



## Law Students

### Our Summer Associate Program

Our Summer Associate Program is an integral component of the recruiting process at Krieg DeVault. It is our primary source for hiring first-year associates. If selected to participate, you'll receive personal attention, daily interaction with our lawyers, extensive training, an associate mentor, constructive feedback, as well as networking opportunities. You'll learn a lot in a fun atmosphere, all while getting to know Firm, our clients, and the work we do.

### Realistic View

The Summer Associate Program provides you a realistic view of life as a full-time associate at Krieg DeVault. You'll have an office, full access to the firm computer network, and the help of an administrative assistant. You'll work on meaningful projects for actual clients – work that includes drafting documents, preparing memoranda, researching important issues, and attending client meetings, closings, depositions, hearings and trials.

### Assignments and Evaluations

The Summer Associate Program lasts approximately 10 weeks, beginning in mid-May. Instead of a rigid rotation schedule, our Summer Associates receive project assignments directly from attorneys practicing in most of our Firm's practice groups. In addition to regular guidance for our lawyers and mentors, you'll receive lawyer feedback as you complete projects, and both mid-summer and end-of-summer evaluations. You'll work on a wide variety of matters, draft documents, prepare memoranda, research important issues, and attend client meetings, closings, depositions, hearings and trials.

### Personal Mentoring

Each of our summer associates will receive extensive training in oral and written advocacy, client relations and business development. You'll learn by example, watching our lawyers in action and assisting them in the work they do. You'll gain firsthand experience working on significant matters for our clients under the guidance of our partners and associates. And, you'll be assigned a personal mentor to advise you. Guidance is available whenever you need it.

### Networking Opportunities

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Over the 10 week period with Krieg DeVault, you will be given the opportunity to attend a variety of networking events with other associates, professionals, and partners of the Firm. These nearly-weekly events can range from a visit to the local art museum, a trip to Top Golf, or an evening watching the Indianapolis Indians.

## The Recruiting Process – What We’re Looking For

Krieg DeVault has a simple recruiting mission: seek, find, and select the best possible prospective lawyers from among the most highly qualified law school students. We want people who will excel in a dynamic, friendly, supportive, and diverse working environment where attorneys receive significant training and have all the necessary resources for professional growth and success.

We seek candidates with strong academic credentials, and outstanding verbal and written communication skills who are innovators, creative problem solvers and team players. We want candidates who can offer a diverse perspective so we consider prior work experience, undergraduate performance, community service, interests outside of law school, and each person’s unique talents and abilities. While membership on a law review or participation in moot court is desirable, they are not prerequisites to selection.

## How and When We Recruit

We recruit primarily from the top one-third of first and second-year law school classes, as well as from the pool of those completing judicial clerkships. Each student is evaluated one-on-one. After an initial interview, those candidates we are most interested in will be given a second interview at our Indianapolis office. Our recruiting process takes place during the traditional on campus recruiting season, beginning in August each year. We also accept resumes for summer associate positions from students attending law schools where we do not interview on campus. Students are encouraged to submit a cover letter, resume and transcript on our external career site. 2L positions are typically posted in early August.

If you have questions or need assistance, please contact us at [recruiting@kdlegal.com](mailto:recruiting@kdlegal.com).

## Summer Associate Compensation and Benefits

Our 2019 summer associates will receive:

- \$1,900 per week
- Paid Parking
- Significant networking opportunities with established firm attorneys; allowing you to build your

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network, while building your experience

## New Associate Compensation and Benefits

Our new law school graduates joining the firm full-time will receive:

- \$101,500 Annual Compensation
- Eligibility for the Associates Bonus Program
- Generous Retirement Matching and Profit Sharing
- Generous Paid-Time Off Policy
- Medical Insurance with Firm Subsidy
- Health Savings Account Eligibility with Firm Contribution
- Dental Insurance
- Vision Insurance with Firm Subsidy
- Firm Provided Basic Term Life Insurance
- Voluntary Term Life Insurance
- Firm Provided Short-Term and Long-Term Disability
- Firm Provided I.D. Shield
- Voluntary Long-Term Care
- Voluntary Pet Insurance
- Cafeteria Plan
- Paid Holidays
- Firm Provided Parking
- Business Casual Attire, Casual Fridays
- Partnership with CommonBond for Student Loan Refinancing
- Firm Provided Membership for Local, State and National Bar Associations
- Firm Provided Continuing Legal Education
- Firm Provided Professional Liability Insurance

 **SUMMER ASSOCIATE  
FAQS**

 **NALP FORM**

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