

Reed Smith

associate
advantage

A professional
development
program tailored
for associates in
their first, second
and third years
of practice

ReedSmith

Driving progress
through partnership

exceptional

law students join Reed Smith. Then we help them become exceptional lawyers.

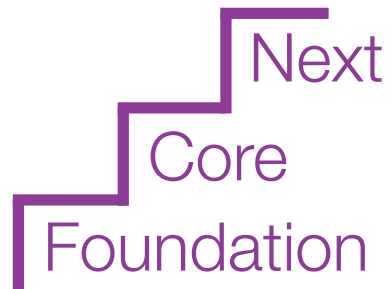
Accelerating your development

The Reed Smith Associate Advantage program teaches you what law school doesn't and does so at an accelerated yet sustainable pace. From the moment you arrive, we give you the legal, business and leadership skills you need to succeed at a global law firm. Our intensive three-year professional development curriculum teaches you the building blocks of litigation and transactional training in the real world, exposing you to areas you wouldn't typically experience early in your career – from understanding clients' legal challenges and objectives while building strong working relationships, to developing your executive presence and learning the firm's strategy. Whether your long-term plans are to stay in private practice, lead a company, serve public interest, become a judge or pursue another passion, the Reed Smith Associate Advantage program is a powerful way to launch your legal career.



Investing in you and in the future of our firm

The Reed Smith Associate Advantage program has three levels that build upon and reinforce each other:



goals

Through this program, we will help you build:

- Strong capabilities connected to our culture, strategy and brand
- Solid understanding of law firm economics and practice fundamentals
- Real-world tools for delivering excellent client service
- Insight into our distinctive firm culture, including our focus on DE&I and pro bono service
- Effective writing and presentation skills
- Substantive legal skills

foundation **year one**

In the first 12 months, you will be immersed in all things Reed Smith – our core values, strategic goals, practices and people.

Learn by working alongside mentors on client matters.

Discover what it means to work at Reed Smith, including our strategic plan.

Gain knowledge on the firm's capabilities, industry and practice groups, technology and service offerings, and people.

Learn the practical essentials of the legal profession, including client service, time reporting, effective communication and managing expectations.

Participate in tailored legal research and writing programs for both litigation and transactional associates.

Join in advanced risk management training that will strengthen your legal judgment.

Attend a regional associate retreat where you will join your local colleagues in meeting first-year class members from other offices.

core year two

During this time, you will learn the main building blocks of the profession.

Become a top-notch writer and communicator through a formal writing/presentation/executive presence training program, with regular writing sessions, and a capstone brief-writing boot camp for litigators and a contract-drafting boot camp for transactional lawyers.

Find internal and external speaking and writing opportunities with the help of a writers-and-speakers bureau, and receive coaching on producing publication-ready documents.

Participate in substantive legal, business and leadership skills programs, including multi-day workshop programs where you will put these lessons into action.

Attend a series of masterclass sessions with client representatives to discuss their businesses and industries, how they work with outside lawyers, and how we can partner with them on environmental, social and governance issues as well as diversity, equity and inclusion.

Develop interpersonal and leadership skills through a cross-cultural and foreign-language skills program to help you succeed in a global law firm.

next **year three**

In this phase, you will develop business acumen critical to your professional future.

Learn how Reed Smith attracts, develops and expands client relationships.

Access our robust internal and external secondment program, which gives you the opportunity to work in another Reed Smith office or at a client for a defined period.

Contribute to accelerated pro bono opportunities that will offer you valuable client and court experience while giving back.

Explore government externship opportunities at offices such as the district attorney, public defender and city attorney.

Develop a deeper understanding of the commercial side of the business of law.

Participate in our innovation incubator program that encourages associates to bring fresh ideas to client service through technology and process improvement.

Attend a global associate retreat to strengthen your peer connections, reinforce areas that will propel your career and build your network at the firm.

Celebrate your accomplishments and prepare to progress to the next level of training.