

FAQs

Do your summer associates receive meaningful work assignments?

Summer associates generally operate very much like first-year associates. Because summer associates are asked to assist with real legal matters, assignments consist of a broad range of day-to-day firm activities.

For example, beyond the standard assignments of legal research and writing, summer associates participate in the closings of business transactions, client meetings, hearings, depositions, trials and other experiences that emphasize the practical aspects of the practice of law.

What size is your firm?

With 400 lawyers in the United States, we are one of the five largest Texas-based firms in the country.

How do you view yourselves?

"Straight Talk is Good Business.®"

Our no-nonsense, straightforward approach to the practice of law helps our clients lead their fields in energy, financial services, real estate, commercial and investment banking, manufacturing, technology and more.

What will I learn that I don't already know?

We'll take what you have learned and show you how to put it to use, to become the lawyer you want to be. Our low partner/associate ratios will provide you with plenty of responsibility and mentoring. In conjunction with our formal training programs, you will enjoy a unique opportunity to grow and excel as a lawyer.

What do summer associates do for fun?

Baseball games. Rafting trips. Cooking classes. Wine tastings. Golf tournaments. Fishing trips. And more. You'll see we enjoy life outside of the firm and hope you'll enjoy yourself with us too.

How do you rank against other national firms?

Very competitively. Our transactional practice consistently ranks among the top ten in the nation. Our litigators are included in the ranks of the American College of Trial Lawyers, International Academy of Trial Lawyers and *The Best Lawyers in America*.

What makes you special and different from other firms?

Close to a hundred years ago, a partner at our firm said, "One cannot enjoy the practice of law unless he also enjoys the friendship of his associates." That statement still rings true. It defines our environment, serves our clients well and enriches our lawyers professionally and personally.

As a summer associate, what will I do every day?

You'll learn what it is really like to practice law in a major firm. As you experience what life is like for a first-year associate, you'll see what the clients are like and get to experience our familial culture. At the end of a long and interesting day, you'll have worked hard and learned much.

Will I work directly with clients?

You bet. It's part of what happens in the real world. You're not here to watch. You're part of the team. We want you—and our clients—to know what that team will be like in the future.

What type of mentoring program is offered to summer associates? Designated partner and associate sponsors are responsible for assigning and evaluating the summer associate's work projects. Additionally, each associate has the opportunity to work with other lawyers in his or her selected practice areas.

Do summer associates have the ability to work in multiple practice areas?

Yes. Summer associates may spend their summer working on projects from different practice areas.

What is the partnership track for a new associate at Andrews Kurth? Consideration for partnership typically first occurs after eight and a half years. New partners are not required to make capital contributions upon admission to the partnership.

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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 an alternative work or part-time policy?

Part-time, or flex-time as we call it, arrangements are available in all practice areas on a case-by-case basis. The specific arrangements will vary according to each situation. Our intention is to match the lawyer's need for flexibility with the capacity for flexibility in the situation.

What benefits does the firm offer new associates?

New associates receive:

- \$160,000 annual salary
- Major medical, dental and life insurance
- 18-week primary caregiver leave/2-week paternity leave
- Reimbursement of tuition for bar review course, bar exam fee, out-of-state investigation fee and MPRE filing fee
- Paid parking (\$1,600 value)
- Eligible to participate in the firm's 401(k) plan; firm provides matching contributions
- Payment of local bar dues, state bar dues, dues to one section and Texas Attorney Occupation Tax

When are decisions made on summer associates for permanent positions?

Offers are decided after the conclusion of the summer associate program, which is generally mid-August. The deadline to accept an offer under NALP guidelines is 28 days from the extension of the offer or until December 31, whichever comes first.