



## Summer Associate FAQs

### Answering Your Questions

**Q. What is the interview process and a typical second interview?**

A. The majority of the initial interviews take place on campus at law schools. The students we are most interested in will be invited to a second interview in our Indianapolis office, where you will meet with six to eight of the firm's partners and associates.

**Q. How are projects assigned during the summer?**

A. We have found that most summer associates do not have a preferred area of specialty; their real interest is to meet and work with as many of our attorneys and experience as many of our practice areas as possible. Because of this, our Summer Associates receive projects directly from attorneys in a variety of areas throughout the summer, rather than coordinators or a particular practice group through a formal rotation process. Our Summer Associate Coordinators and mentors will meet with the Summer Associates regularly to make sure that they are achieving these goals.

**Q. What resources are available to Summer Associates?**

A. As a Summer Associate you will have substantially the same administrative support as all attorneys with the firm. That includes an office, full access to our computer network and all available online resources, and the help of an administrative assistant. You will also find an extensive collection of research materials and an extremely knowledgeable and qualified staff in our law library.

**Q. What type of work is given to Summer Associates?**

A. We want to give you a realistic view of what it's like to practice law at Krieg DeVault, so you will receive work similar to that which would be given to first- or second-year associate attorneys. These projects include drafting documents, preparing memoranda, researching important issues, and attending client meetings, closings, depositions, hearings, and trials. This is typically meaningful, billable work for actual clients of the firm.

**Q. How does the evaluation process work?**

A. As a Summer Associate you will receive regular feedback from our attorneys, including those assigning projects and the Summer Associate Coordinators. You will also receive a mid-summer evaluation and a final evaluation at the end of the summer. The final evaluation is based upon written comments provided by each attorney who has worked or interacted with you during the summer. Your mentor also will meet with you regularly to make sure that your summer is progressing smoothly.

**Q. Who oversees the summer program?**

A. The firm's Recruiting Committee oversees the entire Summer Associate Program, and our Summer Associate Coordinators oversee day-to-day activities. You will have an associate attorney as a mentor, and he or she will be very much involved in all aspects of your experience.

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**Q. How much contact will I have with partners?**

A. All summer associates will work with partners. Krieg DeVault has an “open-door” policy that encourages frequent interaction among all attorneys, whether they are partners or associates. You’ll also have many social events during the summer that provide opportunities to interact with our attorneys.

**Q. Does the firm have a dress code policy?**

A. Yes, our dress code is professional business casual Monday through Friday.

**Q. Will I be able to work on pro bono matters as a summer associate?**

A. Yes, our summer associates frequently assist our attorneys with on-going pro bono projects.

**Q. Do you allow split summers?**

A. We discourage split summers because we feel that our summer program is the right amount of time for you to have an opportunity to get to know us and for us to get to know you. However, we will consider requests for split summers under special circumstances.

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