

Summer Associate Program

Schnader employs second-year students for the summer in our Philadelphia office and occasionally other offices as well.

Our program is intentionally small, so that we can provide a close-knit experience for our students. We make offers of permanent employment to a high percentage of our summer associates, and typically hold them open to students entering judicial clerkships after graduation.

The summer associate program is designed to simulate associate life. Summer associates receive assignments from attorneys in all of our offices and in a wide variety of practice areas. Typical assignments include substantive research and writing as well as factual development. We also make sure that each summer associate has ample opportunity to work on *pro bono* matters. In this way, students get to work with many different attorneys and learn about their practices.

Each summer associate is assigned a reader, an associate who reviews the student's work and provides feedback outside the formal evaluation process, as well as a mentor, who builds a supportive relationship with the student. Students receive comprehensive evaluations at the conclusion of the summer.

Summer associates have observation opportunities, which may include: oral arguments and trials, discovery proceedings, real estate and corporate closings, labor negotiations, depositions, and arbitrations. In addition, students participate in informal social activities, including First Thursday receptions and lunches with firm attorneys, and events such as axe-throwing or attendance at a Phillies game.