

SUMMER ASSOCIATE PROGRAM

Why Choose Winston?

OUR WORK

You will work with world-class attorneys on important matters for significant clients.

- Our assignment process ensures you work on meaningful and challenging assignments
- Gain hands-on experience as well as attend client meetings, negotiations, and depositions with renowned attorneys
- Receive real-time feedback and formal reviews to maximize your learning and growth
- Learn from outstanding attorneys who are genuinely concerned about your professional growth and happiness
- Participate in a comprehensive onboarding and integration program and educational training programs

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

DREW WASHINGTON, LITIGATION ASSOCIATE

OUR CULTURE

Winston is client-focused, collegial, and civic-minded.

- We provide our clients with creative solutions to their business problems—on time and on budget
- We are proud of our culture of teamwork and collegiality
- We foster a culture of high engagement by providing formal opportunities to give feedback and have an open dialogue
- You will always be part of the Winston family. Our alumni program offers events and resources to help alumni stay connected to the firm through professional development and community service opportunities
- Our vision is to cultivate a culture where all talented contributors can have, and see, a path to long-term success

WINSTON NAMED A 2024 BEST COMPANY
TO WORK FOR AMONG U.S. LAW FIRMS

U.S. NEWS & WORLD REPORTS

TRAINING & MENTORING

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

- Summer associate advisors and mentors serve as your first point of contact and provide guidance
- Winston University offers associates best-in-class, practice-specific courses and holistic training programs to help you develop the core competencies needed at every stage of your career
- Winston University also helps associates develop business acumen and learn about legal trends
- Our formal mentoring program helps entry-level attorneys integrate into the firm, learn about our culture, and gain valuable knowledge
- Career Advisors help associates navigate their Winston journey and develop as well-rounded attorneys and business advisors

“Winston will give you everything the other large firms will — high-stakes work for large clients — but it is the people that set Winston apart. From the staff to the attorneys, there is no one at Winston who is not committed to associates’ development and success.”

STEPHANIE TURNER, LITIGATION ASSOCIATE

COMPENSATION & BENEFITS

Winston offers competitive and comprehensive benefits.

- \$225,000 first-year associate annual salary
- Life, medical, vision, disability and dental insurance
- \$10,000 bar exam stipend
- Reimbursement for bar review classes, exam fee and annual registration
- 20 weeks of paid parental leave for new parents — regardless of your gender or primary/secondary caregiver status
- *At Your Service* Virtual Personal Assistants provide free help with personal tasks

Rankings and Recognitions

CHAMBERS U.S. 2023

- 87 attorneys recognized as leaders
- Recognized as a Leading Law Firm in 45 categories

THE LEGAL 500 U.S. 2023

- Top-Tier Firm in 4 practice areas
- Recommended in 49 categories
- 15 Leading Lawyers

THE BEST LAW FIRMS® – 2024

- 36 National Rankings
- 121 Metro Rankings
- Law Firm of the Year: Sports Law

LAW360 ASSOCIATE SURVEY

- Ranked #6 for Best Summer Associate Experience

DIVERSITY, EQUITY & INCLUSION

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

Our commitment to DEI starts at the top and includes:

- Awarding \$50,000 diversity scholarships to selected 2L law students
- Recruiting a diverse Summer Associate class that meets or exceeds National Association for Law Placement (NALP) averages for a firm our size
- Selecting nine 1L LCLD Scholars for our 2024 Summer Program
- Earning a 100% score on the Human Rights Campaign's Corporate Equality Index for 15 straight years
- Achieving Mansfield Certification Plus status every year since its inception
- Being named a Top 50 Law Firm for Women and Diversity by Seramount in 2023, 2022, and 2017

WINSTON'S DIVERSITY AFFINITY GROUPS

- Black Lawyers Network (BLN)
- DiverseAbility Network
- Family Network
- FirstGen Professionals Network
- La Alianza at Winston (LAW)
- Middle Eastern/North African (MENA)
- Military Service Network
- Winston Asian Leadership Initiative (WALI)
- Winston PRIDE
- Women's Leadership Initiative (WLI)

PRO BONO

We are proud of our commitment to pro bono and our culture of excellence.

Active engagement in pro bono is a hallmark of the firm and in 2023 we accomplished the following:

- Top 15 ranking on *The American Lawyer* National Pro Bono Scorecard for five straight years
- 96% of U.S. attorneys met *The American Lawyer* threshold of at least 20 hours of pro bono service
- Our attorneys and staff contributed 65,000+ pro bono hours in 2023
- Through our Racial Justice & Equity CEASE Initiative, we pledged to dedicate 100,000 pro bono hours through 2025 to racial injustice and inequity matters—a \$50 million investment over five years



“Winston doesn't just pay lip service to our pro bono commitment. The work is varied, interesting, and highly rewarding. I feel like I am making a difference.”

BRADSHAW HAWKINS, PRIVATE EQUITY ASSOCIATE

WELL-BEING & COACHING

Winston is known for our culture of care and commitment to supporting the well-being of our attorneys and professional staff.

When you work at Winston, you have access to:

- One-on-one coaching on topics ranging from career planning and business development to stress management and work-life integration
- Certified Mental Health First Aid responders who can recognize signs of mental health distress and offer access to resources
- Wellness Wednesday Sessions that focus on mindfulness meditation, deep breathing techniques, emotional freedom technique (EFT), and progressive muscle relaxation
- Well-being workshops on topics such as time mastery, learned optimism and peaceful parenting
- Free use of the premium subscription to the Calm App – the #1 app for sleep, meditation and relaxation

“Winston prioritizes attorney well-being and offers opportunities to learn different strategies and outlets for managing this important part of your practice.”

JOHN SECARAS, M&A ASSOCIATE

CORPORATE SOCIAL RESPONSIBILITY

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

In 2023, Winston for Good and the Winston & Strawn Foundation had the following impact:

- 300+ volunteers donated 2,300+ hours to charitable activities
- Winston for Good volunteers raised \$150,000+ for good causes
- The Winston & Strawn Foundation gave \$2.8 million to charitable organizations
- We helped plant 1,000 trees during Earth Week



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