

How to Apply

We are committed to recruiting, retaining, developing and promoting the best legal talent.

Hiring Criteria

We seek to hire students whose academic and personal record of achievement demonstrates a commitment to excellence. In addition, we are looking for individuals whose character, intelligence, judgment and training will inspire their colleagues and clients to have confidence in their advice and representation. We also attempt to hire a diverse group of lawyers because we believe our firm and our clients benefit from that diversity

Read about our [Equal Employment Opportunity \(EEO\) Policy](#).

Offer Decisions

The Hiring Committee makes every effort to respond to each candidate as quickly as possible.

Office Interviews

If you are invited to the firm to interview, you will be asked to contact our Legal Recruitment Department to schedule a mutually convenient in-office interview date. Call-back interviews consist of a three-hour visit, either morning (including lunch) or afternoon. Typically, you will meet with four to six lawyers for approximately 30 minutes each. If you are interested in particular practice areas or if you have questions that might be best addressed by particular lawyers—for example, working parents, women lawyers, LGBTQIA+ lawyers, lawyers of color or newly arrived lawyers—please let us know. We will make every effort to accommodate your request.

Travel Reimbursement

Out-of-town law students: If the firm interviews you on campus and invites you back to the office, we will reimburse you for your interview expenses or share them with other firms.

Reimbursable expenses include reasonable air and train fare, ground transportation, hotel accommodations and reasonable cost of meals. For automobile travel, we will reimburse your mileage, tolls and parking fees. For more specific information, please contact our Legal Personnel and Development Department. We do not reimburse candidates for "prescreening" interviews.

Travel reimbursement form: Either prior to or during your visit to our office, you will receive an interview packet that contains a travel reimbursement form on which you should list your out-of-pocket expenses. Please provide all receipts when submitting your request for reimbursement.