

C A D W A L A D E R

Make*history.*

A more than 230-year legacy
of innovation and excellence.

1792

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!

20+

market-leading
practice groups

5

offices in major
financial centers

120+

partners

400+

total attorneys

232

years of history

Summer Associate Quotes



Xavier Caso

Georgetown University Law Center

"My summer at Cadwalader was everything I hoped it would be. I got tons of engaging work and met so

many great teachers and friends. I can't wait to return!"



Marina Frattaroli

Columbia Law School

"Being a Summer Associate at Cadwalader exceeded my expectations. I loved getting to

dive deep into the work and culture of different practice groups, which was made easy by the ample events and opportunities to meet attorneys across the firm. Coming out of the summer, I feel that the program was a strong primer for a career in the legal field, and I look forward to returning next fall!"



Phil Ibarra

Boston University School of Law

"Cadwalader provided an incredible opportunity to handle substantive legal work, form connections with

the attorneys in the office, and become great friends with my summer class. The summer was carefully curated so that I could get my hands on any type of work I wanted, attend practice group and professional development sessions, and get to know the attorneys and my class in professional and social settings."



Natalie Klein

New York Law School

"I was able to explore all of the various practice groups, interact with attorneys at all levels, and

complete challenging and meaningful legal assignments. I felt a strong support system in place, with attorneys always willing to help me learn. I appreciated the many networking opportunities that allowed me to connect with everyone at the firm. The exceptional people are a major reason why I am so excited to return as an associate!"



MacKenzie Orcutt

Northeastern University School of Law

"I couldn't have asked for a more wonderful summer program! I

had the opportunity to explore different practice groups, try all types of assignments, and meet so many phenomenal mentors and friends. Everyone at Cadwalader, from the recruiting team to the senior partners, truly went out of their way to help me succeed and I am really looking forward to joining the firm next fall."



Ellen Roberts

University of Virginia Law School

"Working as a summer associate was rewarding both personally

and professionally. Every attorney I met was incredibly welcoming and made an intentional effort to get to know me and teach me about their areas of expertise. The program also helped me gain exposure to different practice areas through meaningful assignments. I had an excellent summer experience and am looking forward to returning and growing my career at Cadwalader."



Beatrice Rubin

Brooklyn Law School

"My summer associate journey at Cadwalader was nothing short of transformative. From the intricate legal

work to the unwavering support and guidance of the exceptional legal professionals at the firm, this summer was a defining starting point for my legal career. Grateful for this opportunity, which has led an indelible mark on my path as a future attorney. I'm excited to continue my legal journey with the firm!"



Nikki Sturno

Seton Hall University School of Law

"My time at Cadwalader this summer was better than I ever

expected. Not only did I get to work on real substantive work, but the associates and partners went out of their way to get to know me and help me with the work I was assigned. I learned so much and built relationships that will continue into my career after graduation."

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.

Business Litigation, Investigations and White Collar Defense

Cadwalader's full-service, transatlantic litigation team handles all aspects of dispute resolution, including negotiation, mediation and arbitration. Our trial practice helps clients successfully navigate enterprise-threatening litigation with confidence. 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, as well as civil and criminal matters, involving state Attorneys General, the DOJ and other government agencies.

Cadwalader's White Collar Defense and Investigations partners are nationally and internationally recognized leaders in the field, and include former federal prosecutors, a former United States Attorney, a former Chief of Staff of the Drug Enforcement Administration, and a former senior enforcement attorney with the Securities and Exchange Commission. They are supported by a talented group of counsel and associates, several of whom clerked for distinguished federal judges and have served in various positions with the Department of Justice and the Department of Defense. The group represents financial institutions, investment firms, broker-dealers, corporations, boards of directors, audit committees, non-governmental organizations, and individuals in criminal, civil, and administrative proceedings, trials, and appeals, as well as before Congress.



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 the world's leading corporations, financial institutions, financial advisors and investment funds across the full spectrum of transactional and advisory matters, including M&A, private equity, takeover preparedness and defense, debt and equity finance, corporate governance, venture capital and other related disciplines.

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.

Our Work (continued)

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 provide end-to-end bespoke solutions to clients with our wide-ranging regulatory and transactional experience. Our transactional experience focuses on structured finance, structured products, derivatives, fund formation and municipal finance (including municipal bankruptcy). We cover all financial services-related regulation in the U.S., EU and UK, focusing on the areas of banking, securities, broker-dealer, commodities, consumer finance and ERISA regulation. The nature of much of the work within the financial services group is inter-disciplinary including advising on ESG, and crypto and blockchain matters. Our clients include banks and bank holding companies, foreign banking organizations, nonbank finance companies and lenders, broker-dealers, securities and futures exchanges, swap dealers, investment advisers, hedge funds, private equity funds and asset managers. We also represent issuers, dealers and end-users as well as a variety of secondary market investors.

Fund Finance

Fund finance sits at the intersection of private capital and banking. We approach this segment with both more breadth and depth than perhaps any of our competitors. 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.

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.

Cadwalader's 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.



Base Camp provides a bridge of programming from our initiatives for more junior diverse attorneys to the Sponsorship Program.

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
- **Gun Control.** Can the Right to Bear Arms Coexist with Gun Control
- **Hate Crimes.** Fanning the Flames: The Rise of Hate Crimes in America
- **LGBTQ Rights.** LGBTQ Rights and Covid-19: Lessons from the Past, Opportunities for the Future
- **Me Too Movement.** #MeToo #YearTwo
- **Police Brutality.** The Reasonable Officer
- **Reproductive Rights.** The Morning After: The Post-*Dobbs* Legal Landscape
- **Voting Rights.** Securing Elections in Insecure Times
- **Women's March.** Marching for Justice: A Discussion with Women's March Founders

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



Awarded "Gender Diversity International Firm of the Year" as part of Euromoney's 2023 Women in Business Law Americas awards

Shortlisted in The American Lawyer's annual Industry Awards 2022 for the "Best Diversity Initiative" category



Received 100% score on the Human Rights Campaign 2023 Corporate Equality Index (CEI)

11 Years

Best Place to Work for LGBT Equality for 11th consecutive year

Named to Bloomberg Law's 2023 "Diversity, Equity and Inclusion (DEI) Framework," just one of 55 U.S. firms that "meet or exceed an established threshold of diversity, equity and inclusion in their firm"

Finalist for the Diversity Champion and Top Diversity & Inclusion Officer categories for the Crain's Excellence in Diversity & Inclusion Awards

Recognized in 2023 by Chambers Associate as a Leading Firm in Diversity, Equity & Inclusion

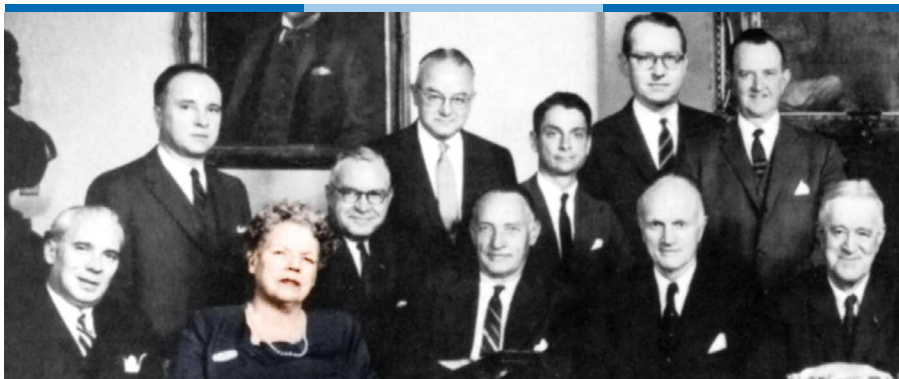
Cadwalader's Diversity & Inclusion (continued)

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.





Catherine Noyes Lee 2L Diversity & Inclusion Scholarship

Women who #makehistory leave a lasting legacy.

That's certainly true at Cadwalader, where **Catherine Noyes Lee** was elected our first woman partner nearly 80 years ago, while also becoming the first woman partner of a major Wall Street firm. Catherine pursued bold change not only to fulfill her own career aspirations, but also to support those of her contemporaries and future generations of women and girls. As she told *The New York World-Telegram* newspaper at the time of her election to the partnership, "I hope other old firms will think about this and take women lawyers in. It has not been their policy. I could name one woman lawyer after another who would be a distinct asset as a partner."

To honor and build on Catherine's legacy, we have established the **Catherine Noyes Lee 2L Diversity Scholarship**.

Please visit diversityscholarship.cadwalader.com for additional information.



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 400 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 and Legal Services NYC to provide free legal name change services to low-income transgender people seeking to align their legal identities with their lived experiences.

Our Pro Bono Partners

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

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.

Veterans Life Planning Clinic

Our Veterans Network Life Planning Clinic strives to empower veterans and low-income seniors to age in place and with dignity, access their legal rights, and live without fear of homelessness. Our attorneys, in partnership with Volunteers of Legal Service (VOLS), prepare wills, powers of attorney, and other essential directives and life planning documents for this vulnerable population.



Center for Career Advancement

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, including first year orientation, a mid-level attorney academy, and a senior attorney seminar
- 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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