



Summer Associate Program

Thompson & Knight's Summer Associate Program offers 1L and 2L law students an unparalleled educational experience and creates lasting relationships between our attorneys and Summer Associates, who are the future of our Firm.

T&K has a collegial, team-oriented, and supportive culture. We provide challenging and fulfilling work in an atmosphere of mutual respect and appreciation. According to *Chambers Associate 2018*, the Firm is recognized for its stability and is featured as a high achiever in "Associate Satisfaction" and "Associate Retention." A surveyed Associate said that the Firm "really invests in its young associates, via training and both formal and informal mentorships."

T&K is also proud to be the only Texas-based law firm signatory to the American Bar Association Well-Being Pledge and Campaign, designed to support law student/lawyer well-being and address the profession's troubling rates of substance-use disorders, as well as mental health issues.

PROGRAM DETAILS

The 2019 T&K Summer Associate Program will provide:

- 6-8 week 1L program
- Real work
- Client interaction
- Pro bono opportunities
- Partner and Associate mentoring
- Training programs
- Social events customized to students' interests
- \$3,653 per week

In addition, our 1L LCLD Scholar will have the opportunity to attend the 1L LCLD Scholars Summit (June 4-6, 2019).

APPLICATION PROCESS

To apply for a 1L Summer Associate position, please apply online to our website at www.tklaw.com/careers. You will be asked to submit the following application materials:

- Current resume
- Undergraduate & Law School Transcripts (*when available*)

DIVERSITY AND INCLUSION

Diversity is one of T&K's core values. We strive to create, foster, and maintain a diverse and inclusive workplace and culture where our attorneys and staff will thrive. We are committed to recruiting, mentoring, retaining, and investing in our diverse lawyers.

Our Diversity Committee, which includes our Managing Partner and Chief Diversity Officer, leads the charge on implementing the Firm's diversity and inclusion strategies and promoting opportunity for all. Recent successes include:

- 2018 Compass Award from the Leadership Council on Legal Diversity.
- 2017 DiversityFIRST™ Leadership Award from the Texas Diversity Council.
- 2017 Top Performer Award from the Leadership Council on Legal Diversity.
- 33% of T&K's 2018 Management Committee are women and/or self-identify as racially diverse.
- 60% of attorneys elected to partner in 2018 are women and/or self-identify as racially diverse.
- 50% of non-equity partners promoted to equity partner in 2018 are women and/or self-identify as racially diverse.

OTHER FIRM DISTINCTIONS AND HONORS

- Ranked among the top seven U.S. "Best Places to Work For" in Vault's 2019 Annual Law Firm Associate Survey.
- Recognized in the *Dallas Business Journal's* "Best Places to Work" for 15 consecutive years.
- 125 attorneys selected for inclusion in *The Best Lawyers in America*® 2019 by Woodward/White Inc.
- Named "Law Firm of the Year" in Natural Resources Law by *U.S. News - Best Lawyers*® "Best Law Firms" 2018 and earned 27 national rankings, including tier-one designations in eight practice areas.
- Named one of the nation's top firms in Energy: Oil and Gas (Transactional) and among Texas' top firms in multiple areas of practice in *Chambers USA 2018* by Chambers & Partners; 35 attorneys named "Leaders in their Field."

If you have any questions about diversity and inclusion at Thompson & Knight, please contact Nichole Olajuwon, Chief Diversity Officer, at nichole.olajuwon@tklaw.com.