culture
- ★ Seramont Recognition as Best Law Firm for Women
- ★ Bloomberg Law’s Diversity, Equity and Inclusion Framework



Be your best.

As you start your career, you can be certain that you'll encounter many changes and challenges, and many surprises and opportunities in the years ahead.

We offer a chance to learn from the best legal talent in an environment that values collaboration, camaraderie and creativity. You'll have a strong supporting network of peers, access to training and development and multiple avenues for pursuing your passion for helping others through pro bono work or community involvement.

A long-lasting relationship

Practicing law at Proskauer offers the foundation for a great career, whether you choose to spend it with us or ultimately decide to pursue other professional goals. Our broad alumni network has more than 3,000 members worldwide. You'll have the opportunity to network with your former colleagues at various educational and social events, as well as to maintain close connections with them through our alumni portal.

Across the world, Proskauer alumni practice law, run corporations or start their own companies, teach at esteemed law schools, serve in the public sector, represent people in need through nonprofit work and interpret the law as judges.

Our alumni continue to inspire us with their vibrant careers, their high levels of achievement and their commitment to making a difference in their communities.

The journey starts here.

Scan the QR Code for more
information about Proskauer's
recruiting efforts.



