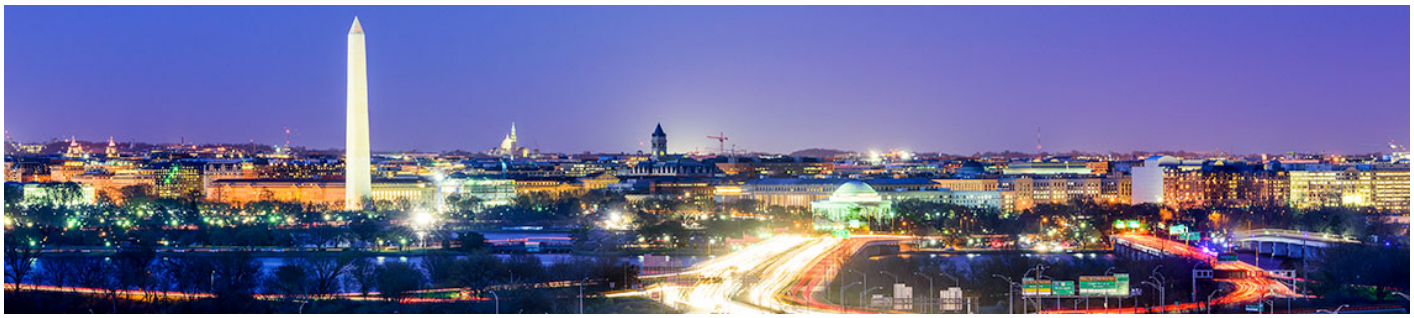
SPIEGEL & MCDIARMID LLP

Associate Professional Development and Training



Spiegel & McDiarmid LLP devotes considerable time and effort to professional development. We help associates refine and advance their legal and technical skills through formal and informal training programs and one-on-one work with partners. The programs are intended to give associates the ability to assume significant responsibility and client contact early in their careers. Frequent coaching and feedback are other important parts of this effort.

The highlight of the associate training is Utility School, a continuing legal education program providing current and substantive instruction about industry trends, history and our practices.

Associates are encouraged to enroll in appropriate external seminars and training courses at the firm's expense and to become involved in bar activities and programs. The associates are also encouraged to participate on firm committees.