

WHITE & CASE

Together we  
make a mark



**“Being truly global is not just a buzzword at **White & Case**. Associates have the opportunity to work with a variety of clients and colleagues from around the world on a daily basis.”**

An aerial photograph showing a winding road that curves through a dense, green forest. The road is light-colored and contrasts with the surrounding trees. The perspective is from above, looking down at the road as it snakes through the landscape.

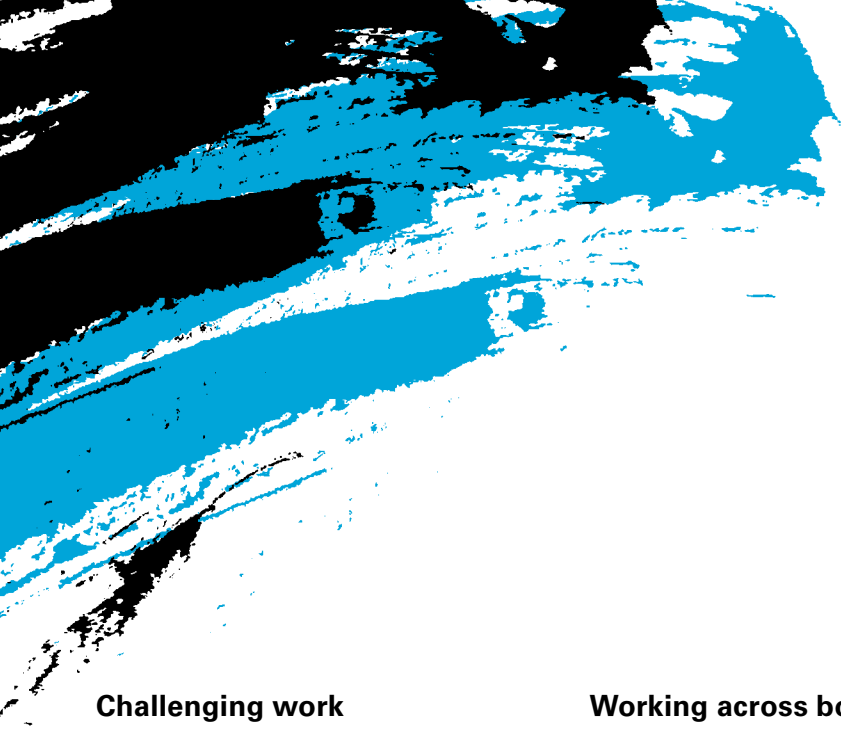
*Some of the quotes that appear throughout this brochure are the unedited comments of White & Case summer associates. The comments were collected as part of an anonymous survey and are reproduced verbatim. Statistics stated are accurate at the time of print as of January 2019.*

# What “global” means for your career

**What started as a radical idea**, that the world is our market, is now our reality. Our Firm’s beginnings in New York in 1901 and subsequent global expansion instilled a commitment to excellence, a confidence and an ambitious spirit that are now fundamental to our practice. Today, complex client projects, nuanced, local market knowledge and global capabilities define who we are. Our longstanding presence in key markets worldwide has produced deep expertise that powers meaningful solutions for leading clients.



**What you'll do**



### **Challenging work**

As a White & Case lawyer, you'll work on cutting-edge projects from the outset of your career, typically a mix of domestic and cross-border matters. You'll have responsibilities early in your career as you work on multiple assignments, which might include writing briefs, motions, contracts and client memoranda, as well as participating in drafting and negotiating sessions and being part of a deal team.

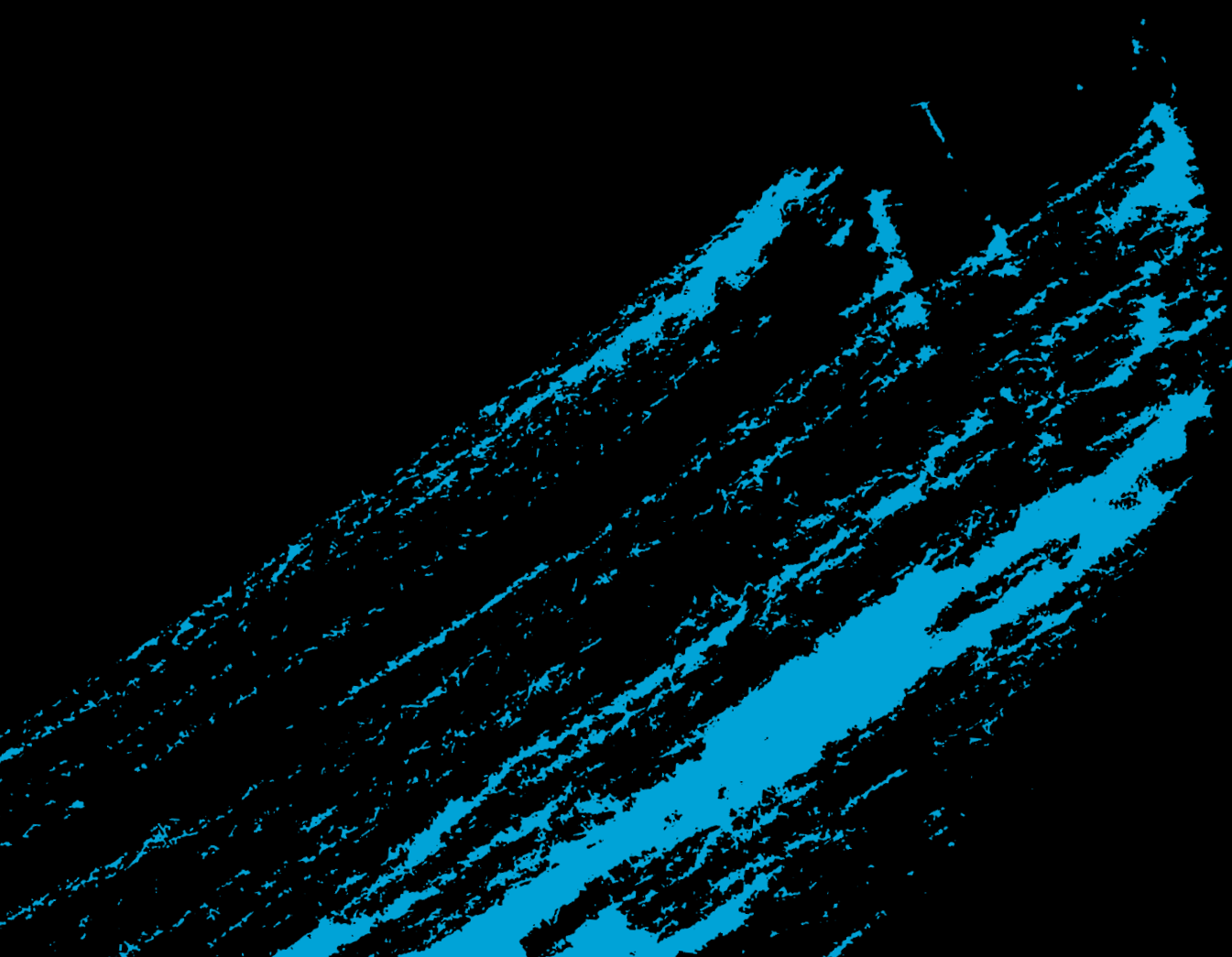
### **Working across borders**

Over the past 100 years, we've built an unrivaled network of 44 offices in 30 countries. That investment is the foundation for White & Case's client work in 180 countries today. Many White & Case clients are multinational organizations with complex needs that require the involvement of multiple Firm offices. You'll work in a fast-paced, collaborative environment with colleagues across the global network on multijurisdictional matters and experience the operational realities of cross-border law.

### **Commitment to growth**

We're strategically committed to growth between now and 2020—in numbers of clients, revenues and profitability, and lawyer headcount. For you, the increase in our associate ranks means more opportunity for career advancement.

**“White & Case clearly expects its lawyers to be independent learners who are diligent, resourceful and determined to carve their own career and help shape the Firm’s future success.”**



Full-service

### Practice work

With 25 practice areas and 17 industry groups, White & Case has a place for you, whatever your area of interest. As a global firm, we're strategically focused on handling complex, cross-border work.

Depending on your location, you may progress through a structured sequence of practice or industry rotations to give you broad exposure early in your career.





**Who you'll work with**



### **Citizens of the world**

As a Firm, we prize globally minded citizens of the world who are eager to work across borders and cultures, and are intrigued by solving problems within multiple legal systems. You'll get an immediate opportunity to work in teams with talented colleagues drawn from different jurisdictions and practices.

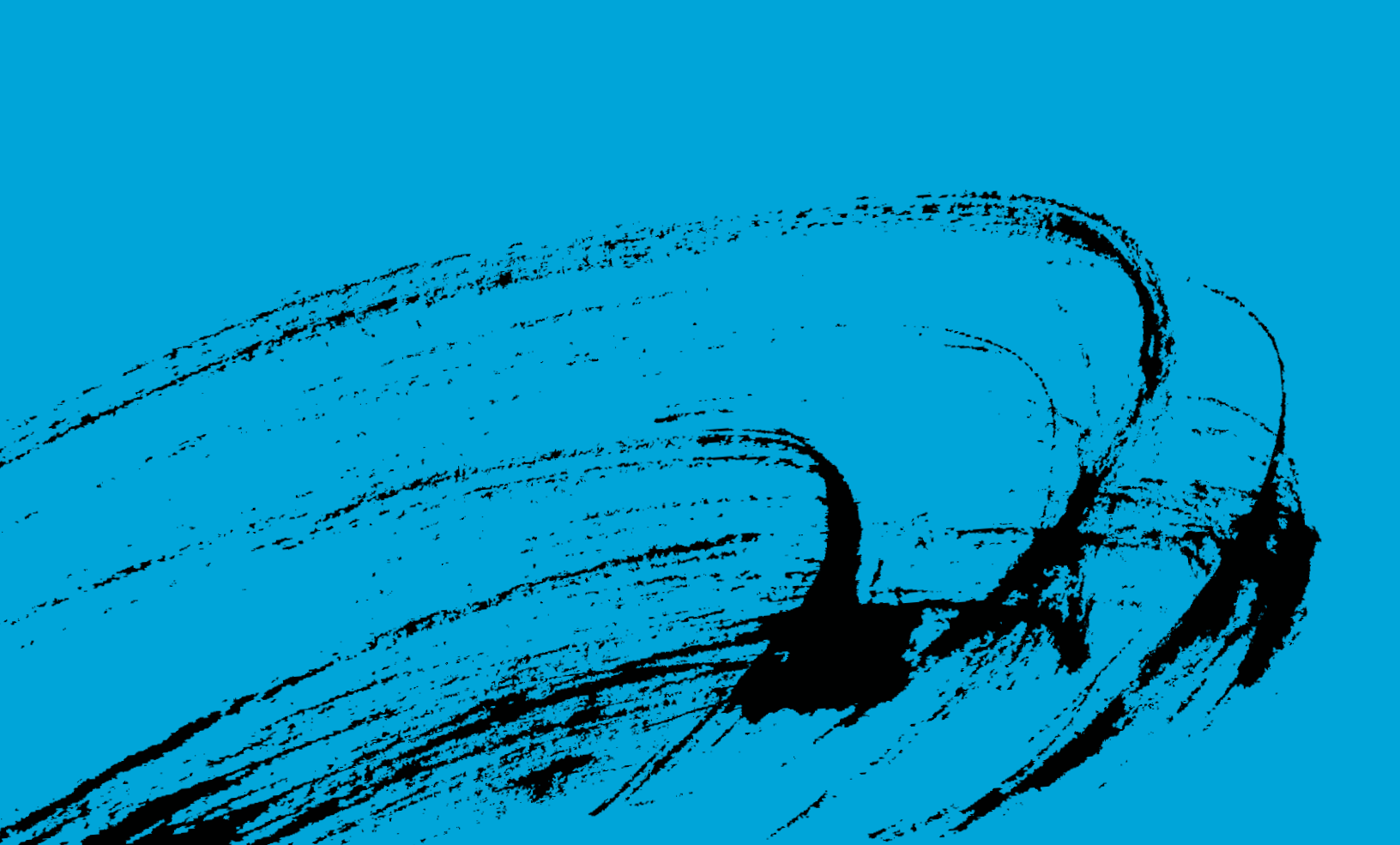
### **Mentors**

As you manage and plan your career, you'll have support every step of the way. White & Case is committed to a culture of engagement and mentoring between Firm leadership, experienced lawyers and trainees. Depending on your location and intended career direction, support may mean participating in structured professional development with assigned supervision and formal evaluations or reviews, or informal open-door mentorship with a partner or senior associate.

### **Enterprising teams**

White & Case is a "high-stretch, high-support" workplace that celebrates individual excellence and team success. Our culture expects, encourages and recognizes enterprising, Firm-focused achievement, realized through collaborative work with colleagues who may be drawn from around the world. Teamwork will also introduce you to equally talented and ambitious Firm colleagues down the hall or across the globe.





**“Challenging, unpredictable and fun would be how I would sum up my experience of White & Case as a trainee and now an associate.”**

LANGUAGES SPOKEN

89

NATIONALITIES REPRESENTED IN OUR WORKFORCE

97

## Global Citizenship

9

You will have unparalleled opportunities to do cutting-edge pro bono work on the issues that matter most to you—both locally and cross-border, with many of the world’s leading nonprofits and international organizations.

Our global Pro Bono practice is one of the largest in the world, and all of our offices and practice groups participate—in 2018 we provided 120,000 hours of pro bono legal service.

Your pro bono work will accelerate the development of your legal skills and your contribution will be celebrated and rewarded.

You can feel proud of being part of a firm that takes its responsibilities as a global citizen seriously and does work that makes a tangible difference on a wide range of social and environmental issues.

**“We value people who bring a wide variety of perspectives. There is no one archetype for a White & Case lawyer.”**

### **Our Diversity Initiative**

Diversity and inclusion are inherent core values of White & Case, embedded in all we do as One Firm in our offices around the world. As a truly global law firm, we are driven to recruit, retain and advance people of diverse backgrounds who will strengthen our business and our work across practices and regions. We are naturally diverse because of the work we do, the locations we’re in and the type of people we attract. Diversity for us is not a choice—it is a professional imperative.

### **Our Women’s Initiative**

In most countries today, at least half of law graduates are women. Our Global Women’s Initiative—led by a committee of female and male partners including a member of the Firm’s Executive Committee—focuses first and foremost on fostering this important talent pool and ensuring women at White & Case have the opportunities and experience they need to excel and advance to leadership roles.

### **Affinity Groups**

Our affinity groups are a critical component of creating community within the Firm. Affinity groups are led by partners, counsel or associates and are open to all lawyers and business services professionals. In addition to networking groups for women, and those of various racial and ethnic backgrounds, we are home to strong LGBT affinity groups in Germany, London and the United States.

**Diverse & international**

**Awards & rankings**

*The American Lawyer's  
2018 Diversity Scorecard  
#1 ranking for the fifth  
consecutive year as most  
diverse firm in the US in  
a survey of more than  
200 of the largest firms*

*Law360's 2017  
Diversity Snapshot  
#1 ranking for the second  
consecutive year in a survey  
of diversity for minority  
lawyers at more than  
300 firms in the US*

*Best International Firm  
for Talent Management  
Euromoney Legal Media  
Group's Women in  
Business Law Awards*

*2017 Law Firm  
Diversity Award  
Asian American Bar  
Association of New York*

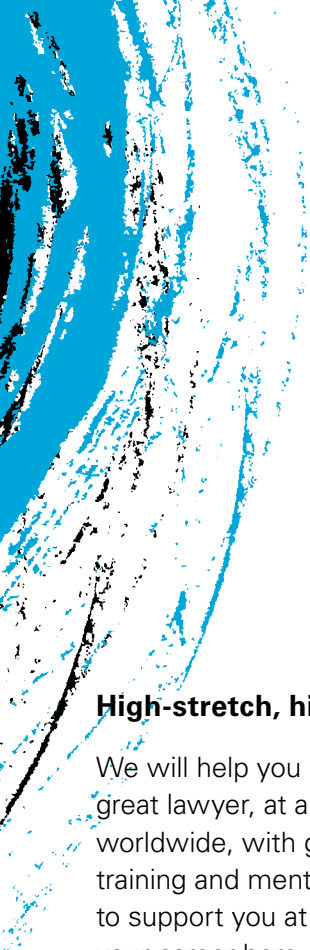
**1st**  
**IN DIVERSITY**

**100%**  
**GLOBAL LGBT**  
**RATING**

*for ten consecutive years,  
Human Rights Campaign  
Corporate Equality Index*



**What working here  
means for your career**



### **High-stretch, high-support**

We will help you become a great lawyer, at a Firm respected worldwide, with globally available training and mentoring programs to support you at every stage of your career here. All associates worldwide have access to our online Learning Forum site for self-directed legal training in both business skills and practice-specific knowledge.

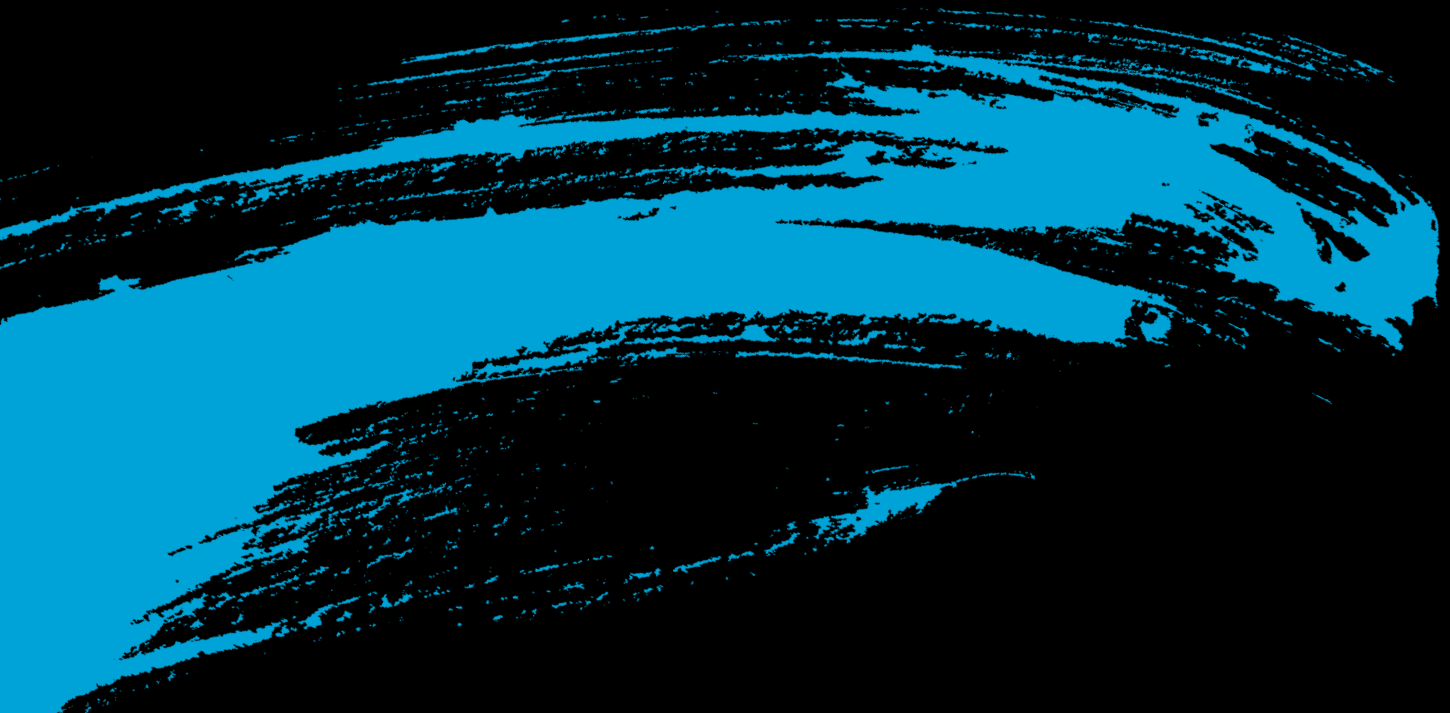
### **Global experience & exposure**

We believe mobility enhances career development. So training programs at White & Case are built to give you global experience and exposure, using our unmatched network of offices to support your aspirations. Depending on where you work, we offer selected opportunities for placement in other offices to complement your work on cross-border matters.

### **Building your network**

The White & Case experience launches careers within and beyond the Firm. Working with White & Case opens doors to relationships and experiences around the world that will help you build your career, wherever it takes you. We foster networking within the Firm through a robust annual calendar of practice- and industry-focused seminars and workshops. We offer additional career milestone programs to bring peer associates together for level-specific training. Some offices also provide client secondment opportunities to further deepen your skills and expand your contacts.

**“I was immediately exposed  
to complex matters involving  
parties from all over the world.”**







122

MATTERS IN

180

COUNTRIES

**Develop your knowledge**

15

Our full-service offering provides you with intentionally broad exposure to a variety of client challenges, transaction types and relevant bodies of law. As you progress, your strengths and interests become an important consideration in your eventual assignment to a practice or industry group.



**Joining White & Case**

# “The training really puts the focus on you as an individual.”


## Who we're looking for

We're looking for high achievers who want to be part of a dynamic, growing global business. People who thrive at White & Case are team players who are self-motivated, achievement-oriented, open-minded and entrepreneurial and enjoy working in a collaborative, fast-paced environment.

## How to apply

Recruiting talented lawyers is integral to our success. We want to recruit and develop people who have the potential to become leading lawyers and contribute to our ongoing growth. To apply, please go to [whitecase.com/careers](https://whitecase.com/careers), select the location page for the office that interests you and follow the application process.

**The future of law is global. If you are a team player with a global mindset, the determination to succeed and willingness to take charge of your career, we'd like to hear from you.**



**“You’re given plenty of opportunities to expand the skills, knowledge and experience you need to develop your own career path.”**



# Build a signature career

19

Successful law careers are built on talent, commitment and the right choice of opportunities at the right time. A career at White & Case is a move into the fastest-growing sectors of international business. It means joining a large and respected firm that is strategically committed to

global markets and cross-border work. It means substantive assignments for high-profile clients. It means working with peers who are committed to becoming the best at what they do, and are inspired by the success of others.

## **More than “all work”— your social network**

**You’ll work hard here, but also have plenty of opportunity to socialize with your colleagues through Firm-organized social events, and to participate in cultural or sporting activities.**

**The annual White & Case Football and Volleyball World Cup is a highlight of the Firm’s calendar. Colleagues from across the globe come together in one location to form 6-a-side mixed teams across offices, practices and functions.**



**In markets  
that matter**

**Abu Dhabi  
Beijing  
Berlin  
Boston  
Bratislava  
Brussels  
Cairo  
Chicago  
Doha  
Dubai  
Düsseldorf**

**Frankfurt  
Geneva  
Hamburg  
Helsinki  
Hong Kong  
Houston  
Istanbul  
Jakarta\*  
Johannesburg  
London**

**“Extremely diverse with people from all over the world, each armed with unique experiences and languages.”**

**Los Angeles  
Madrid  
Melbourne  
Mexico City  
Miami  
Milan  
Moscow  
New York  
Nur-Sultan  
Paris  
Prague  
Riyadh\***

**São Paulo  
Seoul  
Shanghai  
Silicon Valley  
Singapore  
Stockholm  
Sydney  
Tashkent  
Tokyo  
Warsaw  
Washington, DC**

\*Associated firm

**WHITE & CASE**

[whitecase.com/careers](http://whitecase.com/careers)