

1L Summer Associate Diversity Program

At Simpson Thacher, we believe that diversity in the workplace improves our ability to serve the needs of our clients and encourages and fosters a more dynamic environment for our attorneys. As part of our ongoing efforts to recruit high caliber attorneys, we offer the opportunity for a select number of 1L students to join our New York summer associate class.

These positions will be offered to exceptional first-year law students who can contribute to the diversity of our Firm and the broader legal community. Diversity includes, but is not limited to, differences across categories of race and ethnicity, gender, gender identity, sexual orientation, age, ability and socio-economic status.

Participants in our 1L summer program are required to spend at least the first eight weeks in our office. The weekly salary will be the same as that of 2L summer associates, as 1Ls and 2Ls in the summer program are given similar levels of responsibility and the experience is typically indistinguishable. To support this, we have a dedicated 1L Partner Mentor who focuses on integration and ensuring that 1Ls become a seamless part of the Simpson summer associate class.

In addition to the summer associate program, our 1L summer associates will have the opportunity to participate in the Leadership Council on Legal Diversity (LCLD) Scholars Program. This entails summer attendance at a multi-day national networking conference, participation in a group mentoring program, and access to a LinkedIn group for 1L LCLD Scholars.

Simpson Thacher 1L summer associates also have the opportunity to join one or more of the Firm's six affinity groups to interact with attorneys from a variety of backgrounds. Each summer, our affinity groups, Diversity Committee and Women's Committee host events to welcome and introduce summer associates to their groups. In 2019, events included:

- Asian Affinity Group: Korean BBQ Dinner
- Black Affinity Group: Wine & Chocolate Tasting
- Colegas (Latinx) Affinity Group: Terrarium Building
- LGTBQ Affinity Group: Dinner Party at an LGBTQ Partner's Home
- South Asian Affinity Group: Eid Lunch and Aziz Ansari Comedy Show
- Women's Initiative: New York Escape the Room; Tea at the Peninsula Hotel in Beverly Hills, Lean In Programs, as well as Coffee and Happy Hours
- Diversity Committee and Diversity Advisory Council: Welcome Reception at a Partner's Home
- Parent Affinity Group: Lunch & Learn

In response to the global pandemic, we pivoted from our traditional summer program to execute a fully-virtual summer program that was both engaging and informative for our 2020 Summer Associate class. Our program centered around providing an introduction and understanding of the Firm and its practice groups, while exemplifying the ethos of the Firm through community service and pro bono opportunities. We adapted quickly to implement unique and innovative ways to keep connectivity a primary focus of our program, despite the physical distance between us. We look forward to making the most of summer 2021.

We are looking for applicants who possess a strong record of academic, employment and community achievement, demonstrating the potential for success in law school and in the legal profession. We encourage you to submit an application through the Summer Program section of the Firm website (www.stblaw.com) once the opportunity has been posted.

We will consider applications on a rolling basis starting December 1st and ask that all applications are submitted by February 1st. Any first semester grades unavailable by the deadline can be forwarded separately once received.



Applications must include:

- 1) Resume
- 2) Application form, including practice area preference(s)
- 3) Statement of interest not to exceed 500 words
- 4) Official or unofficial transcript of undergraduate grades
- 5) Official or unofficial transcript of first semester law school grades may be submitted separately upon availability

New York Summer Program

Orientation & Training

Orientation: We welcome summer associates with a two-day orientation designed to introduce you to your fellow summer associates and integrate you into the Firm's work and culture.

Training: We offer abundant training opportunities throughout the summer, from practice-specific presentations to practical hands-on workshops led by our partners, associates, training managers and external instructors.

Assignments

Assignments: We encourage summer associates to work on assignments from a broad range of practice areas. The summer program is the best time to learn about the many options available to you as you start your legal career and to gain a comprehensive view of the types of work that we do.

Assigning Team: Based on your practice interests, you will be matched with a team of assigning partners and associates that will serve as an integral resource as you take on new assignments and balance various projects throughout the summer.

Mentoring & Feedback

Mentoring: From your first day at the Firm you will be paired with a partner and an associate mentor, assigned based on common backgrounds and interests. Throughout the summer, you will interact socially and professionally with your mentors, who will serve as complete resources. In addition to a welcome lunch and opportunities to work with or shadow your formal mentors, informal mentoring and organic connections will also be integral parts of your summer experience at Simpson Thacher.

Feedback: We understand that feedback is important to your professional development. As a summer associate, you will receive two formal reviews: a mid-summer review and a final review. Supervising attorneys will also offer informal and real-time feedback on your work throughout the summer to help train you to think like a Simpson lawyer.

Working At Other Simpson Offices

We offer opportunities for summer associates to spend time in another domestic or an international office on a case-by-case basis. Decisions are based on multiple factors such as potential long-term interest, requisite language skills, and Firm needs. Because our international offices are primarily corporate-focused, your practice interests are an important factor in considering whether you will spend time in a foreign office. If you would like to work in more than one office, please discuss your interest with one of your interviewers or a member of the Recruiting Department.

Social Events

The Firm hosts a wide range of events in each of the cities where we have formal summer programs, and we tailor our programs to the diverse interests of our summer associates. Meals in the top restaurants in the city, dinner parties at partners' homes, and smaller group activities to get to know your colleagues are common. These events not only showcase the best each city has to offer, they help bring your class together and plant the seeds for lifelong friendships. Below are just some of the events from our 2019 summer program!

- Shake Shack & Shakespeare in the Park
- Summer Social: Annual Beer Tasting
- Progressive Food Tour of Harlem
- Spiderman Private Movie Screening
- Chopped®-Style Team Cooking Competition
- New York Yankees Game
- Boat Cruise on the Hudson
- Citywide Diversity Event featuring Laverne Cox