

## **Summer Associate FAQs**

### **1. How long is the summer program?**

The summer program is 11 weeks, starting in mid-May and ending on the last Friday in July.

### **2. What is the average size of the summer program?**

The firm pursues a relatively small summer program (8-10 students).

### **3. How are assignments distributed?**

Summer associates are divided into small teams and assigned a work assignment coordinator (WAC) who oversees and monitors work flow throughout the summer. Weekly work status meetings, led by the WAC and a member of our recruiting department, provide an opportunity to discuss assignments and the overall summer program.

Each Monday, summer associates complete a form indicating their current workload and availability to take on additional assignments. The work assignment coordinators use these forms, along with feedback received in the weekly meetings, to assign work.

Summer associates may request and receive assignments from practice areas of interest (subject to availability). There is no rigid assignment or rotation system.

### **4. What type of work is given to summer associates?**

The primary objective of our summer program is to provide summer associates with assignments that reflect the depth and complexity of our practice. Assignments can range from conducting legal research, to drafting briefs for submission to court.

Summer associates also have the opportunity to attend professional activities, such as trials, depositions, hearings, witness interviews and meetings with opposing counsel.

### **5. Can summer associates work on pro bono matters?**

Kasowitz supports and encourages summer associates to engage in pro bono work. Each year, summer associates have the opportunity to work on general firm pro bono matters and participate in offsite programs offered by legal services organizations such as The Legal Aid Society and Sanctuary for Families.

Summer associates who handle pro bono matters are supervised by an experienced attorney and often gain substantive and invaluable “hands-on” training. The vast majority of pro bono work performed as a summer associate will apply toward the New York Bar 50 Hour Pro Bono Requirement (22NYCRR §520.16).

### **6. Does the firm permit working in one of Kasowitz’s other offices?**

Yes, on a case-by-case basis, subject to the needs of the specific office.

### **7. How much partner interaction is there?**

Weekly partner lunches provide summer associates the opportunity to meet a number of partners. The firm encourages frequent interaction among all attorneys.

### **8. Is there a mentor program for summer associates?**

Each summer associate is assigned an associate mentor whose role is to introduce the summer associate to other lawyers at the firm, assist with the transition from law school to law firm and provide one-on-one guidance throughout the summer.

### **9. What type of training and professional development opportunities will be provided?**

Summer associates are provided with both formal and informal training and professional development opportunities throughout the summer.

Formal sessions, which familiarize summer associates with “real-life” lawyering skills are taught by experienced Kasowitz attorneys and cover a variety of topics. Our interactive training workshops; legal writing, mock depositions and cross-examinations provide summer associates with immediate and substantive feedback directly from attorneys.

We believe in “hands-on” training and understand that lawyering skills are typically developed from on-the-job experiences. Assigning attorneys engage in open and constructive dialogue pertaining to assignments and firm culture. In addition to ongoing feedback, each summer associate receives a mid and end of summer review.

Kasowitz is an accredited CLE provider and hosts various in-house CLE programs throughout the year. Summer associates are invited and encouraged to attend presentations of interest. These programs offer exposure to elements of legal practice not covered in the summer training curriculum, while providing opportunities to learn from and interact directly with attorneys.

### **10. How diverse is Kasowitz?**

Kasowitz promotes a diverse and inclusive work environment and has been recognized for its commitment to diversity:

- *Law360* ranked Kasowitz among the 100 best U.S. law firms for racial minorities, based on the firms’ minority representation at the partner level and total number of minority attorneys.
- The Minority Corporate Counsel Association recognized Kasowitz on its annual “Do Good, Do Well List,” which features law firms that have achieved high levels of

excellence in diversity and business.

- The firm is honored to have received The Law Firm Diversity award from The Puerto Rican Bar Association and *The American Lawyer* Top Firm for Diversity award.

Kasowitz also takes pride in the firm's history of promoting female attorneys and is dedicated to women's initiatives and gender equality in the legal profession. Over the past few years, approximately half of the attorneys promoted to partner have been women.

### **11. What kind of social events are offered during the summer?**

The firm sponsors a variety of events, which offer summer associates the opportunity to get to know each other and our attorneys in an informal environment. Among other events, summer associates attend cocktail receptions, dinners, baseball games, women's initiatives events and a real estate tour of a client construction site. Summer associates also have the opportunity to enjoy dinner at the home of a partner, as well as an off-site all-attorney outing. In addition, the firm coordinates various charitable events during "Give Back" week, through Citymeals-on-Wheels "Eat Cheap for Charity" and Sanctuary for Families.

### **12. How does the firm view clerkships?**

The firm supports students who choose to clerk and provides credit for judicial clerkships on a case-by-case basis. Summer associates who clerk may defer their offer until completion of their clerkship. Credit is given for up to two years of a clerkship at a United States federal or state court.

### **13. What if I have questions that are not addressed here?**

Please contact:

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