

## Summer Associate Program

Our firm's summer program is more than a summer job. It is a tool for creating lasting relationships and for laying the foundation to a solid and successful legal career.

The goal of our summer program is to introduce law students to various aspects of our practice, but to do so in a manner that allows individual summer associates the ability to explore particular areas of interest. We work hard to provide summer associates with a wide variety of substantive work assignments. Summer associates typically select their assignments from an online database, which allows them the flexibility to focus on specialized areas of the law while at the same time affording them the opportunity to explore the myriad of the firm's practice areas. This structure also allows each summer associate the opportunity to work with a diverse group of attorneys over the course of the summer program.

In addition to independent projects, we provide summer associates work experience outside of the office. Summer associates are invited and encouraged to attend depositions, court appearances, trial strategy sessions, transaction closings, negotiations, and other meetings associated with the firm's practice.

Another vital component of our summer program is feedback obtained through various methods including evaluations, surveys and informal conversations. Attorneys and summer associates alike are strongly encouraged, and routinely asked, to provide each other with feedback on an array of topics including work assignments and the summer program.

We hire both first- and second-year law students to work with us as summer associates. Also, from time to time, we may employ a recent law school graduate for part of the summer prior to the commencement of his or her judicial clerkship. Our summer program typically lasts ten weeks, beginning in late May and ending in early August. Within those parameters, summer associates are free to choose when their tenure will begin and end. Summer associates are also allowed to split their summers with another firm.

We host several events throughout the summer to promote social interaction between summer associates and attorneys. These events are also a helpful tool to introduce summer associates to the cities of Raleigh and Greensboro. Summer social events include concerts, baseball games, cocktail parties, movie nights, golf and tennis outings, weekend retreats, and informal get-togethers.

If you are interested in becoming a summer associate with Brooks Pierce, please contact our Recruiting Coordinator, Ms. Elizabeth Bilcheck.