

Your Guide to Kirkland



**Top 10 Most
Prestigious Firms**

Vault
2023



A-List Firm

The American Lawyer
2023



KIRKLAND & ELLIS

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Who we are

KIRKLAND & ELLIS

3,500

attorneys

\$10M+

granted to nearly 400
Diversity Fellows since
2004

110+

year history

19

offices worldwide

4 Core Practice Areas

Corporate
Intellectual Property
Litigation
Restructuring



4 Core Values

Empowerment
Collaboration
Entrepreneurialism
Excellence

Kirkland worked on

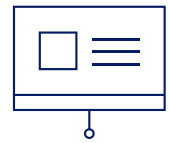
1,700+

pro bono matters in 2022

Kirkland devoted nearly

150,000

hours to pro bono work in 2022



Kirkland holds

1,300+

internal training
programs each year



6,500+

alumni working at 2,800+
companies worldwide

\$26 million+

in Kirkland charitable donations and
commitments in 2022

1,300+

internal training
programs each year



Named one of the
Best Places to Work
for LGBTQ+ Equality,
Human Rights Campaign,
2008–2022

Named one of
Seramount's Best Law
Firms for Women,
2012–2023

Named as the Most
Innovative Law Firm,
Financial Times North
America, 2022

Named to *The
American Lawyer's*
A-List, 2023

Top 10 Most
Prestigious Firms,
Vault, 2023



Learn more at kirkland.com/careers



Your Career at Kirkland

Legal Education & Development

Kirkland provides our attorneys with an unparalleled legal education. Our innovative and comprehensive curriculum, Kirkland University (KU), offers extensive learning opportunities to equip attorneys with the skills they need to grow professionally and exceed client expectations.

KU delivers progressive courses in a variety of formats, from hands-on workshops to digital modules. At the root of every program is the goal of fostering excellence, empowering teams, and cultivating smart collaboration.

“What sets Kirkland’s legal education apart is that partners design and deliver programming themselves. Partners dedicate hundreds of hours to bring unique insight, advice and practical experience to our associates, while forming personal and mentoring bonds that further enrich associates’ growth.”

JIM BASILE, PARTNER

Basic Training Academy (BTA) is an immersive learning experience that helps develop the next generation of exceptional deal lawyers. Through practice-specific discussions and interactive breakouts led by Kirkland partners, associates learn topics such as the life cycle of a deal, project management, business acumen and more.

Kirkland Institute for Trial Advocacy (KITA) is the largest, most comprehensive trial program among major law firms, and Kirkland’s annual, flagship litigation program. **Associates learn through doing**, and over 90 share partners are there to offer hands-on, live feedback, teaching, mentorship and experience.

Kirkland Institute for Pre-Trial Practice (KIPP) forms the foundation of litigation education at the Firm and is comprised of more than 20 courses, with programs increasing in sophistication as associates advance. Courses are designed and delivered by senior partners with deep subject-matter expertise, covering the litigation essentials.

Subject Matter Experts

40+

dedicated to substantive learning and attorney development

Internal Training Programs

1,300+

offered annually to attorneys of every level

Continuing Legal Education (CLE)

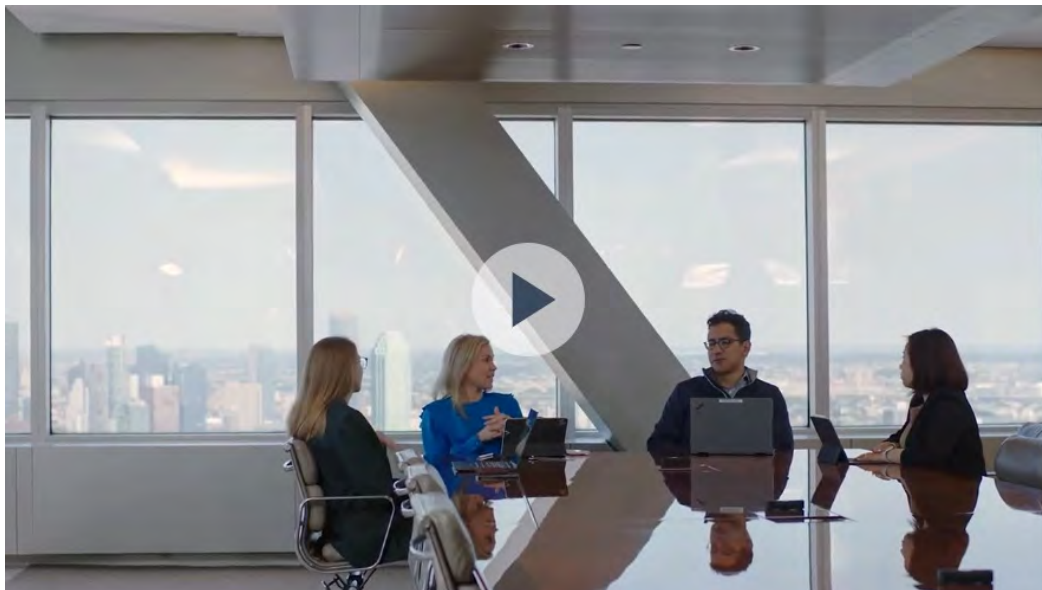
3,200+

hours attained by attorneys in 2022

Open Assignment System

For over two decades, our open assignment system has embodied Kirkland's commitment to empowering individuals. This enduring workflow philosophy reflects Kirkland's dedication to fostering professional growth and self-determination.

Our open assignment system allows individuals to shape their careers by granting autonomy over workload, allowing more significant influence in selecting their deals and cases, and increased selectivity to choose preferred partners to collaborate with.



“With the open assignment system, immediately upon starting at the Firm, you have the flexibility to choose your own destiny and shape your own legal career, while the Firm provides the tools and mentoring you need to succeed.”

MATTHEW HUTCHINSON, ASSOCIATE

Visit [kirkland.com/careers](https://www.kirkland.com/careers) to learn more.

KIRKLAND & ELLIS

Diversity, Equity & Inclusion

As a Firm with a global presence, we embrace and promote diversity, equity and inclusion — both within our own organization and throughout the legal profession. We strive to build and maintain a culture that gathers strength from our differences and fosters belonging.



CULTURE

Recruiting, retaining and developing the best talent



COMMUNITY

Advancing diversity, equity and inclusion in the greater legal industry



CONNECTION

Creating lasting relationships with students, colleagues, clients and alumni

\$10M+ Granted

Via 2L Diversity Fellowship Program

375+ Participants

1L Diversity Scholars Conference since 2016

SEO Law Fellowship

20 Summer interns sponsored before attending law school

1L Social Justice Fellowship

Summer associates share time between social justice organizations and Kirkland

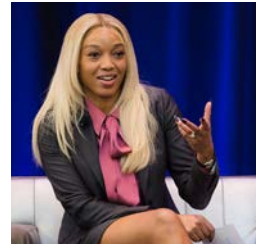
1L LCLD Scholars

Summer associate experience partnering with Kirkland clients



“The Firm has been enormously successful, and there is a key part of that success: the strong commitment to diversity, equity and inclusion. The Firm dedicates resources and support to improve diversity not just at our Firm but throughout the legal industry.”

ELLISEN TURNER, PARTNER AND DEI COMMITTEE CO-CHAIR



“I came for the culture...I knew at that stage in my career I wanted and needed to be in a place that would let me practice the way I want and be my authentic self, and Kirkland promised that.”

ASHLEY GREGORY, PARTNER AND DEI COMMITTEE CO-CHAIR

OUR PEOPLE

1,450+

Women and historically underrepresented attorneys (POC and LGBTQ+)

1,000+

Attorneys in eight Professional Networks Firmwide

PROFESSIONAL DEVELOPMENT

Enhanced internal training, including summits and academies, and external programming

Participation in national diverse bar associations' conferences and conventions

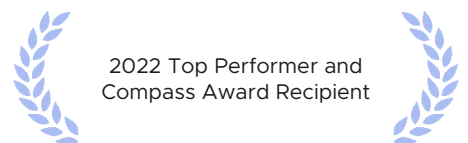
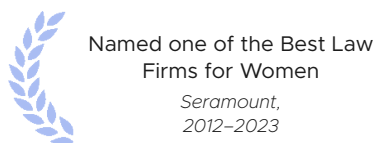
COMMUNITY INVOLVEMENT

\$1.6M+

Annual donation to organizations and law student groups focused on advancing DEI

\$5M

Pledged over five years to fight racial and social injustice in American society



Visit kirkland.com/diversity to learn more.

KIRKLAND & ELLIS
diversity, equity & inclusion

Pro Bono at Kirkland

149,545

hours Firmwide dedicated to pro bono in 2022



57,962

hours dedicated to nonprofit clients that cannot afford counsel



34,395

hours dedicated to asylum and immigration matters



26,750

hours dedicated to criminal justice reform matters



10,461

hours dedicated to LGBTQ+ matters



3,933

hours dedicated to veterans matters



90+

legal service organization partners



Recognized for Innovation in Pro Bono

New York Law Journal



Exceptional Service Award

Death Penalty Representation Project



Beacon of Justice Award

National Legal Aid Defender Association



Law Firm Pro Bono Award

Public Counsel



Safe Haven Award

Immigration Equality



WHAT SETS KIRKLAND APART?

Kirkland's leadership provides robust support to all lawyers who want to be of service to their communities through pro bono efforts.

- ▶ Every hour of pro bono work counts as billable equivalent, hour for hour, with no cap.
- ▶ Every pro bono matter is treated like a paying-client matter; all the Firm's resources are available to our pro bono teams.
- ▶ Kirkland lawyers who contribute at least 100 hours of service each calendar year may direct donations from the Firm to legal services partners of the Firm.
- ▶ Pro bono work is volunteer-based, and attorneys may undertake almost any kind of matter that interests them.
- ▶ Kirkland creates scalable national projects with tremendous impact in areas such as immigration, small business assistance and racial justice.
- ▶ In a typical year, almost all of Kirkland's attorneys participate in the pro bono program.



NOTABLE CASES



A Kirkland team helped the **Minnesota Department of Human Rights (MDHR)** complete its investigation into the City of Minneapolis and the Minneapolis Police Department (MPD) after the June 2020 killing of George Floyd. In April 2022, MDHR released a 72-page report showing discriminatory, race-based policing in MPD in violation of the Minnesota Human Rights Act. Findings showed that officers were more likely to use excessive force and chemical irritants against Black people and to issue them traffic citations. **52 Kirkland lawyers spent more than 4,572 hours conducting 75+ interviews and reviewing and synthesizing 73,500+ documents and videos and audio tapes.** They also wrote memos and presented on topics like alternative models of policing; stop, search, and arrest procedures; body camera policies; and training programs. This work will have a long-lasting impact on Minneapolis citizens, with MDHR currently developing a consent decree to address discriminatory, race-based policing in the city.



In 2007, **Lucrecius Towers was convicted of first-degree murder and sentenced to 100 years in prison.** More than 10 years later, Kirkland was appointed by then-U.S. District Court Judge John Z. Lee to **represent Mr. Towers and take over his federal petition for writ of habeas corpus.** Kirkland brought the full force of its resources to the case, devoting **more than 1,500 pro bono hours** to the case, including locating, interviewing and deposing key witnesses to the events surrounding the murder and subpoenaing the former public defender who handled Mr. Towers' trial defense. In 2020, Kirkland put on an in-person evidentiary hearing — which included the testimony of three key witnesses who were never interviewed by the public defender or called to testify at Mr. Towers' trial — and wrote a post-hearing briefing. On September 7, 2022, **Judge Lee granted the habeas petition, adopting most of Kirkland's arguments and ordering Mr. Towers to be released from prison.**



In 2022, Kirkland dedicated pro bono services to a range of matters related to immigration and immigrant rights. Throughout the year, **the Firm helped Afghan refugees find new beginnings in North America.** These efforts included holding an asylum clinic that helped **approximately 100 refugees with applications for asylum or adjustment of status;** working with women college students and former employees of The New York Times to complete asylum applications; and helping Afghan schoolgirls and their families apply for Canadian visas. After war broke out in Ukraine, Kirkland quickly launched **a multi-firm project to assist Ukrainians in the U.S. with applications for Temporary Protected Status** — a project that has expanded to include eligible individuals from other countries of origin. Meanwhile, the Firm continued its typical immigration work, including **U-visas and VAWA matters for victims of domestic violence, Special Immigrant Juvenile Status applications, naturalizations, DACA renewals, asylum for LGBTQ+ people fleeing persecution,** and other forms of relief.



Kirkland partnered with Public Counsel to **represent heirs of Willa and Charles Bruce,** a Black couple whose beachfront resort — known as Bruce's Beach — was illegally taken from them nearly a century ago as part of a widespread effort to remove the local Black population in Manhattan Beach, California. Kirkland attorneys assisted with the investigation of and factual foundation for the case. **Our real estate lawyers traced the title history of the property and did significant historical research** regarding how the property was taken. During the peak of the pandemic, **Kirkland litigators were able to locate the 100-year-old case file in the Los Angeles Superior Court's archives.** The Firm also assisted the client with litigation assessments, such as whether the original judgment would be subject to attack through a petition for writ of coram nobis. In 2022, Bruce's Beach was returned to Charles and Willa's descendants in an emotional ceremony.

USING OUR LEGAL SKILLS TO BETTER LIVES, COMMUNITIES AND OUR PROFESSION

- ▶ Children's Welfare
- ▶ Civil Rights
- ▶ Community Development
- ▶ Disability Rights
- ▶ Education
- ▶ Elder Law
- ▶ Healthcare
- ▶ Immigration and Asylum
- ▶ LGBTQ+
- ▶ Microfinance
- ▶ Nonprofit Organizations
- ▶ Prisoner Rights
- ▶ Public Benefits
- ▶ Veterans



Benefits & Beyond

Wellbeing



Kirkland is committed to supporting the wellbeing of attorneys at all levels, and we understand the importance of open and transparent communication about mental health within the legal profession. The Firm’s pioneering Wellbeing Program — one of the first offered at a Big Law firm — proactively works with our attorneys on issues related to mental health and substance abuse.

ENGAGE

Offer educational resources and create a dialogue around the topic of wellbeing, with an emphasis on reducing stigma related to mental health and substance misuse.

EMPOWER

Provide practical advice and tools for strengthening coping strategies, managing stress more effectively and increasing resiliency.

EQUIP

Identify pathways to support, allowing those who have a need for assistance to take effective action to improve wellbeing.

Resources



CONFIDENTIAL CONSULTATIONS

Our Director of Wellbeing is a licensed therapist and attorney, and is available for confidential consultations, conducting therapeutic support groups and providing therapeutic referrals.



EDUCATION AND CLE OPPORTUNITIES

CLE-accredited presentations, newsletters with tactical advice and additional educational resources around mental health awareness, nutrition, fitness and more.



IN-THE-MOMENT SUPPORT

Free, premium access to mobile app for 24/7 support to help reduce stress, improve sleep, enhance focus and productivity.



PHYSICAL HEALTH

Focus on physical health and building connections with colleagues through fitness challenges, healthy cooking demonstrations, and other in-person and virtual events.

“We encourage and facilitate open dialogue about mental health and substance abuse, and overall wellbeing within our profession. It’s an important part of our culture.”

JON A. BALLIS, P.C., CHAIRMAN, GLOBAL MANAGEMENT EXECUTIVE COMMITTEE

Visit [Kirkland’s Wellbeing site](#) to learn more.

Kirkland Concierge



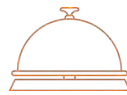
AVAILABLE ANYWHERE, ANYTIME

Your busy life doesn't stop when you leave the office and neither does **Kirkland Concierge**. Assistance is available 24 hours a day, 7 days a week, 365 days a year.

- ▶ Most requests are completed in less than 36 hours.
- ▶ Members receive a complimentary plus one.
- ▶ Kirkland Concierge can run errands for you.
- ▶ You can submit a request for just about anything.
- ▶ On-site concierge services are available in all U.S. offices and in most international locations.

Kirkland Concierge is a complimentary personal assistance service that offers life management solutions to assist our attorneys by saving them time and money, and bringing balance to their hectic lives by taking care of their personal "to-do" list.

In 2022, our Concierge members reported saving an average of 2.19 hours per request, totaling more than 33,500 hours saved.



15,000+

TOTAL REQUESTS



33,000+

HOURS SAVED

"I am always so grateful for Kirkland Concierge and the beautiful experiences they have made possible for myself and my family! Truly the greatest benefit and the most helpful and lovely people to work with!"

NEW YORK ASSOCIATE

2022 CONCIERGE IMPACT



3,600+

TRAVEL



3,000+

DINING



2,400+

ERRANDS
COMPLETED



1,500+

SHOPPING



900+

HOUSEHOLD
SERVICES

Alumni Engagement

A network is your strongest asset. The Kirkland & Ellis Alumni Engagement Program connects the brightest minds in the legal industry. Through our exclusive website, one-of-a-kind events and lifelong career support — there are endless opportunities to build relationships and remain *Colleagues for Life*.



“I enjoy attending Kirkland alumni events to express my gratitude to the Firm that launched my career. I’ve held five jobs since leaving, and I can trace each one of those professional opportunities to a relationship, connection, colleague or friend that I made at Kirkland.”

KIRKLAND LITIGATION ALUMNA

STAY CONNECTED TO KIRKLAND

At Kirkland & Ellis, we owe our success to our people, past and present. Whether you retire from the Firm or leave as an associate, Kirkland appreciates your contribution.

Through our [program](#), attorneys have access to:

- ▶ **Global Directory:** Interactive list of Kirkland alumni and current attorneys.
- ▶ **Events:** Tailored networking events and opportunities, [view past events](#).
- ▶ **News:** Learn about the latest “[alumni on the move](#).”
- ▶ **Exclusive Access:** On-demand CLE courses, Kirkland Concierge, Alumni Dining Program and more.

KIRKLAND’S EXPANSIVE GLOBAL NETWORK



6,500+

ALUMNI
WORLDWIDE



2,800+

COMPANIES
GLOBALLY



119

UNIQUE
INDUSTRIES



48

COUNTRIES
REPRESENTED

Visit kirkland.com/alumni-engagement to learn more.

KIRKLAND & ELLIS
alumni



KIRKLAND & ELLIS

“One of the best legal
teams in the world..”

Chambers USA

It takes dedication, excellence
and collaboration to be the best.

Learn more at [kirkland.com/careers](https://www.kirkland.com/careers)

