



**Arnold & Porter**

Innovative. Integrated. Industry-Focused.

# Summer Associate Program

# Firm Facts

About  
Arnold & Porter

Diversity, Equity  
& Inclusion

Pro Bono

Well-Being

Career &  
Professional  
Development

Summer Program

Contact



**1,000+**  
LAWYERS



**15**  
OFFICES IN THE U.S.,  
EUROPE, AND ASIA

**140**  
FORMER SENIOR  
GOVERNMENT  
OFFICIALS



**173** LAWYERS RANKED  
**Chambers**

**230**  LAWYERS  
RANKED

*U.S. NEWS – BEST LAWYERS 2023*

**“BEST  
LAW  
FIRMS”** **42** NATIONAL  
RANKINGS  
**93** METROPOLITAN  
RANKINGS



RANKED AMONG THE  
**TOP 10  
U.S. FIRMS**

2023 SUMMER ASSOCIATE  
SATISFACTION SURVEY  
**#4 NATIONWIDE**

# Diversity and Inclusion

Diversity and inclusion are core values for Arnold & Porter. We are recognized leaders for our innovative programs aimed at advancing diversity, equity, and inclusion within the firm, the legal industry, and for our clients.



*“ We are committed to cultivating a workplace where everyone embraces and promotes diversity and inclusion as a strategic business imperative and core value.”*

– Anand Agneshwar, Partner and Diversity & Inclusion Committee Chair



*“ As a firm, we are deeply committed to diversity and inclusion. Inclusive recruiting is a critical component of our strategy but it is a piece of a broader commitment; we strive to ensure these values are deeply ingrained in every aspect of our firm life.”*

– Brenda Carr, Chief Diversity & Inclusion Officer

Arnold & Porter has ten employee-led affinity groups serving as invaluable networks of mentorship, support, and friendship for many of our lawyers and professional staff.

**AP Cares**  
(Arnold & Porter Caregivers)

**First Gen**  
(First Generation Attorneys  
and Professionals)

**VALOR**  
(Veterans and Affiliates  
Leadership Organization)

**BIPOC (Black, Indigenous, and other People of Color) Colleagues:**

**ACCORD**  
(Attorney Community Championing  
Our Racial Diversity)

**BLAC**  
(Black Lawyers of  
ACCORD Caucus)

**Professionals of Color**

**LGBTQ+ Colleagues:**

**Pride Attorneys**

**Pride Professionals**

**Women Colleagues:**

**WISE Attorneys**  
(Women's Initiative for Success and  
Empowerment)

**WISE Professionals**  
(Women's Initiative for Success and  
Empowerment)

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**Mansfield Rule**  
Certified *Plus* 2022-2023

Powered by  
DIVERSITYLAB



***Seramount (formerly Working Mother):***

**"100 Best Companies for Working Parents" (2000-2023)**

**"Best Law Firms for Women & Diversity" (2015–2023)**

# Pro Bono

From our early days arguing for a right to counsel in *Gideon v. Wainwright* to our current work advocating for equal access to justice, we believe that pro bono is an integral part of legal practice.

We address major social issues of the day through litigation, transactional, regulatory, and public policy approaches in areas including:

- |                       |                                       |
|-----------------------|---------------------------------------|
| Voting rights         | Veterans' rights                      |
| Housing rights        | Criminal justice                      |
| Immigration           | Racial and social justice             |
| Reducing gun violence | Reproductive rights                   |
| Education rights      | Small Business & Nonprofit Counseling |



# Recent Notable Pro Bono Victories

109,000+

PRO BONO HOURS IN 2023

**Extensive efforts to protect reproductive rights.** Including impact litigation, increasing access to medical abortions, advising on the Women’s Health Protection Act, and preserving access to reproductive healthcare providers.

**Secured release of wrongfully convicted client after almost 29 years in prison.** After an eight-day hearing, the Connecticut Superior Court vacated client’s guilty conviction, based on prosecution’s suppression of numerous pieces of evidence favorable to the client, in violation of *Brady v. Maryland*, 373 U.S. 83 (1963).

**Groundbreaking voting rights litigations.** Multiple impact litigations challenging racial gerrymandering and other impediments to the right to vote in Florida, Maryland, Pennsylvania, North Carolina, and South Carolina.

**\$14 million judgment for protesters injured by Denver Police.** Obtained jury verdict in the first trial challenging police misconduct during the 2020 George Floyd protests.

**Supreme Court victory protecting veterans from job discrimination.** A former employee of the Texas Department of Public Safety achieved a significant win for a wrongful termination after requesting a workplace accommodation due to lung damage he sustained from the now infamous “burn pits” in Iraq. The ruling has major significance for tens of thousands of veterans and service members that serve as both state employees and members of the armed forces.

“It is impossible to overstate the commitment of Arnold & Porter in the fight for racial equity and for equal justice. The firm’s dedication to ensuring that the law is used in the services of good is built in its DNA.”

– Jonathan M. Smith, former Executive Director,  
Washington Lawyers’ Committee for Civil Rights and Urban Affairs



Innovative Lawyers Award  
for “Rule of Law and Access to  
Justice for Pro Bono Work”  
(2019, 2018);  
Finalist (2022 and 2023)



Pro Bono  
Partner Award  
(2023)



Named a Top-5 Firm  
on *The American  
Lawyer's* 2023 “Pro  
Bono Scorecard”



Highly Commended—  
“Outstanding Firm USA, Private  
Practice” in Pro Bono (2022)



Top-5 Firm in *Law360  
Pulse's* “Social Impact  
Leader’s Report”  
(2023)

Ranked Top-2 Firm on  
Pro Bono Services  
in *Law360*  
(2023)



**Arnold & Porter attorneys commit to pro bono clients and causes with care and compassion.**

Pro bono is more than a professional responsibility for us — it is the reason why so many choose to make it their professional home.



*“ Pro bono is the purest form of our legal profession. There are many individuals in this country and throughout the world who are unable to advocate for themselves. As lawyers, working on pro bono allows us to advocate for them.”*

– Kodjo Kumi, Associate, New York



*“ Pro bono matters give me the opportunity to work on issues and causes that are important to me. I’ve been able to work on cases that I care deeply about with teams of colleagues that I normally wouldn’t work with.”*

- Sarah Gryll, Partner, Chicago



Arnold & Porter values and prioritizes the well-being of everyone within the Arnold & Porter community, including their physical, mental, emotional, intellectual, occupational, spiritual, and social well-being. Accordingly, Arnold & Porter is dedicated to making well-being a tenet of its culture and to promoting and protecting individual and collective well-being at the Firm. A sampling of our over 30 well-being offerings are below.

### Firm-wide Focus

**Well-Being Committee & Dedicated Director** focused on well-being strategy and programming.

### Mental Health

**Guide + Thrive** On-site or virtual sessions with licensed clinicians, who know our firm.

**Unmind** A proactive and preventative science-backed well-being platform, offering bite-size programs and mood and well-being trackers.

**Lyra Health** Eight free therapy or mental health coaching sessions, with continuing in-network care, medication management, plus loads of self-guided resources.



### Physical Well-Being

**Physical health** options such as the Healthy Incentive Program and Hinge Health (muscular/skeletal support).

**Cultivate Center** offers mindfulness classes, workshops, and virtual yoga.

**One Pass Select** Fitness and well-being program offering access to thousands of gyms and online classes.

### Occupational

**Wellness Room** and outdoor patio spaces that can contribute to a state of energy, resiliency and peak performance.

**Remote Work Options Policy** that allows employees to work 50% of their time in the office each month, allowing for 50% remote work.

# Career Development & Advancement

Our in-house career management team provides individualized career development and advancement counseling to attorneys by helping them think critically about their career paths. Conversations with them are confidential.



**Arnold & Porter**  
Career Development  
& Advancement

“*The Career Development & Advancement team is one of the main reasons I chose Arnold & Porter over any other firm.*”

– First-Year Associate

“*Having a confidential resource to discuss my career goals has been invaluable.*”

– Mid-Level Associate

# Professional Development



## Formal Programming

The firm offers comprehensive training programs designed to provide Associates with core skills development and knowledge acquisition. This includes:

- Deal School
- Deposition Skills Training
- Trial School
- Practice Group Trainings

## Experiential Learning

For hands-on development of real-world skills, the firm provides experiential learning opportunities for Associates. This includes:

- Associate Shadowing Program
- AssociaTED Talks
- Writing Coaching
- Writing Group

## Seniority-Based Retreats

Thoughtfully designed initiatives are phased to meet professional developmental needs at key stages of an Associate's career. These include:

- Foundations (new associates)
- Ascent (midlevel associates)
- Elevation (senior associates)

## Integration & Onboarding Initiatives

All new and lateral Associates joining the firm participate in orientation programming during their first days of employment. The PD Team has additional initiatives in place to help Associates with their integration into the firm. This includes:

- Associate Integration Sessions
- Associate Committee
- Attorney Lunch Program
- Career Development Meetings
- Mentoring Program

# Mentoring Program



## Structured Mentor Program

### Summer Associates

- Junior Mentor
- Midlevel Mentor

### Junior Associates

- Associate Advisor
- Mentoring Pod

### Midlevel Associates

- Partner or Counsel Mentor
- Midlevel Mentoring Circle

### Senior Associates

- New Partner or Counsel Mentor

“ One of the things that I’ve enjoyed the most here is how this has become a professional home for me. I’ve had a lot of mentors, not even ones that I fully realized were mentoring me in ways that have encouraged my professional development. I have grown from opportunities to work on matters that are not only cutting-edge but that are also really personally enjoyable. And a lot of our attorneys find that here.”

- Arthur Luk, Partner

# Summer Program

Our summer program immerses summer associates in the values that shape our firm and drive the highest level of legal excellence in service to our clients and commitment to social justice.



Curious about what it's like to be part of our dynamic team? Get a sneak peek into the world of legal excellence and collaboration and Arnold & Porter!





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**Apply for  
the Summer  
Associate  
Program**