

## Associates

### Why Choose Kaufman Dolowich?

We actively recruit and hire individuals with an impressive track record of academic distinction and professional ability. Fostering a culture of service excellence, debate, collaboration and camaraderie are integral to Kaufman Dolowich's success. Commitment, discipline, expertise, professional integrity and exceptional client service are the hallmarks of our firm. Our adherence to these core principles affords us several important outcomes. It allows us to: effectively analyze and strategize our clients' issues; facilitate swift, innovative and cost-effective resolutions; exceed client's expectations; realize personal, professional fulfillment and advance our firm's growth and prosperity.

### Attorney Professional Development

Kaufman Dolowich is committed to developing exceptional associates and facilitating growth in their careers and assimilating to firm culture. In this regard, all departments work collectively to ensure a comfortable and seamless transition for new attorneys. All associates are assigned to a practice group and are mentored by senior attorneys to help familiarize them with firm practices and guide them through their assignments and day-to-day tasks.

We have worked hard to establish our culture that promotes collaboration and emphasizes the importance of mentoring our junior associates. As part of our commitment to the development of our attorneys, we hold monthly practice group meetings to give each individual an opportunity to discuss assignments, bring forth issues, ask questions, make suggestions, and provide feedback on the productivity of their practice group. This creates an important outlet for attorneys to be vocal about their development as professionals and the direction of the firm as a whole.

We understand that a key to a successful organization comes from a proactive approach to excellence. Up-to-date training at the individual, practice group and firm-wide levels, with awareness of the changing legal and business landscapes, allows potential liabilities to be prevented before they arise, another hallmark of the Firm's unparalleled client service.

### Diversity and Inclusion

To learn more about the importance of D & I to our firm, please see more information [here](#).

### Compensation

We recognize that top-level talent needs to be rewarded accordingly. Kaufman Dolowich offers a competitive base-pay model with commission incentives, goal-oriented bonuses, and a full range of benefits.