

## Experience Our Summer Program

### OUR PRACTICE AREAS

Dickstein Shapiro represents clients in diverse industries with a wide variety of requirements. Its core practices involve the firm in virtually every major form of counseling, litigation, and advocacy.

- Antitrust & Dispute Resolution
- Business & Securities Law
- Corporate & Finance
- Energy
- Government Law & Strategy
- Insurance Coverage
- Intellectual Property

### EXPERIENCE DICKSTEIN SHAPIRO

Though Dickstein Shapiro strives for excellence in its legal practice and client service, practice areas and client lists alone do not define this firm. Many of our attorneys have strong friendships with their colleagues and find their jobs to be challenging and rewarding, both personally and professionally. As a result, they take their jobs seriously. We accept only the top law students, but our requirements go further—you must have passion and personality to be successful at Dickstein Shapiro.

### ASSIGNMENT PROCESS

At Dickstein Shapiro, summer associates select their own assignments. Our summer associates can review brief descriptions of the projects available and select assignments based on their interests. We do not force any type of formal rotation. Summer associates are encouraged either to experiment with a sampling of assignments from many different practice areas, including pro bono work, or to focus on assignments from only one practice area.

### MENTOR AND WRITING COACH

#### The Summer Associate Mentor

Each summer associate is paired with a junior associate who serves as a mentor throughout the summer. Mentors offer advice on work assignments, help summer associates negotiate the political landscape of a law firm, and assist in making connections throughout the firm. Whatever the summer associate needs, the mentor will serve as a valuable resource for finding the right answer.

#### The Summer Associate Writing Coach

The transition from academic writing to law firm writing can be a challenging one, and as such, we pair each summer associate with a writing coach (typically a partner or counsel). The writing coach reviews the written work product for every assignment the summer associate completes and provides feedback. The feedback is not part of the summer associate's evaluation, but is intended solely to improve the summer associate's writing abilities. In addition to providing invaluable feedback on writing projects, the Writing Coach Program also gives summer associates the opportunity to develop good working relationships with senior members of the firm.

### SOCIAL EXPERIENCE

We offer an array of exciting activities designed to help summer associates get to know our attorneys and the cities in which we work. Events range from firmwide happy hours to small group dinners at partners' homes and from bowling and dodgeball to cooking classes.

*“From day one, I had two people I could turn to for advice, support, and feedback.”*

Former summer associate

*It is obvious that Dickstein Shapiro recognizes that quality and innovation are derived from a workplace that is diverse.*

Former summer associate

The single most impressive feature of my summer at Dickstein Shapiro was the caliber of the attorneys with whom I worked. I found that personal qualities are highly valued here.

Former summer associate

For more information:

**Washington, DC**

Attorney Recruiting Department  
(202) 420-4875  
careers@dicksteinshapiro.com

**New York**

Attorney Recruiting Department  
(212) 277-6689  
careersny@dicksteinshapiro.com

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## PRACTICAL TRAINING

At Dickstein Shapiro, we dedicate two attorneys to identifying opportunities for summer associates to see our attorneys in action through firsthand experience with depositions, court appearances, closings, expert witness preparations, negotiations, and other real-world legal work. We often tie these experiences to brief assignments to enhance summer associates' understanding of and insight into the reality of a legal career in a law firm.

## PROFESSIONAL DEVELOPMENT

Our virtual university expands and builds on traditional training programs to allow all employees access to a variety of training opportunities. All members of the Dickstein Shapiro community, including summer associates, are invited to attend courses ranging from personal budgeting to presentation skills to cancer survivorship. In addition, a set of courses is designed specifically for summer associates. Current offerings include law firm writing, deposition and negotiation skills training, and a mock trial.

## PRO BONO

Through numerous and varied pro bono opportunities, summer associates gain hands-on practical legal experience. If they choose to participate in a pro bono opportunity, they may find themselves primarily responsible for handling the entire matter with supervisory oversight from an attorney. Pro bono service is a cornerstone of Dickstein Shapiro's culture. Our attorneys and staff donate time, financial support, and legal assistance to individuals and organizations in need. To encourage this, the firm gives full billable hour credit to the first 100 hours of pro bono work and anything over 200 pro bono hours. In addition, all pro bono time between 100 and 200 hours is afforded 50 percent billable hour credit.

## DIVERSITY

The firm understands that innovative solutions to legal challenges are born of diversity—diversity of attorneys, diversity of practice areas, diversity of clients, and most importantly, diversity of thought. That is why Dickstein Shapiro has made advancing diversity a top priority and has been recognized consistently for its commitment to this initiative. The Firm has been recognized by *Vault*, the Human Rights Campaign, *Multicultural Law* magazine, and others for its commitment to diversity issues. As a leader in law firm diversity, Dickstein Shapiro partners with its clients, the Minority Corporate Counsel Association, and other premier organizations to advocate diversity in the legal industry.

## Dickstein Shapiro Diversity Scholarship

We aggressively recruit minority and GLBT candidates and provide the Dickstein Shapiro Diversity Scholarship as part of our diversity efforts. The firm makes one \$25,000 scholarship available to a second-year law student participating in the Summer Associate Program. The student receives an initial \$15,000 at the completion of the Summer Associate Program and the balance (\$10,000) upon acceptance of a full-time employment offer after graduation. The scholarship recipient must spend the entire summer at the firm. For more scholarship information, please visit [dicksteinshapiro.com/careers/lawstudents](http://dicksteinshapiro.com/careers/lawstudents).