



# Your future in private practice

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## FIRM OVERVIEW

Epstein Becker Green (EBG) is a national law firm with a primary focus on health care and life sciences; employment, labor, and workforce management; and litigation and business disputes. Founded in 1973 as an industry-focused firm, EBG has decades of experience serving clients in health care, financial services, retail, hospitality, and technology, among other industries, representing entities from startups to Fortune 100 companies. Operating in locations throughout the United States and supporting clients in the United States and abroad, the firm's attorneys are committed to uncompromising client service and legal excellence.

EBG's national practices regularly share and access each other's knowledge and resources to provide clients with tailored solutions to their legal and business issues. Understanding the complex evolution and critical trends within these areas allows our practitioners to provide clients with focused insight and deliver high-quality service and results.



*“I had an excellent summer at EBG! EBG’s Summer Associate Program was tremendous at providing a balance of substantive hands-on experiences that were critical for preparing me to return full-time and offering exciting non-work activities for me to develop a bond with my summer class and the more senior attorneys.”*

**Corben Green**

Columbia Law School

Summer Associate Class of 2017

Current Associate in the Employment, Labor & Workforce Management Practice

New York

*“As summer associates, we worked closely with attorneys and interacted with clients. The firm exposed us to an incredible array of different areas of health care law—from due diligence to government investigations to reimbursement strategies. If you want to work in health care law, EBG is the place to go. The firm is on the cutting edge of innovation in health care law. There is nowhere else that I would rather be working!”*

**Teresa Mason**

Georgetown University Law Center  
Summer Associate Class of 2011  
Current Member in the Health Care and Life Sciences Practice  
Washington, DC



*“From day one as a summer associate, I was given opportunities to work on meaningful, impactful projects just as any other associate at the firm. EBG showed me that the practice of health law was more complex and engaging than what I could have ever imagined in law school. I am now surrounded by world-class health lawyers, from members of my summer associate class all the way up to veteran partners.”*

**James Tam**

Northeastern University School of Law  
Summer Associate Class of 2017  
Current Senior Counsel in the Health Care and Life Sciences Practice  
Washington, DC



*“EBG’s Summer Associate Program gave me the tools to hit the ground running once I returned as a full-time associate. Not only did I work on substantive projects in different areas of labor and employment law that would typically be given to junior associates at the firm, but I also got to know the partners, associates, and staff in the office so that I had the network to succeed. I could not imagine starting my legal career any other way.”*

**Christopher Shur**

Benjamin N. Cardozo School of Law

Summer Associate Class of 2019

Current Associate in the Employment, Labor & Workforce Management Practice

New York

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## OUR SUMMER ASSOCIATE PROGRAM

EBG’s Summer Associate Program is designed to provide a comprehensive picture of practice at the firm as well as training in substantive areas of our core practices. We strive to make our Summer Associate Program our primary source of new associates. Summer associates are assigned a broad range of projects that otherwise would be performed by junior associates. Additionally, summer associates get the opportunity to work on client projects, including opportunities to be on client calls and to sit in on client meetings; pro bono projects, such as attending a pro bono intake clinic; and client development projects, including coauthoring articles and client alerts and assisting with presentations.

Each summer associate is assigned to both an associate mentor and a partner mentor who are responsible for ensuring the quality and variety of projects and helping the summer associate navigate through his or her summer at EBG. There is a mid-summer review that allows for greater immediacy in feedback and also a final review at the end of the summer.

EBG runs a comprehensive Summer Associate Education Training Program through its internal legal education program, EBG Academy. At various luncheons and other seminars, our summer associates learn necessary legal skills; substantive knowledge of health care, labor and employment, and other areas of the law; and the practical aspects of working in a law firm.

The firm hosts several events throughout the summer to give summer associates a chance to interact with attorneys and staff on a personal level. Examples of summer associate events that we have done in the past include dinner at a partner’s house, bowling, happy hours, crab feasts, a pro bono clinic, and the Lawyers Have Heart 10K Run & Fun Walk. In 2022, summer associates were invited to attend the Associate Summit in Baltimore. The summit was an opportunity for the firm’s non-partner attorneys to come together for training in the areas of client service and business development and to network with colleagues.



## OUR CULTURE

At EBG, it is our mission to achieve focused excellence, as demonstrated in the services we provide and in the professionals we hire. We achieve excellence by promoting a rich and rewarding firm culture and choosing exceptionally talented and diverse professionals who are “thought leaders” in their practice areas.

Our firm recruitment program offers opportunities to both law students and lateral attorneys. Our work environment is collegial, energetic, and entrepreneurial. Many of our attorneys began their legal careers at EBG, either through our summer program or as junior associates, and remained to join the ranks of our partners and senior leadership. In a recent edition of *Chambers Associate*, EBG associates gave high marks to the firm in terms of work/life balance, training and development, culture and diversity, and more.

## OUR VALUES COMMITMENT

At EBG, our mission is to:

- partner with clients in our core practice areas and industries to deliver creative solutions through focused excellence;
- honor our founders’ legacy of entrepreneurial spirit, hard work, client-focus dedication, and strength of character; and
- provide value by helping our clients solve problems and achieve business goals in the most cost-efficient way.

Please visit our website to download a copy of the firm’s [Values Commitment](#).

## PROFESSIONAL DEVELOPMENT AND TRAINING

EBG is committed to attracting, cultivating, and retaining legal professionals of the highest caliber. The firm’s Diversity and Professional Development Committee is a board-level committee with the responsibility of developing talent at all levels of the firm and promoting a diverse work environment.

We encourage the professional development of all our attorneys by providing training opportunities, hands-on work experience, mentoring, and pro bono opportunities. To support this goal, EBG has established educational training programs—EBG Academy and EBG University—which offer in-house training and other types of professional development opportunities. In addition to learning necessary legal and practical skills, these programs enable EBG attorneys to acquire substantive knowledge of the firm’s practice areas and build critical business development skills. Moreover, EBG created an Associate Shadowing Program (“ASP”) in 2017. The mission of the ASP is to provide an opportunity for associates to earn billable hour credit while observing or participating in important client service-related activities that cannot be billed to a client. The ASP provides experiences that will improve an associate’s confidence, skill set, and professional development, without requiring a client to foot the bill.



*“The summer program at EBG gives you a flavor for what life at the firm will be like by assigning you projects similar to the work of a junior associate. The best part of the program, however, is being assigned an associate mentor. Now that I am back at the firm as an associate, I am still able to reach out to my associate mentor whenever I have questions; she is so helpful and always points me in the right direction.”*

### Frannie Kenajian

Columbia Law School  
Summer Associate Class of 2017  
Current Associate in the Litigation and  
Business Disputes Practice  
New York



*“My summer experience at EBG was similar to my experience as a first-year associate. I got the opportunity to work on real projects and do the same type of work that our associates do. In fact, I was staffed on a major investigation during my summer and was fortunate enough to continue to work on the same investigation when I returned the next fall. That summer experience put me in a position to meaningfully contribute to the team.”*

**Anjali Downs**

University of Maryland School of Law

Summer Associate Class of 2007

Current Member in the Health Care and Life Sciences Practice

Washington, DC

## **MENTORING PROGRAM**

At EBG, we believe that mentors can contribute enormously to the success of an attorney's career and satisfaction. The purpose of the mentoring program is to ensure that every attorney is oriented and integrated into the firm's culture and work environment and has an opportunity to form new peer connections and build on already existing relationships in an effort to maximize professional growth.

EBG's mentees and mentors are paired based on sensitivity to individual needs. Our goal is to create an atmosphere that fosters productivity and advancement and helps our attorneys achieve their career goals.

In the practice of law, there is no substitute for hands-on experience. The firm uses a collaborative approach to providing legal services that allows attorneys to reap the benefits of working within a small group. We encourage attorneys at all levels to take ownership of new and developing areas of law, with appropriate mentoring and oversight. For example, attorneys can become directly involved in matters, obtain client contact, work on projects through resolution, and assume responsibility early in their EBG careers. This approach offers attorneys the opportunity to prosper from the mentoring available to them, forge long-term relationships with clients and colleagues, and work closely with other attorneys at the firm.

## **DIVERSITY**

At EBG, we take great pride in our “lifetime commitment to diversity.” Since our establishment, EBG has been committed to maintaining a diverse workforce and an environment in which all attorneys and staff can develop to their fullest potential. The firm fosters a work culture that promotes diversity in its recruitment, professional development, and ongoing communications. We embrace diversity of race, color, religion, creed, sex, sexual orientation, gender identity, citizenship status, marital status, genetic information, national origin, age, disability, military or veteran status, or status in any group protected by federal, state, and/or local law.

## **PRO BONO & COMMUNITY SERVICE**

The firm recognizes its professional responsibility to the communities that it serves and understands the unique and rewarding opportunities for personal and professional growth that pro bono work affords. EBG has a national pro bono policy that encourages all attorneys to undertake pro bono projects, both on their own and through structured pro bono opportunities made available by the firm and through partnerships with other organizations. We also believe in giving back to the community in a meaningful way. As a result, the firm participates in charitable, civic, and community activities, and many of its attorneys serve on governing boards of charitable, educational, and other not-for-profit organizations. Our offices often partner with area schools to provide basic legal education in the classroom and to support community schools through fundraising and other activities.

*“EBG takes great care to ensure that summer associates come away from the experience with a clear and comprehensive picture of what associate life will entail and with meaningful new legal and industry knowledge. EBG gave me much more substantive responsibility than I imagined that I would receive and a great mix of assigned and self-initiated projects based on my interests and goals. The Summer Associate Program convinced me that EBG would be a fantastic place to start my legal career.”*



**Kevin Malone**

George Washington University Law School  
Summer Associate Class of 2015  
Current Member in the Health Care and Life Sciences Practice  
Washington, DC

## BENEFITS

EBG offers many great benefits. Some of the benefits available to eligible attorneys and staff include the following:

- Competitive Compensation Package
- Medical Insurance (two plan choices)
- Dental Insurance (two plan choices)
- Vision Insurance
- Child Care Leave Program (supports both primary and non-primary caregiver roles)
- 10 Paid Holidays Each Year
- Paid Time Off (e.g., vacation)
- Group Short-Term Disability Insurance
- Group Long-Term Disability Insurance
- Group Life Insurance That Includes Accidental Death & Dismemberment
- Travel Accident Insurance
- 401(k) Plan
- Health Care Flexible Spending Account
- Dependent Care Flexible Spending Account
- Transportation and Parking Program (pre- and post-tax contributions available)
- Employee Assistance Program
- Other Voluntary Benefits



*“Being a summer associate at EBG prepared me for practice by giving me experience with both litigation and advice and counseling. I had the opportunity to work with a variety of different partners and associates, each of whom focused on a particular area of labor and employment law. I was able to use the cases I worked on as real-life examples when returning to law school for my third year.”*

**Nancy Gunzenhauser Popper**

Brooklyn Law School  
Summer Associate Class of 2012  
Current Member in the Employment, Labor & Workforce Management Practice  
New York

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