



KERR, RUSSELL AND WEBER, PLC
ATTORNEYS AND COUNSELORS

Summer Associate Program -- Frequently Asked Questions

1. How many summer associates does KRW usually hire?

KRW typically hires two to three summer associates each year that have completed their second year of law school. Occasionally, the firm will hire summer associates that have completed their first year of law school. The exact number of summer associates the firm hires is meant to approximate the number of entry-level attorneys we anticipate hiring for the following year. This way our summer associate program does not turn into a “competition” for too few first year attorney positions.

2. What qualities does KRW look for in its summer associate candidates?

First, we seek law students who have demonstrated exceptional academic performance, both in their law school and undergraduate course work. In addition, we look for candidates who are mature, can take responsibility for assignments and timely complete them with the quality our clients have come to expect from KRW. We value candidates that show initiative and are excited about working in a challenging and sophisticated legal environment. Finally, we seek candidates of the highest integrity and character.

3. How would you describe the summer associate experience at KRW?

The goal of the firm’s summer associate program is to provide our summer associates with assignments and an environment that is the same as that experienced by our first year attorneys. Summer associates receive their assignments directly from the responsible attorney and are expected to produce work product in a timely manner and of a quality consistent with that which we expect from our first year attorneys. Although we bill a summer associate’s time, we do not set rigid billable hour targets for our summer associates. The Recruiting Committee closely monitors the workload of all summer associates to ensure that they have an adequate opportunity to demonstrate their abilities without being overwhelmed.

4. How are summer associates trained and mentored during the summer?

Summer associates receive their work assignments directly from the attorney responsible for the work. The responsible attorney providing the assignment will provide direct feedback to the summer associate immediately upon their review



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of the work product. Twice each summer, the summer associates meet individually with the Recruiting Committee for a more formal review of their performance. These more formal reviews are also an opportunity for the summer associates to discuss any concerns they may have and to seek answers to their questions about the firm.

5. How are a summer associate's assignments determined?

Two weeks before the summer associates begin work, all attorneys are asked to reserve one or two assignments they feel are appropriate for a summer associate. These initial assignments are given to the summer associates on their first day of work. Throughout the summer, assignments will continue to come directly from the firm's attorneys to the summer associates. The Recruiting Committee monitors the summer associate's time reports to ensure that each summer associate is being provided with a variety of assignments from a number of different attorneys. KRW does not hire for particular practice areas. Summer associates are expected to complete assignments from all of the firm's practice areas.

6. Does the firm allow summer associates to split the summer with another law firm or to otherwise allow them to experience a judicial clerkship or an in-house counsel opportunity?

KRW will consider a summer associate's request to split the summer. These decisions are made on a case-by-case basis. We require all summer associates to work at the firm for a minimum of ten weeks.

7. What compensation and benefits are provided summer associates?

Summer associates that have completed their second year of law school will be paid \$1,650 per week. These summer associates will also receive paid parking.

8. Will I have an opportunity to observe court hearings, depositions, closings, etc.?

Yes. The firm encourages all attorneys to arrange for summer associates to accompany them to their court appearances, depositions, closings, client meetings and similar experiences outside the office. We believe that this is a very important part of the summer associate experience.



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9. Who should I contact to request an interview?

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

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.