

WHITE & CASE

Together we
make a mark



“White & Case is like a miniature reflection of the world, except everyone is working towards a common goal.”

**–Julia Zagonek
Partner**

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.

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.



**“I experienced total support and
commitment from all White & Case
lawyers and support staff, fostering
an atmosphere of trust and teamwork.”**

**–Ekaterina Logvinova
Partner, Summer Program alumni**

Moscow at a glance

White & Case Russia

Since the opening of our Moscow office in 1991, White & Case has established itself as one of the leading law firms on the ground in Russia. With a team of more than 50 lawyers, including 10 partners, we advise on some of the most high-profile and innovative deals in Russia.

Our lawyers are qualified to practice law in Russia, England and Wales and the United States. This unique combination of Russian and internationally qualified lawyers on the ground in Moscow allows us to provide integrated advice for all of our client's needs.

The quality of our advice consistently wins praise from clients and independent observers of the legal market in Russia, including *Chambers*, *The Legal 500* and *IFLR1000*, which rank us in the top tiers across all key practice areas.

We have been a longtime supporter of legal education in Russia. We collaborate with leading universities to produce partner-led seminars, a hands-on summer internship program for university students and sponsorship of the Jessup program in Russia. Our strong relationships with these universities also ensures that White & Case is open to the brightest and best young lawyers on the market.

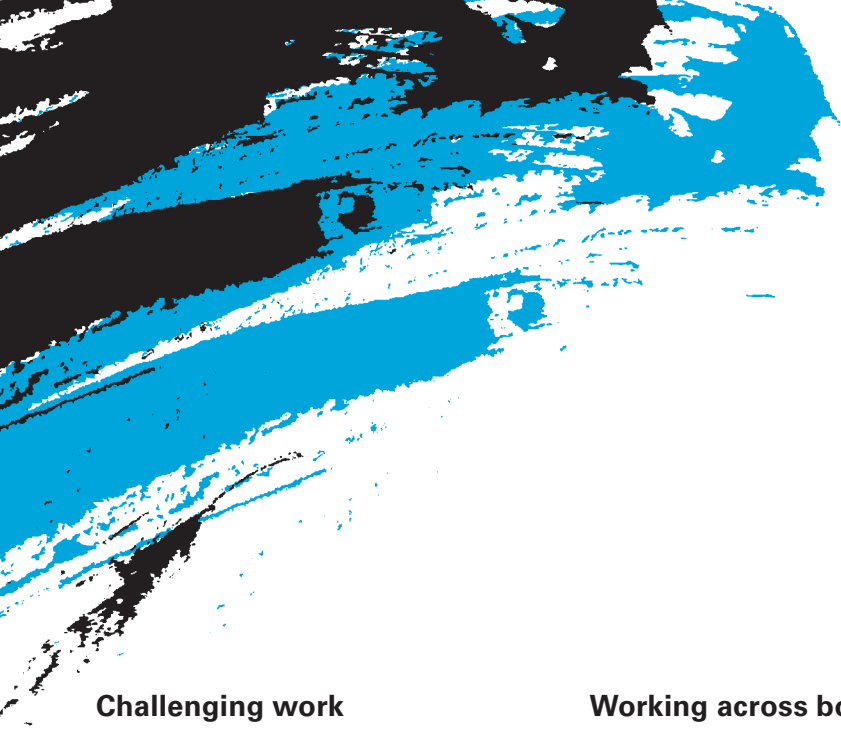
FOUNDED IN
1991

10
PARTNERS

50+
LAWYERS



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 159 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 substantial growth—in numbers of clients, revenues and profitability, and lawyer headcount. For you, the increase in our associate ranks means more opportunity for career advancement.



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 law students. Depending on your 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.





“The most surprising thing so far is the scope and quality of the projects the Firm handles. They involve established national and foreign corporations and are very complex and significant.”

–Hanna Vansovich
Associate, Summer Program alumni

LANGUAGES SPOKEN

80

NATIONALITIES REPRESENTED IN OUR WORKFORCE

90

**A sophisticated take
on diversity**

9

Inclusion is a business imperative for us. We are naturally diverse because of the work we do, the locations we're in and the type of people and clients we attract. The nature of our clients' needs requires collaboration across borders, organically driving the recruitment of those with diverse experiences and perspectives in order to provide the best solutions for our clients. In 2016, 90 nationalities and 80 languages were represented in our workforce. White & Case also supports nine global affinity groups, including Asian, Black, Hispanic, Middle Eastern and LGBT.



**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 practice group 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. We also provide client secondment opportunities to further deepen your skills and expand your contacts.



“White & Case has provided me with a great opportunity to work on major and complex cross-border matters with a top-class team of bright and talented professionals.”

–Alexander Sysoev
Associate, Summer Program alumni

COUNTRIES

15

CLIENT MATTERS IN

**Living your values:
international pro bono**

13

We live our Firm's global commitment to social responsibility through a robust, international pro bono program in which all lawyers are invited to participate. Last year, White & Case lawyers billed more than 94,000 pro bono hours, Firmwide, on a distinctive roster of pro bono clients and projects.

Our Moscow office is a leader in pro bono services in Russia. Our services are directed at non-profit organizations striving to help people in need. We also help individuals in matters of cultural and social importance.



Joining White & Case

We offer a whole variety of exciting opportunities for law students and recent graduates including full-time and part-time arrangements. It is important for us to protect the part-time nature of law students work and ensure successful completion of their studies and becoming qualified lawyers.

Summer law student

(for senior-year(s) students)

Law student

(for senior-year(s) students)

Associate trainee

(for law graduates with work experience)

Junior associate

(for law graduates with at least two years of work experience)

There is no such thing as a typical White & Case trainee. We recruit people from all walks of life, from different national and cultural backgrounds, and with widely varying personalities. Even so, there are a few special qualities we always look for.

- A profound knowledge of law
- A sincere interest in working for a leading global law firm
- Enthusiasm and an ability to approach any task in high spirits
- The ability to work well in a team
- Fluency in both Russian and English, written and spoken
- Wide professional and personal interests

We want enthusiastic, motivated people that we can see being a key part of the Firm in five, 10 or 15 years' time.

Our Summer Program

Career start

Our Summer Program is tailored to equip you with the skills, experience and support you need to kick-start your career in law. Most importantly, it offers interns a real chance to become a part of our friendly and diverse team.

You will be immersed in an environment as close as possible to that of real practical work and given a chance to get a feel of your future choice and to understand whether it fits your individual aptitudes and personal likes and dislikes.

You will work hard, learn a lot through our training program and your work assignments, and have plenty of opportunities to get to know our lawyers and your peers at social events.

Supervision

The Summer Program is based on a mentorship principle. In each of months, you will be allocated a specialization (making two practices in total) and supervised by an experienced associate. It is mentor's job to give you close support and the best on-the-job training possible. This gives you a chance to work closely with associates who will share their know-how and experience, guide you in your daily work and life and provide regular feedback.

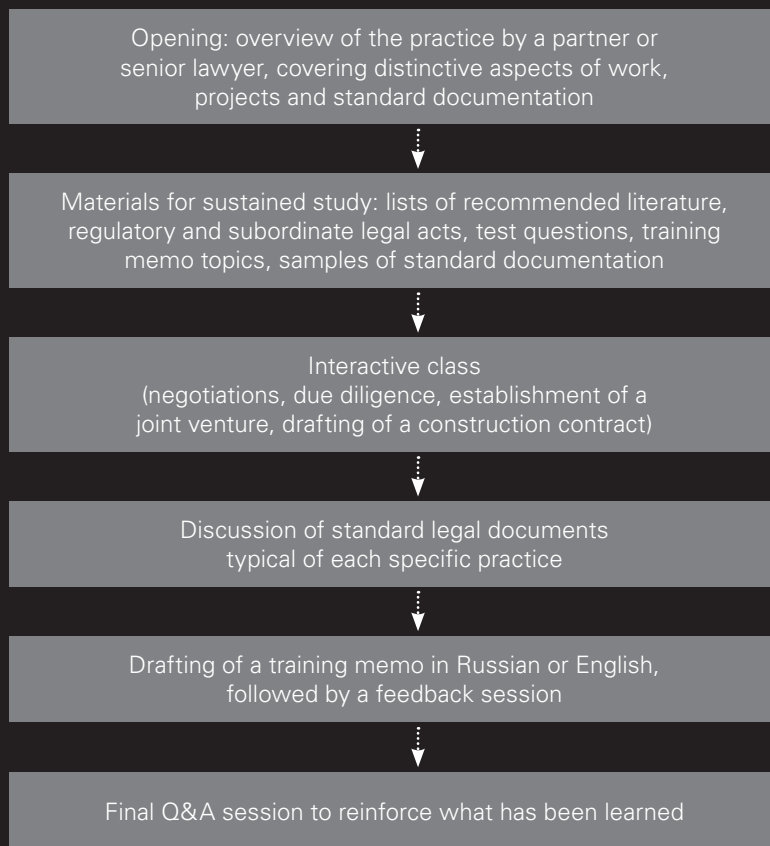
The Summer Program is a project to which we devote our best. The entire office contributes, from secretaries, who coordinate the interview schedule, to partners, who meet the interns to discuss their practices.

Training

You'll be part of an intensive training program, which is structured to meet both your short-term career goals and long-term aspirations. It is based on a module principle. The first week is devoted to a review of priority soft skills and the firm's software. Then there begin practice group modules with their overviews, interactive seminars and intensive self-sustained work.

Educational modules

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Module 1	Introduction to the Firm soft skills
Module 2	M&A & Corporate
Module 3	Energy
Module 4	Banking & Finance
Module 5	Real Estate
Module 6	Capital Markets
Module 7	Disputes & Arbitration
Module 8	Tax



**“I gained incredible experience working
on exciting projects with a team of
brilliant professionals.”**

–Valery Lavrov
Associate, Summer Program alumni



How to apply

To apply for a law student, summer law student, associate trainee or junior associate position, register on whitecase.com/careers/moscow and fill out an online form with all the necessary information.

With your application, submit:

- Your résumé in English
- A cover letter stating the reasons why you would like to apply to us
- A written essay on one of the designated topics

Interview process

A candidate for a position goes through three interviews:

- An introductory interview with Human Resources and a written assignment to be completed in the office
- An interview with lawyers
- A final interview with partners

The different stages of the interview are conducted in both Russian and English.

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.



**In markets
that matter**

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

**Frankfurt
Geneva
Hamburg
Helsinki
Houston
Hong Kong
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

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