DECIDING WHERE TO SPEND THE SUMMER as a law student can be daunting. You are probably considering many factors about many firms—geography, the type of law you’re interested in practicing, and each firm’s clients, people, commitment to those in need, and opportunities for professional development.

Ropes & Gray’s work, culture and investment in your success all paint a picture about the kind of firm we are, and how we help you build your career. As you weigh your options, we invite you to take a moment to hear why the associates featured in these pages believe Ropes & Gray should be at the top of your list—watch their videos at ropesgray.com/videoportraits. Their stories about our summer program, varied and challenging client work, collaborative culture, commitment to our lawyers’ professional development, and dedication to public service and diversity create a rich portrait of life at Ropes & Gray—one that illustrates why our associates enjoy and benefit from working here.

Once you’ve listened to what our associates have to say, we hope you’ll consider adding your voice, along with your unique perspective, to our global team.
**A GLOBAL LEADER**

**ROPES & GRAY** is one of the world’s preeminent law firms. Client by client, we have built a reputation for high-quality work, a pragmatic approach, and impeccable standards of service and ethics. We count many of the world’s most respected companies and institutions as longtime clients, and serve organizations at all stages of development, as well as investors and individuals. Clients trust us with their most important matters because they know we understand their businesses and deliver the results they need.

**WIDE-RANGING COLLABORATION**

Ropes & Gray’s deeply rooted culture of teamwork allows our attorneys to focus on clients’ most critical legal and business needs across a range of leading practices. Partners and associates work with each other and with colleagues around the world to provide support to clients. This collaborative approach means that our associates work closely with partners on sophisticated matters that challenge and instruct.

**ASSET MANAGEMENT** We are uniquely positioned to advise asset managers and investors worldwide on the complete spectrum of fund products and strategies.

**PRIVATE EQUITY TRANSACTIONS** Our clients get unsurpassed counsel from one of the world’s largest and most sophisticated private equity practices.

**M&A** We represent companies in transactions ranging from the straightforward to the complex, many involving cross-border and multijurisdictional issues.

**FINANCE** Our understanding of market dynamics and deep relationships in the financing community allow clients to focus on their business plans.

**BUSINESS RESTRUCTURING** In bankruptcy cases, insolvencies and distressed situations, we provide superior legal advice and deliver innovative business solutions.

**REAL ESTATE INVESTMENTS & TRANSACTIONS** We provide counsel on a variety of complex domestic and international real estate-based transactions.

**LITIGATION** Global business leaders across industries turn to our experienced litigators for creative solutions to critical disputes.

**INVESTIGATIONS** Our attorneys help our clients preempt, resolve or mitigate the impact of government investigations and enforcement actions.

**PRIVACY & CYBERSECURITY** We help clients navigate the complex legal landscape surrounding investigations stemming from data security breaches.

**INTELLECTUAL PROPERTY** With more than 100 lawyers and technical advisors, our team can tackle any IP challenge.
ROPES & GRAY serves clients through a global network of offices in the world’s major centers of business, finance, technology and government. Across 17 time zones, approximately 1,300 attorneys based in the United States, Europe and Asia collaborate seamlessly to provide clients with the high-quality representation and round-the-clock service that have made Ropes & Gray one of the world’s premier law firms.

We serve clients in a broad array of industries, as well as in the public sector. The diversity of our attorneys’ backgrounds and our emphasis on cross-practice group and cross-office collaboration enables us to bring in-depth knowledge and experience to the legal and business needs of clients across many industry sectors:

- Automotive & Transportation
- Educational Institutions
- Energy & Infrastructure
- Financial Services
- Health Care
- Hedge Funds
- Internet, E-Commerce & Social Media
- Investment Management
- Life Sciences
- Manufacturing & Industrial Services
- Mechanical Engineering
- Private Equity
- Real Estate
- Retail & Consumer Brands
- Sovereign Wealth Funds
- Sports
- Technology, Media & Telecommunications

REPRESENTATIVE CLIENTS

- Allianz Funds
- The Carlyle Group
- Credit Suisse Securities
- Welsh Carson
- Bain Capital
- TPG
- Stanford University
- Liberty Global
- State Street
- Harvard University
- TJX
- Pfizer
- National Football League
- Samsung
“I definitely came away from the summer program feeling like *Ropes was the right fit*, and I felt really excited to come back after graduation.”

—Associate Raishay Lin on her experiences as a summer associate
SPENDING A SUMMER at Ropes & Gray is a great way to begin practicing law at the highest level, at a firm dedicated to fostering its lawyers’ career development.

At Ropes & Gray, we strongly believe that our success begins with each new class of associates that joins our global team. We recruit the most talented lawyers from diverse backgrounds out of many law schools and support them with a state-of-the-art training program that spurred one associate answering the Vault survey to note, “It’s hard to imagine a firm with a better combination of formal and informal training.”

THE VAST MAJORITY of entry-level attorneys at Ropes & Gray start their careers at the firm as summer associates, which is why we want our 10-week summer program to offer a realistic sense of daily life at the firm. Summer associates handle challenging work on client matters as part of a comprehensive program designed to offer both professional and personal growth.

As a summer associate at Ropes & Gray, you’ll join a team based in offices in the financial and business hubs of the United States—Boston, Chicago, New York, San Francisco, Silicon Valley and Washington, D.C. Wherever you join us, you’ll discover one thing right away: we’re all about teamwork. It’s part of our culture, which emphasizes collaboration among lawyers and practice groups, across all offices, to serve clients most effectively and to promote professional development. Summer associates’ work assignments are drawn from current matters and transactions, including pro bono.
“There’s a tremendous amount of trust in the associates and trust in the associate development model.”

—Associate Tim Farrell on his experience working with an international team while closing the largest-ever private equity deal in Asia
In addition to challenging work, we offer summer associates:

**TRAINING**
Ropes & Gray regularly receives top *Vault* rankings for both formal and informal training, and we encourage summer associates to participate in numerous training sessions throughout the summer.

**PRO BONO/COMMUNITY SERVICE**
Ropes & Gray places a high priority on *pro bono* work and fully credits *pro bono* hours in the calculation of billable hours. Each office gives summer associates the opportunity to spend a day of service with a local organization, as well as work with our attorneys on *pro bono* matters.

**SPEAKER SERIES**
During the course of the program, summer associates hear from speakers who provide insight into Ropes & Gray’s culture, practices and people.

**SOCIAL EVENTS**
Throughout the 10-week program, summer associates get to know each other and our attorneys through a wide variety of social gatherings. Past events have included baseball games, theater nights, scavenger hunts, museum trips and cooking classes.
ASSOCIATE LIFE AT ROPES & GRAY

Associates who join Ropes & Gray can count on the firm to continue helping them enhance their professional development. We provide:

CAREER SUPPORT
Each associate is assigned an associate development partner (ADP), who works closely with the practice group’s attorney development manager (ADM) to support each associate’s development and advancement.

TRAINING RESOURCES
We offer hundreds of training programs every year, from practice-specific training camps for new associates to associate cohort retreats to management and leadership conferences. Our training, ranked number one by Vault, provides the resources to help our associates develop the skills and legal knowledge to become the best lawyers possible.

GLOBAL OPPORTUNITIES
We created the GO (Global Opportunities) program to give selected lawyers a chance to immerse themselves in a new culture or city by working in one of our 11 offices worldwide—or, on a temporary basis, in the office of one of our clients.

FLEXIBLE CAREERS
Our Flex program allows lawyers to explore different professional paths through a flexible work arrangement (FWA). Each FWA—which can last from months to years—is customized to the needs of the lawyer and the practice group. FWAs may incorporate flexible scheduling, reduced time commitment and/or remote work.

RE-TTORNEY PROGRAM
We are glad that experiences attorneys have after leaving Ropes & Gray sometimes lead them back to the firm, enriching our firm culture and bringing valuable perspective to our work on behalf of clients. Our re-ttorneys—returning attorneys—now number more than 50 (since January 2012) lawyers who have rejoined Ropes & Gray after in-house, government or other work.
“Our pro bono work played a huge role in helping to save an important health care provider in our community.”

—Associate Jennifer Romig on the firm’s critical pro bono service for Heartland Alliance when it lost federal and state funding for its clinic in Chicago
A COMMITMENT TO PUBLIC SERVICE

ROPES & GRAY’S PUBLIC SERVICE COMMITMENT is a hallmark of the firm, rooted in the example set by the firm’s founders 150 years ago. Pro bono work is truly a firmwide endeavor, supported by the energy and creativity that each of our 11 offices across the globe contributes to public service. From securing asylum for endangered immigrants to helping people keep their homes to winning the release of the wrongly convicted to arguing the landmark marriage equality case before the U.S. Supreme Court, Ropes & Gray strives to provide the highest level of pro bono legal advice and support to those who need it most.

The firm’s commitment to pro bono service has garnered many accolades and awards. Here are some highlights of recent noteworthy recognition:

- Law360 named Ropes & Gray a “Pro Bono Firm of the Year” in 2016.
- The 2019 Vault Guide ranked Ropes & Gray sixth among U.S. firms for pro bono work.

BY THE NUMBERS

7,502

Pounds of food packed for Food Bank of New York City by Ropes & Gray volunteers in a single day

160,000

Hours of pro bono legal services provided in 2017

2,700

Hours donated to Obergefell v. Hodges

$4 million

Attorneys’ fees awarded to Ropes & Gray in pro bono cases that are being donated to public service projects
“Working on the landmark marriage equality case, *Obergefell v. Hodges*, I saw firsthand how lawyers are in the unique position to use the law to improve people’s lives.”

—Associate John Dey on his work, as a first-year associate, on the Supreme Court marriage equality case
Ropes & Gray appellate & Supreme Court partner Douglas Hallward-Driemeier acted as co-counsel with GLBTQ Legal Advocates & Defenders (GLAD) in Obergefell v. Hodges, the landmark Supreme Court case that extended the rights, privileges and personal dignity of a lawful marriage to all same-sex couples in the United States.

In 2016, Ropes & Gray launched the Immigration Forum, a group of nearly 450 firm attorneys committed to providing pro bono asylum and other immigration services. The forum quickly mobilized attorneys to provide immigration assistance at airports across the United States in response to the February 2017 executive order restricting travel from seven countries and halting refugee admissions.

Ropes & Gray joined forces with several organizations to help the transgender community through Project Validate, an initiative that provides legal guidance, including assistance in obtaining legal identity documents that reflect an individual’s current name and gender identification.

In 2017, our Food Bank Fund Drive helped provide more than 135,000 meals for people in need in New York City. At a service day at the Food Bank warehouse, a Ropes & Gray team packed 7,502 pounds of food, eclipsing the prior record of 5,200 pounds.

Dozens of our lawyers annually participate in the Pan-Mass Challenge bike-a-thon to raise money for life-saving cancer research at Dana-Farber Cancer Institute.

Since 1999, our Backpack Project initiative has provided backpacks filled with school supplies to homeless children in shelters. Our attorneys and staff shop for and pack backpacks with supplies, donate money, and volunteer their time.

We offer legal advice and representation to Project Healing Waters Fly Fishing, a nonprofit organization that provides rehabilitation services for disabled military personnel, and support its efforts to expand its program across the Veterans Affairs health care system.
“My previous global experience enriched my perspective and helped me develop skills and sensitivities that I bring to working with clients from different cultures.”

—Associate John Wang on the lessons learned from working at the United Nations Development Program and the World Trade Organization
YEAR AFTER YEAR, Ropes & Gray ranks among the top U.S. firms in each Vault diversity category. Our commitment to diversity and inclusion fosters a richer firm life, an enhanced ability to attract and retain a highly talented workforce, a deeper understanding of our growing roster of clients around the world, and continuous reinforcement of our own core values of excellence, fairness, collaboration and collegiality.

In the 1980s, Ropes & Gray was a founding member of the Boston Lawyers Group, which supports efforts to identify, recruit, advance and retain attorneys of color. Today, the firm plays a vital role in personal and professional development through affinity groups for diverse attorneys, women and LGBTQ lawyers.

Ropes & Gray has also partnered with programs that encourage diverse high school, college and law students to enter the legal profession:

LEADERSHIP ENTERPRISE FOR A DIVERSE AMERICA CAREER INSTITUTE A national nonprofit organization dedicated to diversifying the path to leadership by helping high-achieving students from low-income backgrounds gain admission to selective colleges and universities.

SPONSORS FOR EDUCATIONAL OPPORTUNITY A professional development and fellowship program for racial and ethnic minority college graduates who have been accepted to law school.

LEGAL MENTORSHIP PROGRAMS Ropes & Gray is collaborating with a client to develop a legal mentorship program for middle and high school students with both the Washington Urban Debate League and the Silicon Valley Urban Debate League.

LEGAL OUTREACH We have partnered with Legal Outreach to give New York City youth from underserved communities opportunities to learn about law practice.

BOSTON LAWYERS GROUP SUMMER INTERNSHIP PROGRAM Each year, Ropes & Gray invites college students who are interested in law school to participate in a 10-week rotational internship at the firm’s Boston office.
Ropes & Gray offers several resources especially for diverse lawyers:

**ROSCOE TRIMMIER JR. DIVERSITY SCHOLARSHIP**

Created to honor the legacy of our first African American partner and a long-time leader of the firm’s diversity efforts, the scholarship awards $25,000 to five second-year law students to offset educational expenses and includes a paid summer associate position after completion of the second year of law school.

**DIANE PATRICK ATTORNEY ADVANCEMENT FUND**

The fund honors Diane Patrick, a distinguished partner and passionate leader of Ropes & Gray’s diversity efforts, who retired from the firm in 2016. The fund dedicates $25,000 annually to support the professional development of diverse associates through a practice group-led nomination process.

**DIVERSITY MENTORING PROGRAM**

The program pairs incoming diverse associates with more senior lawyers who advocate on their behalf to enhance career development. Mentors offer career guidance, provide work assignments that build skills and relationships, give timely feedback, and help associates establish relationships with senior lawyers and, when appropriate, clients.
The associates featured here have much more to say about life at Ropes & Gray. To hear more of their stories, visit ropesgray.com/videoportraits.