



LATERAL ASSOCIATE HIRING NEEDS – SEPTEMBER 2021

Prospective candidates that fit the criteria set forth below should be sent to the following recruiting contacts.

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Boston: Sarah Roberts (sroberts@proskauer.com) and BostonRecruiting@proskauer.com

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<u>CORPORATE</u>			
PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Business Solutions, Governance, Restructuring & Bankruptcy	New York	2018	Proskauer’s restructuring group represents a diverse range of clients in out-of-court restructurings and complex chapter 11 cases. Proskauer represents The Financial Oversight and Management Board for Puerto Rico which representation includes leading the reorganization cases for the Commonwealth of Puerto Rico and all its instrumentalities (i.e., electric utility, highways, university, aqueduct & water system, etc.). We also represent clients in a broad range of financing and investment transactions, litigation and governance matters. Our clients include: debtors; investors and business acquirers; banks and other lenders at all levels of the capital structure, including non-traditional, alternative lending funds; private equity and hedge funds; <i>ad hoc</i> and statutory committees (both debt and equity); DIP and exit financing lenders; and boards of directors, special board committees, and independent/disinterested directors.

<u>CORPORATE</u>			
PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Business Solutions, Governance, Restructuring & Bankruptcy	Boston New York	2016 – 2017	Seeking an experienced bankruptcy associate (ideally from the classes of 2016 – 2017) to join the dynamic and rapidly growing restructuring practice at Proskauer in the Boston or New York office. The Bankruptcy Group is broadly situated to handle the most complex insolvency matter. It has recently formed a team dedicated to complement its lender-side finance practice, which represents top-tier clients in the industry including, Apollo, Bain, Carlyle, Goldman Sachs, KKR and Morgan Stanley. The group employs a unique staffing model to ensure an even distribution of work while providing substantial opportunities for growth, development and client interaction. Given the growth and scale of the practice, numerous opportunities exist for promotion, secondments and in-house placements. We are looking for an associate with a strong understanding of secured creditor restructuring. Preferred candidates would have large law firm finance experience counseling a variety of lenders, ad hoc groups and creditor constituencies in mid and upper market club and syndicated transactions.
Corporate - Capital Markets	Chicago New York Washington, D.C.	2014 - 2019	The Corporate-Capital Markets group seeks an associate with at 2 -7 years of experience in general corporate matters to join the Chicago, New York or Washington, D.C. offices (although candidates outside those offices will be considered). Candidates should have experience in corporate transactions. Experience in securities law and business background or acumen will be viewed as a plus.

CORPORATE			
PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Finance (Private Credit)	Boston Los Angeles New York	2014 – 2019	Seeking an experienced finance associate (ideally from the class of 2014 - 2019) to join the dynamic and rapidly growing Finance practice at Proskauer in either the New York, Boston or Los Angeles offices. The Finance Group is a lender-side finance practice, and represents top-tier clients in the industry including, Apollo, Bain, Carlyle, Goldman Sachs, KKR and Morgan Stanley. This dedicated team is widely recognized by their peers, and is Chambers ranked Band One. The group employs a unique staffing model to ensure an even distribution of work while providing substantial opportunities for growth, development and client interaction. Given the growth and scale of the practice, numerous opportunities exist for promotion, secondments and in-house placements. We are looking for an associate with a strong understanding of leveraged finance and a mastery of core and ancillary documents. Preferred candidates would have at least 3 years of large law firm finance experience counseling a variety of lenders in mid and upper market club and syndicated transactions.
Finance (Private Credit)	Boston New York	2009 – 2014	Staff attorney for the Boston or New York office with at least four years of experience in leveraged finance transactions. The position will involve providing day-to-day support on transactions, drafting credit agreements, amendments and ancillary agreements and assisting with knowledge management projects. This position is intended to accommodate associates who are seeking a stable schedule. Requirements: <ul style="list-style-type: none"> ▪ Admitted to the practice law ▪ Minimum of four years' work experience as a full-time associate ▪ Strong background in middle-market finance ▪ Ability to work independently and takes initiative ▪ Ability to meet deadlines ▪ Clear and effective drafting and negotiating skills ▪ Strong communication skills ▪ Ability to work effectively as part of a team

<u>CORPORATE</u>			
PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Corporate and Fund Finance	New York	2017 – 2019	<p>The Finance Group seeks an associate with 2 - 4 years of experience representing lenders and borrowers in financing transactions, with an emphasis on acquisition financings, syndicated lending, working capital facilities, fund financings, workouts and/or debtor in possession financings; experience negotiating and drafting loan agreements, security agreements, guaranties, control agreements, intercreditor agreements and subordination agreements; and experience in negotiating, documenting and closing loan transactions.</p>
Registered Funds	Boston New York Washington, D.C.	2014 – 2016	<p>Mid-level associate with relevant experience to join our nationally-recognized Registered Funds group. The group, which is part of our market-leading global investment management platform, represents nearly 10% (or \$2 trillion) of U.S. investment company assets in over 30 different fund complexes and financial services firms that offer products across all assets classes and strategies and in all types of registered fund structures (e.g., mutual funds, ETFs, closed-end funds, interval funds, funds of funds, manager of managers, BDCs and other hybrid products).</p> <p>The group has particular expertise in structuring alternative asset products (e.g., funds of hedge and private equity funds, private BDCs, commodity and managed futures funds), advising independent board members and special committees in connection with strategic transactions, and providing regulatory and compliance advice, including in connection with SEC examinations, investigations and enforcement proceedings, and private litigation.</p> <p>Candidates looking to join an energetic and interdisciplinary team and who have broad experience counseling registered funds, their independent board members and/or their investment advisers are encouraged to apply. More junior candidates with strong backgrounds at top firms also may be considered. Seeking candidates to join the Boston, New York or Washington, D.C. offices.</p>

CORPORATE			
PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Private Investment Funds (PIF) – Hedge Funds	New York		Private Investment Funds midlevel to senior associate to join a premier private hedge fund practice. Focus on formation and representation of hedge funds, funds-of-funds, and other open-ended investment vehicles and accounts. Seeking highly-motivated, hard-working team player to join a dynamic and growing team. Excellent drafting skills a must.
Private Investment Funds (PIF) – Private Equity Funds	Boston Los Angeles New York		Junior to senior level associates with private fund formation and related experience to join our leading global Private Investment Funds group, comprised of an energetic, interdisciplinary team of over 120 lawyers globally focused on advising leading alternative investment managers and institutional investors, with a particular emphasis on fund formation, portfolio investments, secondary transactions, regulatory, compliance and operational matters. Strong candidates with general corporate experience at top firms will also be considered; fund experience required for senior associate position. Seeking candidates to join either the Boston, Los Angeles or New York offices.
Private Investment Funds (PIF) – Private Equity Funds	Boston New York		Our leading global Private Investment Funds group is looking for an experienced private equity fund attorney to specialize in LP work. We are an energetic, interdisciplinary team of over 120 lawyers globally focused on advising leading alternative investment managers and institutional investors, with a particular emphasis on fund formation, portfolio investments, secondary transactions, regulatory, compliance and operational matters. Fund experience required (either on sponsor or LP side). Seeking candidates to join either the New York or Boston offices for a <u>part-time</u> role

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PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Mergers & Acquisitions (M&A)	Boston	2015 – 2019	The Boston office of Proskauer is looking for an associate with sophisticated transactional experience in matters involving private equity, growth equity and mergers and acquisitions. Experience should include general corporate and business law, with an emphasis on mergers and acquisitions and private company equity arrangements. High level of academic achievement, substantial deal experience and the ability to work effectively as part of a team are required. The candidate must also have experience drafting primary and ancillary transaction documents, and a solid understanding of general corporate representations. Out of town relocations are welcome.
Mergers & Acquisitions (M&A)	Boca Raton Chicago New Orleans Washington D.C.	2015 – 2019	Proskauer is looking for a corporate M&A associate with transaction experience working in a sophisticated M&A practice. High level of academic achievement, substantial deal experience, and the ability to work effectively as part of a team are required. The candidate must have experience drafting primary and ancillary transaction documents, and a solid understanding of general corporate representations.
Mergers & Acquisitions (M&A)	Los Angeles	2015 – 2019	The Los Angeles office of Proskauer is looking for an associate with sophisticated transactional experience from top-tier law firms. Experience should include general corporate and business law, with an emphasis on mergers and acquisitions and private equity. Experience in capital markets and corporate governance is also valued. Preferred candidates would also have experience counseling corporate clients on SEC filings, securities law compliance and other similar matters.
Mergers & Acquisitions (M&A)	New York	2015 – 2019	The New York office of Proskauer is looking for a corporate M&A associate with transaction experience working in a sophisticated M&A practice. High level of academic achievement, substantial deal experience, and the ability to work effectively as part of a team are required. The candidate must have experience drafting primary and ancillary transaction documents, and a solid understanding of general corporate representations.

CORPORATE			
PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Technology, Media & Telecommunications	Los Angeles New York	2015 – 2017	<p>Proskauer’s Technology, Media & Telecommunications (TMT) Group operates at the cutting edge of technology and serves as commercial and strategic advisors on a wide range of technology and intellectual property-related transactions and counseling. Its client base includes companies at various stages in their development and across industries, including technology, media, life sciences, e-commerce, blockchain, sports and retail.</p> <p>The TMT Group seeks a 4th-6th year corporate associate who has a solid foundation in technology and IP-related agreements and is eager to further develop their expertise. Ideal candidate would have substantial experience with complex commercial agreements involving IP and/or a strong background in IP and technology-related support in M&A, finance and other corporate transactions. Familiarity with privacy and cybersecurity issues in the transactional context is a plus.</p> <p>As a key member of Proskauer’s dynamic TMT practice, this associate will have the opportunity to play a lead role in their areas of interest among the breadth of clients, industries and matters that the group covers.</p>
Privacy	New York Washington D.C.		<p>Associate with 2-4 years of experience focused on data privacy and cybersecurity.</p> <p>General Skills: Experience with practical application of privacy and cybersecurity laws; conducting privacy and cybersecurity due diligence on M&A and other corporate transactions; drafting privacy policies; assisting with data breaches and security incidents; and general knowledge of the US State privacy laws, CCPA, GDPR and HIPAA.</p> <p>Experience at a major law firm or in-house corporate legal department. Candidates should have strong writing, verbal, and communication skills, including writing blogs/articles. CIPP Certification preferred.</p>

<u>REAL ESTATE</u>			
PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Real Estate	New York		Real Estate associate with 2-4 years of experience in commercial real estate transactions, including mortgage and mezzanine financing, purchase and sale of commercial properties, and commercial and retail leases.
<u>HEALTH CARE</u>			
PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Health Care	New York Washington D.C.	2015 – 2018	Applicants must possess 3-6 years of health law experience with regulatory and compliance issues, counseling health care companies and/or as part of health care transactions. Ideal candidates will have a working knowledge of such areas as fraud and abuse law, reimbursement issues, HIPAA, and Medicare/Medicaid (as well as similar state laws). The candidate should have excellent academic credentials.
<u>LABOR & EMPLOYMENT</u>			
PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Labor & Employment	Boca Raton	2019 – 2020	Labor and Employment Associate: Boca Raton office of premier labor and employment practice is seeking a 1 st – 2 nd year associate with employment litigation and counseling experience. Familiarity with federal and state employment statutes and regulations is a must. Candidate should have experience in employment law related litigation, including class and collective actions, such as handling discovery (including e-discovery); researching and drafting motions and briefing (including class certification motions/briefs); preparing for depositions; and preparing for arguments, hearings and trial. Experience advising employers on workplace related issues, including wage and hour, background checks, leaves and accommodation, restrictive covenants, discipline, terminations and reductions-in-force is strongly preferred. Experience drafting employee handbooks and familiarity with related policies is a plus.

LABOR & EMPLOYMENT			
PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Labor & Employment	New York	2016 – 2018	Labor and Employment Associate: 2014 through 2016 associate who has worked on employment litigation, including single-plaintiff actions involving discrimination, harassment, restrictive covenant/trade secret misappropriation and whistleblowing, as well as employment class actions and wage-and-hour collective actions. Experience in all (or most) of the following is preferred: conducting internal investigations, responding to demand letters, drafting position statements, working on discovery (including eDiscovery); researching and drafting motions and briefs (including class certification motions/briefs); preparing for witness interviews and/or depositions, taking and/or defending depositions (including of class representatives); handling damages analysis and calculations; working with expert witnesses; preparing for arguments, arbitrations, hearings and trial; providing employment counseling and trainings under federal and state laws. Knowledge in the area of pay equity is also a plus. Candidates must have management side law firm experience.
Employment Litigation and Counseling Staff Attorney	Boca Raton Boston Chicago Los Angeles Washington, D.C.	2016+	Employment Litigation and Counseling Staff Attorney: Premier labor and employment practice is seeking a staff attorney with employment litigation and counseling experience. Candidate should have experience in employment law related litigation, including class and collective actions, such as handling discovery (including e-discovery); researching and drafting motions and briefing (including class certification motions/briefs); preparing for depositions; and preparing for arguments, hearings and trial. Must have strong research and writing skills. California bar license strongly preferred. Compensation commensurate with experience. Expectation is that the Staff Attorney will bill approximately 1600 hours per year.

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PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Employment Litigation and Counseling Staff Attorney	New Orleans	2016+	Employment Litigation and Counseling Staff Attorney: New Orleans office of premier labor and employment practice is seeking a staff attorney with employment litigation and counseling experience. Candidate should have experience in employment law related litigation, including class and collective actions, such as handling discovery (including e-discovery); researching and drafting motions and briefing (including class certification motions/briefs); preparing for depositions; and preparing for arguments, hearings and trial. Must have strong research and writing skills. California bar license a plus. Compensation commensurate with experience. Expectation is that the Staff Attorney will bill approximately 1600 hours per year.
Employment Litigation and Counseling Staff Attorney	New York	2013+	Employment Litigation and Counseling Staff Attorney: New York office of premier labor and employment practice is seeking a staff attorney with employment litigation and counseling experience. Candidate should have experience in employment law related litigation, including class and collective actions, such as handling discovery (including e-discovery); researching and drafting motions and briefing (including class certification motions/briefs); preparing for depositions; and preparing for arguments, hearings and trial. Must have strong research and writing skills. Compensation commensurate with experience. Expectation is that the Staff Attorney will bill approximately 1600 hours per year.

LITIGATION			
PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Patent Group - Technology Specialist/Junior Associate (1-2 year) BIOLOGY	Boston		<p>Proskauer is currently seeking a full-time technology specialist or junior associate, to be based in Boston, for its Life Sciences Patent practice. Responsibilities include drafting patent applications; conducting database searches for patentability; analyzing technical documents to assist with patent prosecution, counseling, post-grant proceedings, and litigations; due diligence in connection with transactional events. Proskauer offers a competitive base salary, annual bonus, and excellent benefits.</p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> • Candidate must have a Biology background, PhD preferred. • Exceptional written and verbal communication skills are required. • Candidate must be proactive, a fast learner, and a team player.
Litigation	Chicago	2017	<p>Seeking a mid-level associate (ideally, class of 2017) with experience in commercial litigation to join our Chicago office. Candidate must be familiar with Illinois Civil Procedure and local courts, including the U.S. District Court for the Northern District of Illinois and the Chancery Department of the Circuit Court of Cook County. Experience should also include: drafting pleadings, working on discovery (including eDiscovery); researching and drafting motions and briefs, preparing for witness interviews and/or depositions, taking and/or defending depositions (though we understand that 3-4th years may not have deposition experience); preparing for arguments, arbitrations, hearings and trial. Ideal candidates will have large law firm experience and high level of academic achievement at top schools.</p>

<u>TAX</u>			
PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Tax	Boston Los Angeles New York	2016 – 2018	Mid-level Tax associate with 3-5 years of experience at a law firm working on a variety of sophisticated commercial transactions, including mergers, acquisitions and divestitures, partnerships and corporate finance transactions, both domestic and cross border.
<u>EXECUTIVE COMPENSATION & EMPLOYEE BENEFITS</u>			
PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Executive Compensation & Employee Benefits	Los Angeles New York Washington, D.C.	2015 – 2017	We are seeking an associate with 4-6 years of experience in advising clients on executive compensation and employee benefits matters, especially in connection with corporate transactions. Qualified candidates must have relevant tax and ERISA experience. Preferred candidate would have experience with Section 409A, Section 162(m), Section 280G, and executive compensation disclosure rules. 3rd to 5th year associate is ideal; more senior will be considered if exceptionally strong candidate
<u>PRIVATE CLIENT SERVICES</u>			
PRACTICE GROUP	OFFICE	CLASS	SKILLS & EXPERIENCE
Private Client Services	Los Angeles	2014 – 2017	Associate with 4-7 years of experience in sophisticated estate planning, tax, and trust and estate administration matters for high net worth individuals. Qualified candidates must have substantial experience with advanced estate, gift and GST tax planning techniques.
Private Client Services	New York	2017 – 2018	Associate with 3-4 years of estate planning and trust and estate administration for high net worth individuals (at least 75%). Qualified candidates must have experience with advanced estate, gift and GST tax planning.

WORK WITH THE BEST

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 and a commitment to diversity

We hold ourselves to the highest standards. Our culture is entrepreneurial with a laser-focus on delivering high-value legal services. At Proskauer, we sustain a work environment and culture that embrace our core values of teamwork, respect, professional integrity and diversity.



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

We have 13 offices in the leading financial and business centers in Asia, Europe, and North and South America. We understand international business. Our state-of-the-art office spaces mirror our innovative approach to the business of law.

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.

Corporate Drawing on the talents of more than 250 lawyers worldwide, we help clients handle both sophisticated transactions and daily business and regulatory matters. Our clients extend across industries and borders, ranging from large public companies to the major sports leagues to entrepreneurs.

Labor & Employment We have one of the largest and strongest Labor & Employment Law Departments, and have handled virtually every type of issue for the largest companies for more than 70 years. Our prowess in the field consistently earns the highest accolades.

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.

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 the most challenging and innovative transactions in the marketplace.

Tax Involved in the most complex and challenging 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.