

FAQs

- Do your Summer Associates receive meaningful work assignments?
- What is the size of your Firm?
- What type of mentoring program is offered to Summer Associates?
- Do Summer Associates have the ability to see multiple practice areas during the clerkship?
- What is the partnership track for a new associate at Andrews Kurth?
- Does Andrews Kurth offer a first year clerkship program?
- Do you have a written "alternative work" or "part-time" policy?
- Do you have a written equal employment opportunity and anti-discrimination policy?
- What benefits does the firm offer to new associates?
- When are decisions made regarding offers to summer associates for permanent associate positions?

Do your Summer Associates receive meaningful work assignments?

Summer Associates generally operate very much like first year associates. They are given significant projects that assist attorneys in servicing existing clients. Because Summer Associates are asked to assist with "real-life" legal matters, their work is important to us and to our clients. Additionally, we hope our recruits will learn from participation in a broad range of day-to-day, Firm work-related activities. For example, beyond legal writing and research, Summer Associates are invited to take part in activities that emphasize the practical aspects of the practice of law, such as closings of business transactions, client meetings, hearings, trials, and depositions.

What is the size of your Firm?

With over 415 lawyers in the United States, we are one of the five largest Texas-based firms in the country and currently rank on the American Lawyer's list of the 100 largest law firms in the country based on revenues.

What type of mentoring program is offered to Summer Associates?

Designated partner and associate sponsors are responsible for choosing and evaluating the clerk's assignments; additionally, each Summer Associate has the opportunity to work with other attorneys in the practice areas he or she visits.

Do Summer Associates have the ability to see multiple practice areas during the clerkship?

Summer Associates have the opportunity to spend their summer divided between two practice areas that are selected according to their interests and our hiring needs.

What is the partnership track for a new associate at Andrews Kurth? Consideration for partnership typically first occurs after 8 1/2 years; new Partners are not required to make capital contributions upon admission to the partnership.

Does Andrews Kurth offer a first year clerkship program?

On a very limited basis we do offer clerkships to first year students.

Do you have a written "alternative work" or "part-time" policy?

Part-time (we call it flex-time) arrangements are available in all practice areas on a case-by-case basis. A formal policy, including a flex-time partnership track, is in development and will be adopted this year. The specific arrangements will vary situationally, but the intention is to find ways to match the attorney's need for flexibility with the capacity for flexibility in the situation.

Do you have a written equal employment opportunity and anti-discrimination policy?

Yes. The firm does not discriminate on the basis of race, color, religion, sex, ethnic or national origin, age, disability, veteran status, marital status, or sexual orientation, or any other factor unrelated to job requirements or job status. The firm makes reasonable accommodations to persons with disabilities. This policy applies to all areas of employment, including recruiting, hiring, training, promotion, compensation and benefits.

What benefits does the firm offer to new associates?

New associates are given a moving allowance to relocate. New Associates will be reimbursed for all Bar review course and Bar exam expenses. Associates receive major medical insurance, life insurance, long term disability benefits, annual

FAQs

vacations and various other benefits including the option to participate in the firm's 401(k) savings plan. Direct deposit is available for full-time employees. Parking is paid for all attorneys.

When are decisions made regarding offers to summer associates for permanent associate positions? Offers are decided after the conclusion of the summer associate program. Associate offers are generally extended during the last week of August or the first week of September. The deadline to accept an offer under NALP guidelines is November 1.