

C A D W A L A D E R

Make*history.*

A 230-year legacy of
innovation and excellence.

2617

Cadwalader, Wickersham & Taft LLP
www.cadwalader.com



Our Summer Program

Our summer program offers a unique opportunity to experience life as a Cadwalader associate. Join our diverse summer class comprised of students with varied backgrounds from law schools across the country, including pre-law interns from the [SEO program](#).



Work Assignments

- Our assignment system provides a customized experience, allowing summer associates to take work assignments from the practice groups of their choice, both from our database and directly from attorneys.
- Assignment managers filter work and ensure that you receive the types of assignments that interest you.
- Each summer associate will work on at least one pro bono matter during the summer.



Trainings

- Summer associates participate in a variety of in-house trainings and consultant-led workshops aimed at enhancing communication, technology, negotiation and networking skills.
- You will get to know our practice groups by participating in substantive trainings and hands-on assignments, including conference calls, court visits and client meetings.



Mentors

- Summer associates are assigned a partner mentor and an associate mentor. Mentors work closely with you throughout the summer to provide guidance and training as you work alongside our attorneys on client and pro bono matters.



Events

- Get to know us outside of the office at the social events planned throughout the summer. Events include baseball games, cooking classes, bowling nights, cocktail parties and more!



#12 Best Summer Associate Program

10+

market-leading
practice groups

5

offices in major
financial centers

100+

partners

400+

total attorneys

230

years of history

2021 Summer Associate Experiences



Christal McCamy

Brooklyn Law School

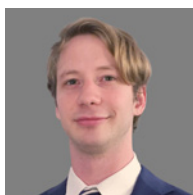
"I really appreciated how Cadwalader prioritizes interaction between summer associates and partners, both in professional and social settings. Getting multiple opportunities throughout the summer to develop those relationships was incredibly valuable."



Meica Green

Rutgers Law School

"I felt at home at Cadwalader. Partners and associates were warm and welcoming. They also proved that they were invested in me and my career. After each project I was given encouraging and constructive feedback."



James Bambury

Washington University School of Law

"The opportunities to learn and develop as a young lawyer in the Cadwalader community are abundant, even as a Summer Associate. Their team immediately made me feel valued, trusted, and welcomed."



Kaitlyn O'Malley

University of Virginia Law School

"I really appreciated how much work Cadwalader put into helping the summer associates make connections with each other, as well as with other associates and partners. In spite of the virtual format, I felt I really got to know the people with whom I was working."



Diane Lee

Georgetown University

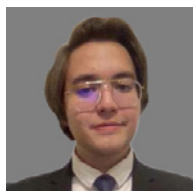
"My mentors at Cadwalader were always there for me, sharing advice and giving me support as I navigated through a remote summer program experience and made me excited to become a member of the their community."



Kathleen Comerford

Seton Hall University School of Law

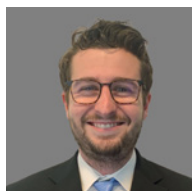
"The Cadwalader summer experience enabled me to step into the role of a first-year associate. I learned from the industry's best attorneys and felt empowered to make meaningful contributions to the team."



Julian Galaz

Harvard Law School

"As a Summer fellow, Cadwalader provided me with the right combination of mentorship, encouragement, and resources that I needed to thrive. There is no shortage of remarkable attorneys, making my experience better than I could have imagined."



Sager Moritzky

University of Pennsylvania Law School

"My summer at Cadwalader was an incredible experience. I was able to experience many different practice areas and I was able to connect with some incredible associates and partners who helped me through the summer."

Our Work

Our attorneys handle groundbreaking transactions and complex litigation, and address novel issues arising in emerging areas of law. Our legacy of crafting innovative business and financial solutions continues today with our work on the most important transactions, disputes and investigations of the day.



Capital Markets

We are widely recognized as a premier global legal advisor in securitization and structured finance. We represent investment banks, issuers, funds and private equity sponsors in structuring and executing transactions across a broad array of structured products and asset classes.

Corporate

We represent companies, financial institutions, private equity firms and other investors across the full spectrum of complex negotiated and hostile corporate transactions, as well as public and private debt, equity securities offerings and securities law matters. We also advise clients on takeover preparedness and defense, shareholder activism and defense, and related corporate governance issues.

Finance

We advise financial institutions, private equity sponsors and corporate borrowers in a wide variety of financing transactions, including acquisition, leveraged and other syndicated; senior secured, second lien financing mezzanine loans; asset-based lending transactions; commodities financings; the financing of financial assets; and rescue financing, workouts, debtor-in-possession financings and exit financings.

Financial Restructuring

Our team regularly advises debtholders, official creditor committees and other creditor constituencies in out-of-court and bankruptcy and insolvency proceedings in the U.S. and UK.

Financial Services

We counsel clients on statutory and regulatory requirements, including those governing banks and bank holding companies, foreign banking organizations, nonbank finance companies and lenders, broker-dealers, securities and futures exchanges, swap dealers, investment advisers and funds. We advise hedge funds, private equity funds and asset managers. We also represent issuers, dealers and end-users on complex derivatives and structured products transactions. We advise a variety of secondary market investors on the regulatory aspects arising in connection with the purchase of consumer and commercial receivables.

Fund Finance

Our market-leading team represents financial institutions as lenders and lead agents on the full range of fund finance products, including subscription credit facilities, hybrid facilities, leverage facilities, management fee and GP lines of credit, equity commitment facilities and credit-enhanced corporate loans, for private equity funds sponsored by many of the world's preeminent fund sponsors.

Our Work (continued)

Litigation

Our full-service, transatlantic litigation team handles all aspects of dispute resolution, including negotiation, mediation and arbitration. We protect and defend our clients in a broad range of strategic areas, including antitrust, corporate and financial services litigation and regulation, and intellectual property. Our State Attorneys General Practice advises clients facing federal and state investigations and enforcement actions, involving state Attorneys General, the DOJ and other government agencies.

Private Wealth

We are a leading authority on international and domestic private wealth matters and have a long history of advising U.S. and multinational individuals and families in planning for the preservation, governance and transmission of wealth. We advise clients on business succession planning, tax planning, tax compliance, charitable giving, and the creation of family offices, trusts, partnerships and charitable foundations.

Real Estate

Our premier real estate finance team represents financial institutions and investors in the origination of securitized and balance sheet mortgage and mezzanine loans, syndicated loans and construction loans secured by virtually all property types, including hotel, office, retail, healthcare, multi-family and industrial properties, ranging from single, trophy assets to multi-asset, multi-state and whole-company transactions, as well as the sale of mortgage and mezzanine loans in the secondary market, co-lender and intercreditor agreements, servicing and loan workouts, and restructurings.

Tax

Our tax practice is notable for its sophistication and expertise in complex, tax-advantaged transaction structures that have been employed in the most complex public and private mergers and acquisitions, spin-offs, Reverse Morris Trusts (RMTs), divestitures, joint ventures, restructurings and foreign tax planning strategies. We are a leader in structuring sophisticated securitization vehicles and have had a primary role in virtually every type of mortgage-backed and asset-backed securitization in the market.

White Collar Defense and Investigations

Our team, comprised of nationally and internationally recognized leaders in the field, brings extensive experience to our corporate and individual clients in a broad range of white collar defense and investigations. We represent financial institutions, public companies, investment funds, institutes of higher education and individuals in government investigations and provide clients strategic advice when they face business crises, potential enforcement action and other complex regulatory issues.



Diversity & Inclusion

We believe that our continued strength lies in ensuring we attract, retain and nurture the very best talent from all backgrounds, and we expect that the future composition of Cadwalader will, with each passing year, more closely reflect the global community that we serve.



Diversity Talent Development Programs

Our diversity talent management programs and initiatives are designed to help retain and develop diverse attorneys at each level.



Basic Training provides guidance and career tips to diverse second-year associates.



Business Development Boot Camp provides business development, basic client development and presentation skills for women.

CADWALADER
Sponsorship Program

The Sponsorship Program is a nomination-based program for high-performing diverse associates and special counsel.

Civil Rights @Cadwalader

Our Civil Rights Series began in May 2017 and is focused on providing conversation and education around the civil rights issues of our time. Recent topics have included:

- **Affirmative Action.** Harvard: Affirmative Action Battleground
- **COVID Pandemic's Illumination:** Civil Rights in the Crucible of COVID
- **Gun Control.** Can the right to Bear Arms Coexist with Gun Control
- **Hate Crimes.** Stopping the Hate: Can we United Our States?
- **LGBTQ Rights.** A Conversation with the First NCAA Men's Division 1 Transgender Athlete
- **Police Brutality.** The Reasonable Officer
- **Voting Rights.** Securing Elections in Insecure Times

Learn more about our [Civil Rights Series](#).

Rated a Top Female & Family
Friendly Firm by Yale Law
Women for our hiring practices

Ranked for LGBTQ+
representation in the Yale
Law Women's 2020 Female &
Family Friendly Report

Shortlisted for three
2019 Chambers USA
Diversity & Inclusion
Awards:

- Outstanding Firm
for Furthering
Diversity and
Inclusion
- Corporate Social
Responsibility
Program of the Year
- Pro Bono Program
of the Year



Received 100% score on the
Human Rights Campaign 2020
Corporate Equality Index (CEI)

10th
consecutive year

Best Place to Work for LGBT Equality

Diversity & Inclusion (continued)

Affinity Networks

Our affinity networks are designed to be impactful and inclusive, and to better the business of the firm. Below is a snapshot of our current affinity networks.

- **Asian Pacific American Attorney Resource Group (CAPAA)** strives to promote the professional development of Asian Pacific American attorneys at the firm and provides a forum for members to discuss and share information regarding issues that are important to the Asian Pacific American legal community and the Asian Pacific American community at large.
- **Black & Latino Association (CBLA)** promotes the mentorship, advocacy, professional and personal development of Black and Latino attorneys, and strives to enhance the firm's ability to attract, develop and retain Black and Latino law students and attorneys as well as raise awareness of legal and social issues affecting our communities.
- **LGBTQ (CLN)** strives to develop, build and foster a sense of community among LGBTQ attorneys at the firm. It also promotes a non-discriminatory and diverse environment at the firm and supports the discussion of current LGBTQ issues.
- **Veterans Network (CVN)** promotes the leadership and professional development of military veteran attorneys at the firm and aims to build and foster a sense of community among attorneys at the firm, our partner organizations and our clients interested in supporting military veterans both internally and externally.
- **Women's Leadership Initiative (WLI)** strives to enrich the firm's culture and competitive strengths by promoting diversity, inclusion and fair meritocracy for women within the firm as well as unlock the full potential of women practicing in the firm, invest in their professional development and acknowledge their contributions
- **First Generation Attorney Resource Group** helps support first generation attorneys who were the first person in their immediate family to attend college. It strives to be responsive and supportive in recruiting first generation law students and attorneys.
- **Parents @Cadwalader Affinity Network (PCAN)** strives to provide support and resources for parents at the firm.



Pro Bono

Cadwalader provides assistance to organizations and individuals who cannot afford quality legal representation. Our efforts are connected by a common thread — a collective dedication and commitment to helping the underserved and disadvantaged.



CBLA Immigration Clinic

In 2015, we successfully launched an in-house Immigration Clinic – which operates under the auspices of our Black & Latino Association – to increase awareness and engagement on pro bono immigration matters across the firm.

Not-for-Profit Incubator

Over the past decade, our attorneys and staff have incorporated and obtained tax-exempt status for nearly 300 not-for-profit organizations under the umbrella of the Not-for-Profit Incubator.

CLN Transgender Name Change Project

Cadwalader's LGBTQ Network partners with the Transgender Legal Defense & Education Fund's (TLDEF) Name Change Project to provide free legal name change services to low-income transgender people seeking to align their legal identities with their lived experience.

Our Pro Bono Partners

We have long-standing relationships with many outside referral sources and legal services agencies.

[Learn more](#) about our pro bono projects and partners.

Women's Leadership Initiative Housing Clinic

Attorneys who participate in the WLI Housing Clinic are focused on helping low-income tenants in New York public housing keep and get necessary repairs done to their homes.

Investing in Our Communities

We host small business clinics to consult with pro bono clients on the requirements of doing business online. The clients who participate in this clinic are referred by Start Small Think Big, an organization committed to assisting low- to moderate-income individuals build and sustain thriving businesses in underserved communities in New York City.

Serving Those Who Served

Our attorneys work with military veterans and their family members on (i) disability appeals to the Department of Veterans Affairs; (ii) discharging upgrade requests to the various military service branches; (iii) preparing life planning documents; and (iv) helping staff walk-in clinics designed to address the legal needs of our nation's veterans.



Pro Bono Publico Award
The Legal Aid Society



President's Pro Bono Service Award
New York State Bar Association



Dedication and Service Award
NYC Family Court



Our Center for Career Advancement provides the framework for Cadwalader attorneys to develop into leaders, learn essential legal, practical and professional skills, and take ownership of their development and career advancement goals.



The Career Navigator Program

Our competency-based approach to talent development is guided by the philosophy that to most effectively aid in the development of our attorneys, they should be provided with a clear set of standards and expectations — known as competencies and benchmarks — to be mastered at various levels throughout their legal career.

Professional Development and Business Planning

Annually, associates prepare a professional development plan that sets forth specific career goals for the year that will help them to achieve Cadwalader's competencies and benchmarks. At more senior levels, the professional development plan is replaced by a business plan.

Mentoring Programs

Our mentoring programs help attorneys to understand our vision, values, goals, people and practices. They facilitate the sharing of skills and knowledge among attorneys, and provide support in enhancing individual performance and progression.

Feedback and Performance Evaluations

Our attorneys participate in an annual review process in which their progress on mastery of critical skills and practice group benchmarks are evaluated and career goals are discussed.

Career Counseling

We are committed to the success of our associates. Training and Professional Development staff serve as a confidential resource for associates to discuss any aspect of career development.

Training and Continuing Legal Education Opportunities

Our training and development curriculum offers myriad ways to develop skills and maximize potential, including:

- work assignments and on-the-job training
- practice group programming
- pro bono assignments
- level-specific training
- thought leadership projects, such as authoring articles and speaking at events
- more than 150 annual educational programs led by our attorneys and leading consultants
- access to hundreds of live and on-demand programs offered by bar associations, the Practising Law Institute, and industry groups
- interactive simulations, such as mock depositions, trials and pitches

Career Navigator

Competencies
and
Benchmarks

Professional
Development
Plans

Business
Plans

Work
Assignments

Training
and CLE

Mentor and
Sponsor Support

Feedback
and Performance
Evaluations

Promotions
Opportunities

Compensation

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