

*"Since I first started at the firm (and even now as a junior partner), I have appreciated how more senior colleagues have taken a vested interest in my professional development as a lawyer and growth within the firm. Additionally, I was, and still am, impressed at how the firm has managed to attract, retain and promote a remarkably diverse workforce, notwithstanding its size."*

- Tim Lin (Partner)

## Training and Development

RK&O is deeply invested in the professional development of its junior lawyers. We want our newer colleagues to develop the skills they need to enjoy and succeed in their careers. Indeed, it is critical that they do so, because the Firm's practice is built on handling extremely complex matters for highly sophisticated clients. RK&O associates are—and must be—valued team members rather than fungible commodities.

Our associates' most important training occurs as a natural byproduct of RK&O's size and commitment to high-quality client service. RK&O associates work closely with senior lawyers in representing the Firm's clients. We believe this type of day-to-day interaction is the best way for younger lawyers to develop both technical excellence and the client-relations skills that are essential for long-term career success.

More formally, RK&O maintains a mentoring program under which our partners actively monitor associate development, work opportunities and training. We also encourage associates to take advantage of other skill-building opportunities, including pro bono representations and participation in outside education programs such as those offered by the National Institute of Trial Advocacy, the Practising Law Institute and the Loan Syndications and Trading Association.