

# 1L LCLD SCHOLARS PROGRAM

Venable's program offers diverse law students who will have completed their first year of law school by May 2019 the opportunity to spend a summer working side-by-side with attorneys from LCLD Member Organizations. Throughout the summer, scholars will receive real work assignments on behalf of real clients – the same type of assignments our junior associates receive throughout the year. Assignments range from research and formal memos to client presentations and rush assignments. In addition, scholars will participate in "take-alongs," which may include attending hearings, spending the day in court, or sitting in on a transaction closing. A ten-week commitment during the summer is required commencing at the end of May.

We maintain a balance between work and social events during the course of the summer program. Informal dinners, happy hours, and group outings are some of the best ways for scholars to get to know our attorneys. In addition, our "Take a Partner to Lunch" program encourages scholars to spend time with partners whose practice areas they find particularly interesting. Our goal is for scholars to end the summer with a wealth of new connections, mentors, and an accurate sense of what life is like as a first-year associate.

## About Venable

Venable is an American Lawyer 100 law firm. With nearly 800 attorneys in eight offices across the country, we are strategically positioned to advance our clients' business objectives in the United States and abroad. Our clients rely on Venable's proven capabilities in all areas of corporate and business law, complex litigation, intellectual property, and regulatory and government affairs. In this era of ever-increasing scrutiny by the government, our clients benefit from Venable's Washington know-how. Our attorneys, many of whom are former members of Congress, regulators, and senior government staffers, have the experience to provide solutions when government creates regulatory roadblocks.

We firmly believe that a talented and diverse legal team delivers the best results for our clients. We are committed to inclusion, openness, and support for all of our lawyers and staff and for our communities. To meet these standards, we welcome lawyers and staff from all backgrounds.

## How to Apply

Venable will be hosting scholars in our Baltimore, Los Angeles, New York, San Francisco, and Washington, D.C. offices.

Beginning December 1, applications can be submitted through:  
[https://www.venable.com/careers/entrylevel/1l\\_scholars/](https://www.venable.com/careers/entrylevel/1l_scholars/)

Please include a resume, transcript, and cover letter.

# DIVERSITY & INCLUSION AT VENABLE

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What makes Venable different? For the more than 1000 attorneys and staff who work at Venable, there is no one answer. When asked, many mention the firm's collegial culture where diverse teams of partners, associates, and staff work side by side to deliver the highest quality work product to the firm's clients. Others cite the pride they take in Venable's distinguished history and how the firm honors tradition while embracing new ideas and methods. Clients point to the skill, dedication, creativity and superior service that our legal and professional staff provide.

For many, Venable's commitment to the community sets the firm apart. Venable attorneys and staff members give thousands of hours of their time and diverse talents, demonstrating that our commitment to service extends beyond our clients. Through hands-on volunteering, pro bono legal representation, and contributions to the Venable Foundation—which provides nearly \$2 million annually to educational, social services and artistic organizations across the country—Venable employees strive to make their communities a better place to live and work.

## **2018 Notable D&I Programming and News**

- Venable Success Network (VSN) hosted the inaugural VSN Summit in DC, bringing attorneys of color from all offices together for a full day of networking and professional development programming.
- In June, LGBTQ @ Venable, the firm's newest affinity group, and the Diversity Committee sponsored a D&I Summer Reception with guest speaker Jim Obergefell, named plaintiff in *Obergefell v. Hodges*, the 2015 Supreme Court case affirming the right of same-sex couples to marry. The reception took place in the DC office. In addition to group members and firm attorneys and staff, the summer associates, several clients, and friends of the firm attended. Jim's presentation was projected in Venable's Baltimore, LA, SF, and NY offices. The event served not only as a kick-off event for the affinity group, but also as a celebration of LGBTQ Pride Month.
- The firm engaged renowned inclusion strategist and consultant Verna Myers to do a comprehensive review of firm management, policies, and practices related to D&I.