

SUMMER ASSOCIATE PROGRAM

We hire only those students who we believe will one day be shareholders with the firm.

Our summer associate program is the firm's primary source for hiring new associates. We hire only those students who we believe will one day be shareholders with the firm. This long-term focus, coupled with the discerning nature of our recruiting process, enable Hill Ward Henderson to extend job offers to the majority of our summer associates. We have been fortunate that nearly all of them accept these positions. In fact, approximately one-quarter of our attorneys were once summer associates with the firm. Such a hiring philosophy has brought together a group of attorneys committed to excellence, while promoting a sense of "family" within the firm.

"Since the firm's inception, Hill Ward Henderson has had a summer associate program. The ten-week program is an excellent opportunity for a student to produce real work for real clients. The program is extremely flexible, catering to the goals of the individual student. Those who want a broad experience can get work from many different departments and lawyers.

Those who already have a desired area of practice can more fully immerse themselves in that practice group to gain a deeper exposure. This focus on the individual at the summer associate stage is very much an indication of a broader firm philosophy."

Summer Associate Mentoring & Training

Guidance comes in the form of the summer program committee, summer associate mentors, and other attorneys, all of whom make themselves available to answer questions and to provide assistance when needed.

Summer associates assume significant responsibility almost immediately and become contributing, vital members of the firm during the course of the summer. Our firm's philosophy regarding attorney development emphasizes real-life experience over "classroom" training. Accordingly, summer associates quickly receive assignments and begin work after completing orientation on their first day. Guidance comes in the form of the summer program committee,

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summer associate mentors, and other attorneys, all of whom make themselves available to answer questions and to provide assistance when needed. To help further their development as attorneys, summer associates receive project-by-project feedback on their work and participate in two formal evaluations during the course of the summer.

Attendance at client meetings, depositions, hearings, and other functions, as well as the planning and/or strategy sessions leading up to those events, greatly enhances the summer experience and fosters summer associate development. By the end of the program, summer associates are truly prepared to hit the ground running as they begin their legal careers.

Summer Associate Life

Summer associates assume significant responsibility almost immediately and become contributing, vital members of the firm during the course of the summer.

The goal of our summer program is to immerse the summer associate in both the work and culture of the firm. The work assigned to summer associates is similar to that given to new associates. Summer associates are also invited to observe and participate in client meetings, hearings, depositions, trials and closings – real-world experiences that are invaluable to any young associate's development.

While the work is important, our culture promotes a balanced life. Thus, we plan a number of social outings throughout the ten-week program including team-bonding exercises, sporting events, outdoor activities, concerts and gatherings at attorneys' homes. These activities showcase the outstanding lifestyle available in Tampa, provide an opportunity to get to know our attorneys on a personal level, and demonstrate first-hand the close friendships our attorneys share with each other.

To apply for a position in our summer associate program, please drop a resume for an on-campus interview at participating schools, or send a cover letter and resume by July 1 to **Jeanie Poley**, Chief Administrative Officer, at jeanie.poley@hwhlaw.com.