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Entry-Level Associates

We hire entry-level associates primarily, but not exclusively, through our summer associate program. In recent years, we have had two to four summer associates in our Houston office, two or three in the Atlanta office and may have one summer associate in our Philadelphia office.

The Houston and Atlanta offices conduct a six-week summer program while the Philadelphia office summer associate typically stays for a longer period. Houston offers a first-half only program, which begins mid to late May and concludes no later than early July while Atlanta offers either a first or second-half program starting in mid-May or end of June. Our program is designed exclusively for 2-L's.

Summer associate positions are filled through on-campus recruiting at several law schools in Texas and from in-office interviews. For positions in Houston, the firm typically recruits on campus at The University of Texas School of Law, University of Houston Law Center, and South Texas College of Law. Also, the Firm interviews students from several other Texas and non-Texas law schools through its minority recruiting efforts. Offers are typically extended by mid-October for the following summer, so candidates who cannot be seen for on-campus interviews are encouraged to submit resumes and arrange a time for an in-office interview to be completed before September 15th.

The Firm's Atlanta office generally rotates its recruiting efforts on campus at law schools such as University of Georgia School of Law, Emory University School of Law, Georgia State University School of Law, Mercer University School of Law, University of Florida Fredric G. Levin College of Law and also considers resumes from out of state. Also, the Atlanta office interviews students at the Southeastern Minority Job Fair each summer.

Recent law graduates who have demonstrated superior academic achievement, as well as recent graduates with a history of above average law school grades and relevant prior non-legal work experience, will also be considered for entry-level associate positions, subject to the Firm's needs.

NALP Form

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