



KERR, RUSSELL AND WEBER, PLC  
ATTORNEYS AND COUNSELORS

## **Associates and Laterals -- Frequently Asked Questions**

### **1. Are entry level attorneys hired to fill needs and specific practice areas?**

No. The firm looks for mature people who have excelled academically and obtained quality legal work experience throughout their law school years. We believe it is a mistake to expect law students to know which practice area is right for them. This decision can only properly be made on an informed basis after a few years of actual legal experience working in a variety of practice areas. All of our new attorneys begin their careers accepting assignments from all of our practice areas.

### **2. Are entry level attorneys hired exclusively from the summer associate program?**

No. Whether or not this will be the case in any given year depends on a variety of circumstances (e.g. whether offers are extended to all summer associates, whether such offers are all accepted, our specific hiring needs at the time, etc.).

### **3. What type of training do entry level attorneys receive?**

The firm believes that the best training is the “hands on” training given by more experienced attorneys when reviewing the work product of the entry level attorneys. In addition to this individualized training, we encourage all attorneys to regularly participate in professional education opportunities. The firm is an Institute For Continuing Legal Education partner. The Institute For Continuing Legal Education organizes many seminars throughout the year. Entry level and other attorneys are encouraged to regularly attend these seminars. Attendance at seminars sponsored by other groups is also encouraged when appropriate. In addition, the firm develops and presents many in-house seminars throughout the year on a variety of topics.

### **4. How are work assignments delegated to entry level attorneys?**

Consistent with the assignment delegation process used in our summer associate program, entry level attorneys receive their assignments directly from the attorney responsible for the work. Entry level attorneys are expected to accept work assignments from all of the firm’s practice areas.



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**5. Does the firm have a mentoring program?**

Yes. But, it is not a rigid program. One of the great advantages to working in a medium sized law firm like KRW is that you will know all of your coworkers and all of your coworkers will know you. The firm fosters a friendly open door work environment. Interaction between entry-level attorneys, Partners and other attorneys at all levels of the firm is an everyday occurrence. We believe that this atmosphere facilitates the communication and problem solving that most mentoring programs at other firms are designed to achieve. In addition, every new KRW associate is given a mentor who is there to help the associate so that the transition is a rewarding one – both personally and professionally.

**6. Does the firm consider lateral hires?**

Yes. The firm is always interested in meeting with quality experienced attorneys who are interested in joining the firm. We believe lateral hiring is an effective way to enhance the firm's expertise in all practice areas. Whether we would hire a particular lateral attorney obviously depends on a variety of factors (for example, legal experience, client responsibility, career objectives, integrity, and character).

**7. What compensation and benefits are provided to entry level attorneys?**

The annual salary for entry level attorneys is currently \$100,000. The following is a list of the benefits (some of which are subject to eligibility requirements and may require employee contributions) provided to entry level attorneys beginning work with the firm:

- Health Insurance
- Life Insurance
- 401(k)
- Parking
- Vacation
- Reimbursement of the cost of a Bar Review Course

**8. How many hours are attorneys expected to bill on an annual basis?**

All of the firm's attorneys are expected to have a minimum of 1800 quality billable hours each year.



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**9. If I was not a summer associate but would like to be considered for a position, who should I contact?**

Please send your request to: Daniel J. Schulte  
Kerr, Russell and Weber, PLC  
500 Woodward Avenue, Suite 2500  
Detroit, Michigan 48226  
(313) 961-0200  
(313) 961-0388 facsimile  
email: [djs@krwlaw.com](mailto:djs@krwlaw.com)

You should include with your request your resume, your most recent law school transcript and a writing sample.

**10. What are the firm's priorities and commitments?**

Our first priority is service to the firm's clients. There can be no higher priority. At KRW, our clients come first and everything else comes after that. This commitment to our clients and then to the institution of the law firm guides everything that we do at KRW. This commitment has guided the lawyers who have come before us at KRW and will guide those who come after us.