

Austin

Andrews Kurth has developed a six week summer program to give each summer associate the opportunity to experience the legal practice and life at our firm. Our program consists mostly of second year law students, and our summer associate compensation is competitive with the local market.

Each summer associate is assigned to a supervising team comprised of a partner and an associate. The supervising team is there to provide guidance and support throughout the summer program, to answer questions about the firm and in general, to help the summer associate become acquainted with the firm and its attorneys.

Work Assignments & Evaluation Process

Although we try to accommodate specific interests of the summer associates, they have the opportunity to work in many practice areas of our office. Usually summer associates will split their time between two practice areas, but our office is very flexible so that summer associates can work on assignments in various practice areas or even one practice area exclusively if they choose. We do encourage each summer associate to gain exposure to different practice areas to allow the summer associate to make an informed decision regarding the area of law they may want to practice as a new associate.

At Andrews Kurth, summer associates receive work assignments drawn from ongoing current legal matters in which our attorneys and clients are actively involved. To the extent possible, the summer associate is invited to meetings, conference calls, drafting sessions, closings, settlement conferences, depositions, hearings and trials. The Recruiting Coordinator works with the supervising team to monitor the summer associate progress and work load throughout the summer. All work assignments are generated with partner supervision for quality control.

While the summer associate experience differs slightly from office to office, our summer program is designed to simulate the experience of a new attorney beginning his or her career with Andrews Kurth.

Feedback is a very important component of the summer associate's experience. This review provides an opportunity for both the summer associate and the attorneys to ask questions and address concerns regarding the firm, work product and job performance. Of course, the summer associate is strongly encouraged to ask questions throughout the summer program. On the summer associate's last day, our Recruiting Coordinator will also conduct an informal exit interview with the summer associate to encourage candid feedback from the summer associate.

Following the summer associate's departure from the firm, every attorney is given the opportunity to evaluate the summer associate on a social and/or a work product level. At the end of the program, the Committee reviews the evaluations with regard to making an associate offers.

Events

While our summer program is designed primarily to give law students a challenging and realistic work experience, we believe it is important to see what the city of Austin has to offer as well. During the clerkship, there are planned events as well as many spontaneous outings designed to acquaint our summer associates and their families with the city and its special attractions, our attorneys and their families, and other summer associates. Most of our events are casual, and include:

- concerts
- wine tasting
- in-home dinners
- softball
- boating trips
- family bowling
- happy hours

Austin

NEW ASSOCIATES FOR 2006

2006

- **Melisa Leal (University of Texas) - Public Law**

AUSTIN RECRUITING COMMITTEE MEMBERS

Attorney - Extension

- **Lino Mendiola - Hiring Partner - x9210**
- **Edward "Ted" Gilman - x9266**
- **Jeffrey Gordon - x9230**

STARTING SALARY

- \$7,500 contingent sign-on bonus with acceptance
- \$160,000 annual compensation
- Coverage under the firm's insurance programs, the full details of which will be provided to you when you report to work
- Reimbursement of tuition for bar review course, bar exam fee, Lewis and Davis course, out-of-state investigation fee and MPRE filing fee
- Paid parking (\$1,600 value)
- You will be eligible to participate in the firm's 401(k) plan (to which the firm provides matching contributions)
- The firm will pay local bar dues; state bar dues, dues to one section and Texas Attorney Occupation Tax. Payment of American Bar Association dues will be your responsibility and will not be eligible for reimbursement by the firm.