



Building Success

Summer
Associate
Program

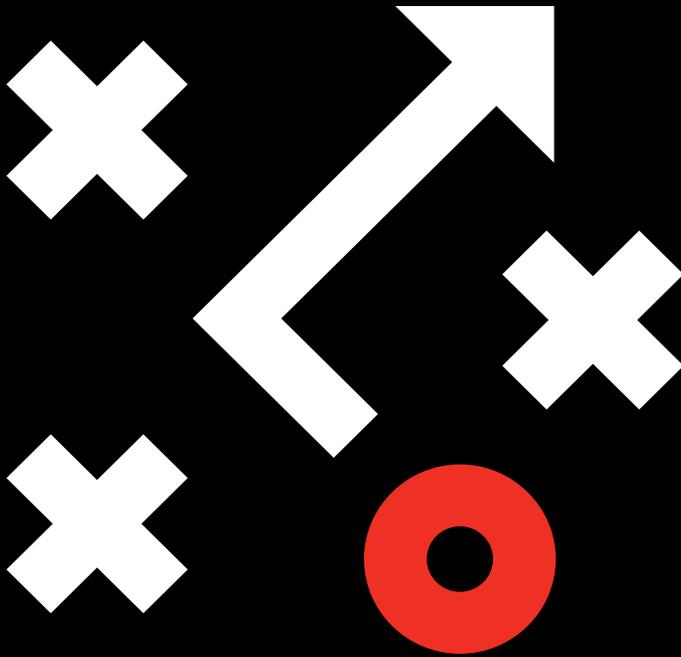
What sets
Arent Fox
apart from
other law
firms?



Several things – our **people**, our **philosophy** and our **commitment to excellence**. During the 70+ years we have been in business, Arent Fox has remained committed to hiring and cultivating smart, talented and diverse lawyers.



Our annual Summer Associate Program serves as a building block for a successful legal career. Summer associates at Arent Fox quickly discover what makes our program unique. You will be provided with an experience that closely resembles that of a junior associate at our firm. Our positive working environment, team approach, assignment distribution process, professional training, and social opportunities will make your experience at Arent Fox a successful and enjoyable one.



The Work. Our Summer Program prides itself on hard work, quick responsibility and a realistic approach. As a summer associate you will receive personal attention and opportunities to work directly with partners.

Variety of Assignments

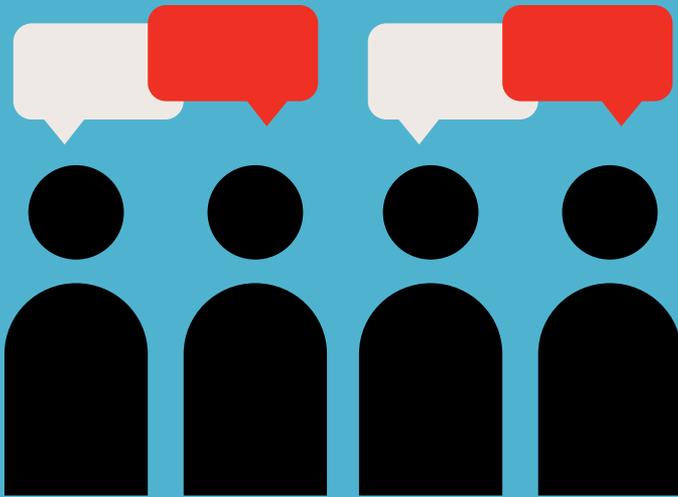
Our goal is for all summer associates to experience a wide variety of work and finish the summer with a solid understanding of the practice area(s) in which they would like to work. Summer associates will receive assignments from various practice groups based on interests and work flow.

On the Job Training

Beyond the meaningful work assignments you will receive, the program offers a variety of training opportunities:

- *Legal Writing Seminar* – An intensive seminar taught by our attorneys.
- *Lunch & Learn Series* – The “Lunch & Learn” Series is intended to expand associates’ and summer associates’ knowledge of the firm beyond their individual silos, while also showing them how practice groups interact here at Arent Fox for the benefit of our clients. The series also covers topics such as Business Development 101, Pro Bono 101, and Law Firm Economics.
- *Take Alongs* – We encourage lawyers to involve summer associates in “live” learning opportunities, including negotiations, depositions, hearings or closings.

“I was working with a partner on a matter, and he allowed me to be so involved. My thoughts on the matter were appreciated and well received; I was able to assist with drafting our statement of position; I met with the client; and after we won the case, I was able to present the news at the monthly group meeting. These are the kinds of experiences you get from working at a place that wants to see you grow. These are the experiences you get at Arent Fox.”



Your Team. Each summer associate is assigned a personal team of dedicated attorneys and staff for guidance and support.

Evaluators

Members of the Employment Committee serve as evaluators and work individually with summer associates. Evaluators review your assignments, consult with assigning attorneys and conduct mid summer and final performance reviews.

Readers

Each summer associate is paired with a partner or counsel reader. Your reader functions as a writing coach who

constructively critiques the organization, clarity and style of your writing.

Associate Advisor

You will be paired with a junior associate advisor, or “buddy,” to assist with your acclimation to the firm. Your buddy will introduce you to colleagues and serve as an important resource.

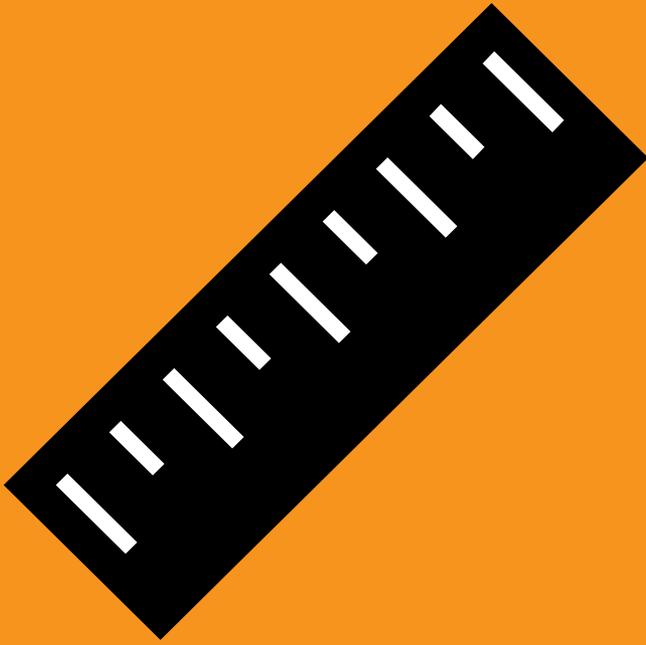
Work Assignment Monitors

Midlevel and senior associates function as monitors to ensure that

you receive a variety of work assignments from various attorneys and practice groups.

Administrative Support

Members of the Attorney Recruitment and Professional Development Departments, secretarial staff, library and others will provide guidance and assist you with navigating the administrative functions of the firm.



Measuring Up. Members of the Employment Committee evaluate summer associates and make offer decisions regarding future employment. The Committee bases their decision on your written projects and evaluations from all of your assigning attorneys. Evaluators conduct a mid summer and final review to discuss your strengths and areas needing improvement.

WORK

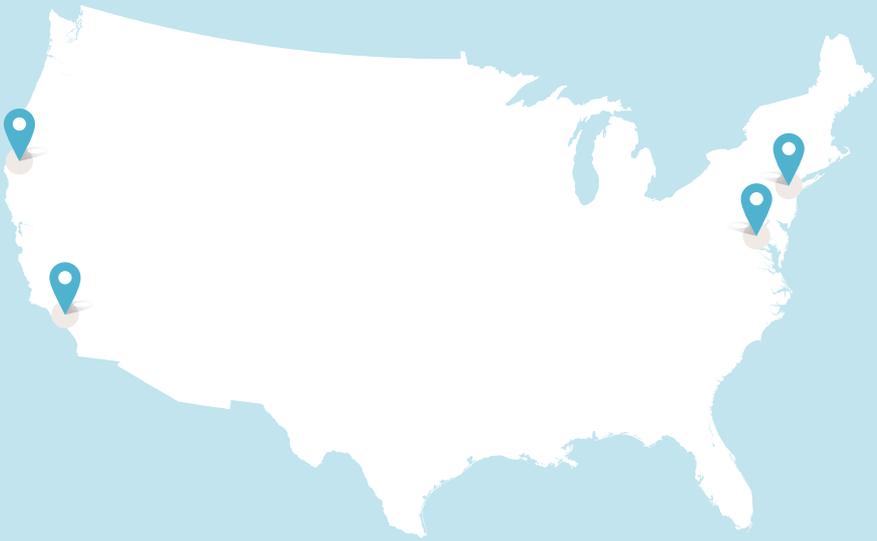


All Work, No play, No Way. Arent Fox hosts a variety of events for summer associates and lawyers to socialize in a more casual environment. Given the vibrant cities Arent Fox's offices are located, these off-site events add to the memorable and exciting experience of our Summer Associate Program. Events typically include concerts, cooking classes, courthouse visits, sailing trips, sporting events, theater, and wine tastings.



PLAY

“I was honored to be nominated to be the captain of the summer softball game. What I didn’t realize when I took on the responsibility, was that the captain of the Partner-Summers team was tasked with writing a recap the morning after the game that was both informative and funny. I got in early the morning after our (seemingly) inevitable defeat and sent out the email. The responses I received based on the email were wonderful and it was one of the most enjoyable experiences of the summer.”



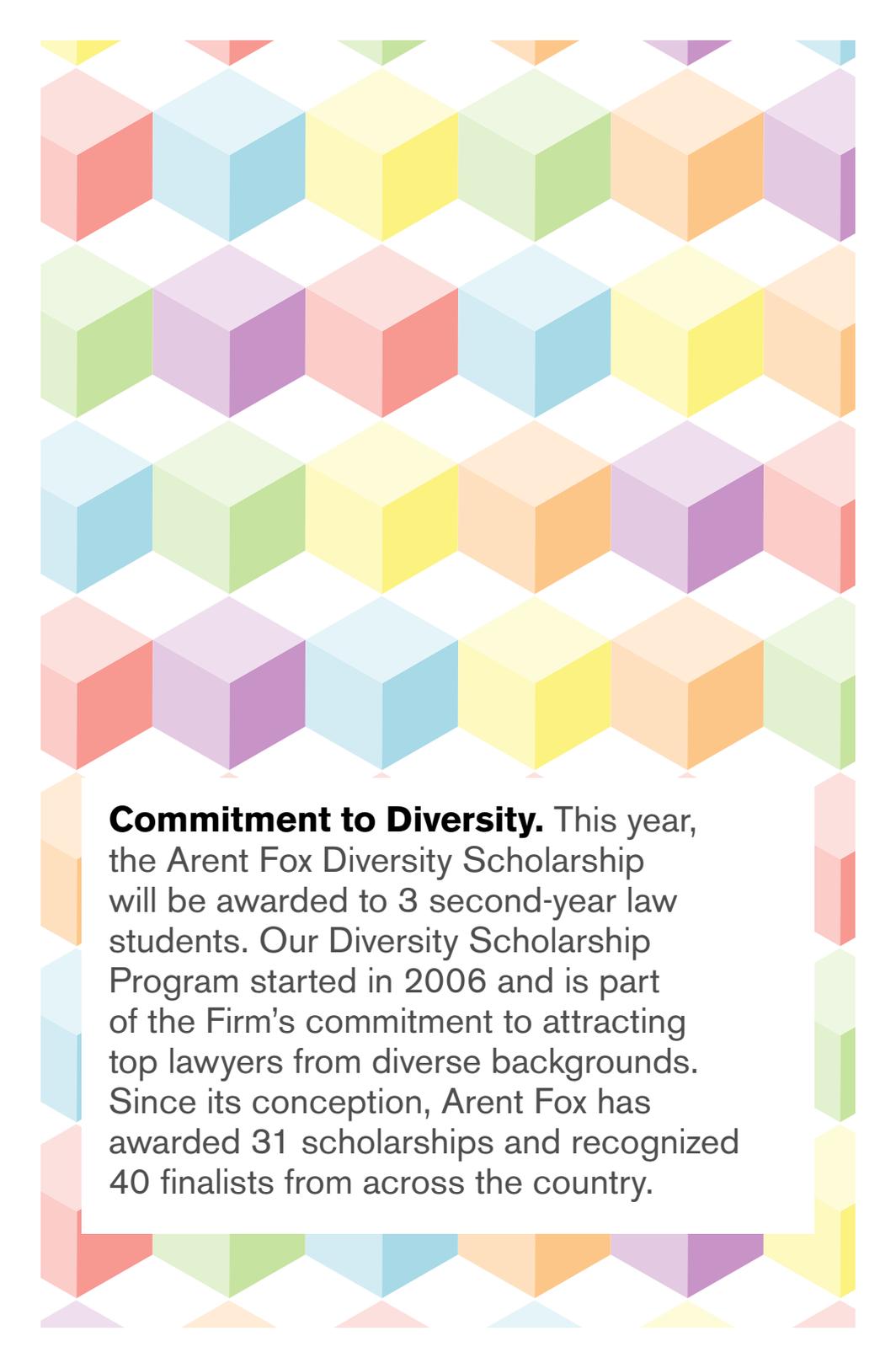
The Firm: Who We Are and What We Do.

400 attorneys and growing.

Offices in Los Angeles, New York,
San Francisco, and Washington, DC.

Diverse range of practice areas including:

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- Automotive
 - Bankruptcy
 - Corporate
 - Employment/OSHA
 - ERISA
 - Food & Drug
 - Government Contracts
 - Government Relations
 - Health
 - International Trade
 - Litigation
 - Patent
 - Real Estate
 - Tax/Estate Planning
 - Telecommunications
 - Trademark
 - White Collar



Commitment to Diversity. This year, the Arent Fox Diversity Scholarship will be awarded to 3 second-year law students. Our Diversity Scholarship Program started in 2006 and is part of the Firm's commitment to attracting top lawyers from diverse backgrounds. Since its conception, Arent Fox has awarded 31 scholarships and recognized 40 finalists from across the country.

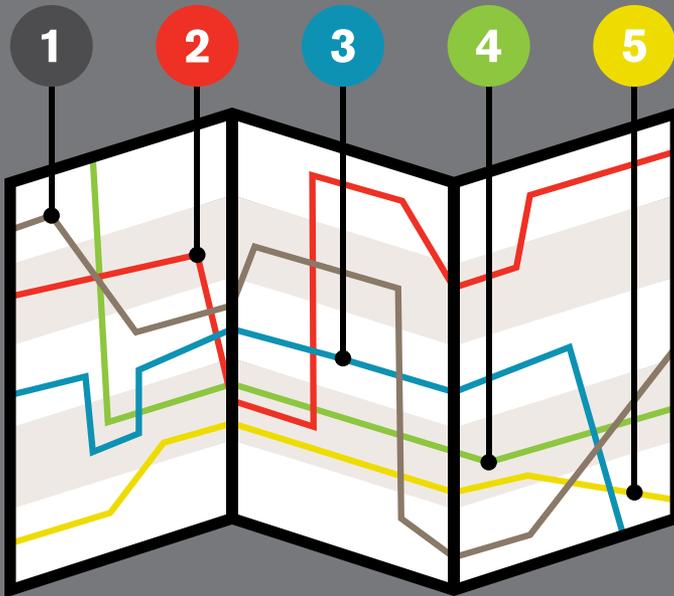


Commitment to Pro Bono Work.

Arent Fox is a recognized leader in pro bono work. Over 70 percent of Arent Fox lawyers do pro bono work each year. Each lawyer averages more than 50 hours of pro bono work. As a whole, the firm contributes nearly 20,000 pro bono hours.

Our attorneys have worked on matters as diverse as death penalty cases, a class action case against the Department of Agriculture on behalf of women farmers, legal assistance for clients at the Legal Aid Society of the District of Columbia, a number of US Supreme Court and state supreme court cases on behalf of women's groups on domestic violence and privacy issues, immigrant rights cases, and providing legal assistance to veterans in need. As part of our program, summer associates have the opportunity to work on pro bono cases throughout the summer.

“Throughout the summer, I received assignments from many practice areas, helping me narrow down my interests. In addition, I worked on a pro bono matter with very high stakes for a client with complex immigration issues.”



Professional Development. Schooling never really stops. Arent Fox knows that to become successful, lawyers must develop expertise in a broad range of skills. At every level, lawyers are offered a variety of opportunities for training, mentoring, evaluation and advancement. We provide supportive resources such as core skill and practice-based skill guidelines for associates to use as roadmaps in driving their careers. Our curriculum is designed to support mastery of these skills, which reflect the firm's expectations and strategic business goals.





Smart in your world®
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