

## **ASSOCIATE LIFE**

Our associates are an integral part of our community of lawyers, as they represent the future of our firm. Accordingly, the firm encourages associates to develop their legal skills as well as their client relations and business development skills. As a result of the firm's progressive thinking, organizational structure and client orientation, associates are given significant responsibility early in their careers.

Associates are hired to join a specific department, and are offered opportunities to either specialize or handle multi-disciplinary assignments. Our approach to case management ensures that associates receive hands-on exposure to all aspects of cases, with as much or as little supervision as you require. Additionally, as an associate, you will have the opportunity to work closely with a variety of partners within your department.

The firm encourages our associates' professional growth through a series of in-house training programs and firm-sponsored continuing legal education programs. To assist with your transition into the firm, we have established a mentor program for associates which provides you access to a designated partner and associate to use as a resource, whenever you have questions or require assistance. Your professional development will be assessed through a series of evaluations and formal reviews. In addition to ongoing feedback provided during the course of your work, you will receive two formal evaluations annually and be continually apprised of your work performance. Advancement within the firm is based on your professional competence and achievement in legal skills, client development, matter responsibility and contributions to the development of the firm.

We value our associates' opinions. For that reason, the firm established an Associate Liaison Committee that provides a forum with the firm's Management Committee. The firm also has an Associate Mentor Committee and an Associate Development and Retention Committee. The firm also encourages associate participation in the Recruitment, Summer Associate and other firm-sponsored Committees.