Career Development Office
2018 – 2019
Recruitment Planning Guide

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Hiring Practices Summary

Introduction

Depending on where you are in the career development process, your first and second summer may have vastly different purposes. The goal of your first summer is to explore your options and further develop your legal knowledge. It is an opportunity to learn more about your interests and how they relate to various areas of legal practice. Ideally, by your second summer, you can begin to tailor your experiences toward your post-graduate employment goals. Further, during your second summer it is important to increase your substantive knowledge and demonstrate your interest in or commitment to a particular kind of work. For these reasons, you must approach your second summer and post-graduate search thoughtfully.

The summary below provides general information about the summer and post-graduate employment process for a variety of employers. This information is designed to help you over the summer months as you begin to plan your 2L summer employment search. Schedule an appointment to meet with your career advisor to discuss these practices further and develop your search strategy.

As you think about the various Richmond Law-sponsored recruitment programs available, it is important to remember that employers recruit via a variety of methods. Data provided by the National Association for Law Placement (NALP) for the class of 2016 reveals that only 18.2% of law students nationally secure their post-graduate position via a fall on-campus recruitment program. A multi-pronged search, incorporating formal recruitment programs, job postings, unsolicited applications and networking efforts, significantly increases your likelihood for success.

Large Law Firms

Large law firms rely almost exclusively on their summer associate programs as the primary means for hiring entry-level attorneys. Typically, these firms interview second-year law students in the summer and early fall for summer associate positions the following summer. Offers of post-graduate employment are made at the conclusion of the 2L summer. In most circumstances, large law firms do not interview third-year students for post-graduate employment. Thus, if you want to work at a large law firm immediately after graduation, it is important to secure a position with one during your 2L summer. Later in your career, there may be other opportunities to join these organizations after gaining some practice experience.

Large law firms are among the most grade-conscious of legal employers. Strong academic credentials and participation in co-curricular activities including law journals and moot court are highly valued.

Some large law firms, particularly those in the Richmond area, will participate in Richmond Law’s on-campus interview program (OCI); however, it is important that you supplement your OCI applications with direct applications to other law firms in which you have an interest, especially those in regions outside Richmond. Early July is an appropriate time to apply to firms that are not participating in OCI. The NALP Directory is a good resource for learning more about and directing applications to large law firms.

Approximately 6% of the Richmond Law Class of 2016 secured their first post-graduate positions in law firms of over 100 attorneys.
Small and Mid-Size Law Firms

The majority of attorneys in private practice work in small (fewer than 50 attorneys) and mid-size (50-100 attorneys) law firms. In fact, according to the American Bar Association, more than 60% of lawyers work in small firms. With few exceptions, small law firms hire on an as-needed basis in the same manner as most other employers. Few participate in OCI. They often seek summer associates or interns during the spring semester, and entry-level attorneys following the release of bar exam results. Some will post opportunities, while others will rely on unsolicited applications or their referral networks to identify new attorneys.

Though small and mid-size firms cannot always make post-graduate hiring decisions following summer employment, developing a relationship with a small firm of interest and demonstrating related practice area expertise through your summer work, clinical placements, and pro bono work will increase your chances of landing post-graduate employment. Personality fit, practice-area-specific knowledge, and geographic ties (key to successful client development) are among the most important factors to small and mid-size law firms when making hiring decisions.

A few small and mid-size law firms will visit campus. Every March, Richmond Law co-hosts the Commonwealth Law School Consortium’s Spring Interview Program, in which Richmond Law students participate with students from the law schools of Washington & Lee, William & Mary, and the University of Virginia, exclusively for small and mid-size firms. During March 2017, 14 employers participated in this program.

For additional information about applying to small and mid-size law firms, review Choosing Small, Choosing Smart: Job Search Strategies for Lawyers in the Small Firm Market by Donna Gerson (available in the CDO resource library). Also, Martindale-Hubbell is a good, though not comprehensive, resource for identifying law firms in various geographic areas and with certain practices, as well as those firms with Richmond Law alumni.

After graduating from Richmond Law, 28% of the Class of 2016 went to work in law firms of 100 or fewer attorneys.

During summer 2017, approximately 29% of the positions secured by Richmond Law 2Ls were at law firms of any size.

Government and Public Interest Organizations

Many government agencies and public interest organizations offer interesting and meaningful work in a setting where work-life balance is possible. Public sector attorneys work in a variety of practice areas, and report high job satisfaction.

While summer opportunities abound, competition for entry-level attorney positions can be stiff, and most organizations do not hire until after the release of bar exam results.

Government agencies and public interest organizations do limited hiring through OCI and job fairs, and they rely heavily on job postings. Each October in Washington, D.C., hundreds of public sector employers from all over the country participate in the Equal Justice Works Conference and Career Fair. During the spring semester, Richmond Law co-hosts the Commonwealth Law School Consortium Government & Public Interest Interview Program, in which Richmond Law students participate with
students from the law schools of Washington & Lee and William & Mary. In February 2018, 75 employers participated in this program.

The Government Honors & Internship Handbook provides information about summer and post-graduate positions, primarily with the federal government. Please check with the CDO for current login information. PSJD provides both job postings and a database in which you can search for public interest organizations by issue, practice, or geographic area. Another source of public interest opportunities is Idealist.org. Post-graduate positions and some summer opportunities in the federal government are posted on the USAJOBS website. You also should review various state and local government employment websites regularly for post-graduate opportunities.

Summer internships in the public sector often are unpaid. Through the Summer Public Service Fellowship Program, Richmond Law provides financial support to students working in unpaid legal positions in the public sector. While each student is guaranteed to receive one Fellowship for qualifying work during their academic career, those pursuing post-graduate positions in the public sector may apply for a second Fellowship. Note that a second Fellowship is not guaranteed.

During summer 2017, over 44% of Richmond Law 2Ls worked in the public sector.

In the Class of 2016, 21% of graduates secured employment with a government agency or public sector organization.

Judiciary

State and federal court judges hire students as judicial interns for summer work. They also hire graduates as judicial clerks for a period of one or two years. Judicial internships and clerkships provide the opportunity to get an inside view of the litigation process.

Judges typically hire judicial interns based on unsolicited applications. First-year students pursue these opportunities more frequently than second-year students, and some judges only hire first-year students as interns.

Post-graduate judicial clerkships are highly selective, though this varies based on the court and geographic location. Some judges may begin accepting applications as early as the summer following your 1L year, while others will hire during the fall semester of your 3L year. Judges post opportunities via OSCAR (federal judges only), Symplicity, and state and local government websites. They also accept unsolicited applications. You may call judges’ chambers to determine if they are accepting applications and what materials are required. However, before doing so, contact the CDO judicial clerkship advisor. The CDO maintains and publishes lists of federal and state court judges and their hiring timelines.

Resources, including the CDO’s Judicial Clerkship website, the Guide to State Judicial Clerkships (request log-in credentials from the CDO), the faculty judicial clerkship committee, and the CDO judicial clerkship advisor, Marka Belinfanti, will assist you in navigating the post-graduate judicial clerkship application process.

During the summer of 2017, 5% of 2Ls served as judicial interns.

Richmond Law graduates have a solid track record of being selected for post-graduate judicial clerkships. 23% of the members of the Class of 2016 obtained clerkships.
Academic

Summer positions in academia (primarily research assistant positions) are a very popular option as they can provide an excellent opportunity to hone your research and writing skills. You may have the chance to work on interesting projects, participate in the preparation of research for a book or article, and establish and solidify a close working relationship with a law professor (which is particularly helpful if you are interested in a post-graduate judicial clerkship).

Typically, professors hire summer research assistants towards the end of spring semester. Some professors solicit research assistants by posting job opportunities on Symplicity; however, the majority of professors use different methods to conduct hiring. Some may post a sign on their office door, but many will wait for students to contact them. If you have a particularly strong relationship with one of your professors or a serious interest in a professor’s area of expertise, make an appointment to meet with him or her during office hours, and bring your resume to express interest in a research assistant position.

Last summer, 13% of 2Ls worked in academia, primarily as research assistants.

In-House Counsel Opportunities

Corporations generally hire their attorneys laterally from law firms (in many cases from the firms that work on their matters). These employers generally do not hire summer clerks as an organic part of their recruiting activity; however, you may be able to obtain this kind of job through your own outreach efforts. Generally, employers hire for these positions during spring semester. Prior work experience can be a key to landing an in-house internship.

The Directory of Corporate Counsel, available in the Law Library, provides information about in-house legal departments at U.S. corporations. Also, some corporations post summer internships on their websites. Through its Corporate Scholars Program, the Association of Corporate Counsel National Capital Region hires first and second-year students for summer positions in companies throughout the region.

During summer 2017, 7.5% of 2Ls accepted positions within a business, primarily with in-house counsel.

Alternative Employers

Non-legal or alternative careers are an increasingly popular option. Given the wide variety of non-legal careers, you should meet with your career advisor to discuss your specific interests. In most cases, alternative employers make hiring decisions on an as-needed basis.
Description of Recruitment Programs

Southeastern Minority Job Fair (SEMJF)
July 20 & 21, 2018
Hyatt Regency Suites, Perimeter Northwest
Marietta, GA

At the Southeastern Minority Job Fair (SEMJF) legal employers nationwide interview rising second and third-year law students, as well as recent graduates, from 50+ law schools. A majority of the employers who participate in the program are interested in interviewing rising second-year students, although several employers will interview third years and recent graduates for post-graduate opportunities. In past years, approximately 140 employers have interviewed over 900 students during the two-day job fair.

Applying for SEMJF is a two-step process:

1. **Pre-Registration** – Students interested in submitting applications to SEMJF must first pre-register through the UR Symplicity website. Pre-registration begins on Wednesday, March 28. The deadline to pre-register is **Sunday, April 15** at 5:00 pm. To pre-register (beginning March 28), login to the UR Law Symplicity website, select the OCI tab, Session 2018 Southeastern Minority Job Fair Pre-Registration, and select REVIEW and APPLY. **No resume is needed to pre-register.**

2. **Application Submission** - Once the pre-registration period ends on April 15, the names of students who pre-registered through the UR Law Symplicity website will be uploaded to the SEMJF Symplicity website. **Only pre-registered students will receive a login and password from the SEMJF administrator to view employers and submit applications during the online submission period of May 11 – May 30.**

**IMPORTANT:** **Pre-registration does not require that you submit applications once the actual student registration period opens on May 11.**

Current students who interviewed at the SEMJF interview program in 2016 and 2017 are as follows:

Nikita Bhojani (2L) nikita.bhojani@richmond.edu
Kate Desai (3L) kate.desai@richmond.edu
Nick Inchaustegui (3L) nicholas.inchaustegui@richmond.edu
Sora Ko (2L) sora.ko@richmond.edu
Maria Salido Gusi (3L) maite.salidogusi@richmond.edu
Stephen Scaife (3L) stephen.scaife@richmond.edu
Helen Vu (2L) helen.vu@richmond.edu
Hsiao-Han Wang (3L) hsiaohan.wang@richmond.edu

They are available to answer questions from students regarding the application and interview process.
In 2017, the following employers participated in SEMIJ:

Alston & Bird LLP (Atlanta, GA) 2L;
Arnall Golden Gregory LLP (Atlanta, GA) 2L;
Atlanta Legal Aid Society Inc. (Atlanta, GA) 2L;
Baker Botts L.L.P. (All Offices), 2L, 3L, GRAD;
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC (Birmingham, AL) 2L;
Bass, Berry & Sims PLC (Nashville, TN) 2L;
Bell Nunnally & Martin LLP (Dallas, TX) 3L;
Bilzin Sumberg Baena Price & Axelrod LLP (Miami, FL) 2L;
Bracewell LLP, 2L;
Bradley Arant Boult Cummings LLC (Multiple Locations) 2L;
Bryan Cave LLP (Atlanta, GA) 2L;
Butler Snow (Jackson, MS) 2L;
Cook County State's Attorney's Office (Chicago, IL) 3L;
Department of Public Advocacy (Frankfort, KY) 3L;
Drew Eckl & Farnham, LLP (Atlanta, GA) 2L;
Eleventh Circuit Court of Appeals, Staff Attorney's Office (Atlanta, GA) 3L, GRAD;
Ellis & Winters LLP (Raleigh, NC) 2L;
Environment and Natural Resources Division (Washington, DC) 2L, 3L;
Eversheds Sutherland LLP (Atlanta, GA) 2L;
Florida Rural Legal Services, Inc. (Ft. Meyers, FL) 3L, GRAD;
Fried Frank Harris Shriver & Jacobson LLP (Washington, DC) 2L;
Goodwin Procter LLP (Washington, DC) 2L;
Greenberg Traurig LLP (Atlanta, GA) 2L;
Gunster (West Palm Beach, FL) 2L;
Hedrick Gardner Kincheloe & Garofalo, LLP (Charlotte, NC) 3L, GRAD;
Hill Ward Henderson (Tampa, FL) 2L;
Holland & Knight LLP (Atlanta, GA) 2L;
HQ USAF/JAX (Joint Base Andrews, MD) 2L, 3L, GRAD;
Hunton & Williams LLP (Atlanta, GA) 2L;
Husch Blackwell LLP (St. Louis, MO) 2L;
Jackson Walker (Dallas, TX) 2L;
Jones Day (Atlanta, GA) 2L;
Jones Walker LLP (New Orleans, LA) 2L;
K&L Gates (Charlotte, NC) 2L;
Kaufman & Canoles (Norfolk, VA) 2L, 3L, GRAD;
Kean Miller LLP (Baton Rouge, LA) 2L;
Kilpatrick Townsend & Stockton LLP (Atlanta, GA) 2L;
King & Spalding, LLP (Atlanta, GA) 2L;
Kirkland & Ellis LLP (Washington, DC) 2L;
Law Offices of the Public Defender, Fourth Judicial Circuit (Jacksonville, FL) 3L, GRAD;
Lewis Roca Rothgerber Christie LLP (Phoenix, AZ) 2L;
Littler Mendelson (San Francisco, CA) 2L, 3L;
Lowndes, Drosdick, Doster, Kantor & Reed, PA (Orlando, FL) 2L;
Mayer Brown LLP (Charlotte, NC) 2L;
McGuireWoods LLP (Charlotte, NC) 2L;
Mecklenburg County District Attorney's Office (Charlotte, NC) 2L;
Merchant & Gould (Minneapolis, MN) 2L;
Miami-Dade Public Defender's Office (Miami, FL) 3L;
Miller & Martin PLLC (Atlanta, GA) 2L;
Moore & Van Allen, PLLC (Charlotte, NC) 2L;
Morris, Manning & Martin LLP (Atlanta, GA) 2L;
Moses & Singer (New York, NY) 2L;
Nelson Mullins Riley & Scarborough, LLP (Multiple Offices) 2L;
New York City Law Department (New York, NY) 2L, 3L;
Ninth Circuit Public Defender (Charleston, SC) 2L, 3L, GRAD;
Norton Rose Fulbright (Austin, Dallas, Houston, San Antonio, LA, New York, D.C.) 2L;
Office of Chief Counsel Internal Revenue Service (Washington, DC) 2L, 3L;
Office of the Queens County District Attorneys Off (Kew Gardens, NY) 3L;
Ogletree, Deakins, Nash, Smoak & Steward, P.C. (Atlanta, GA) 2L, 3L, GRAD;
Orleans Public Defenders (New Orleans, LA) 2L, 3L;
Parker Poe (Charlotte, NC) 2L;
Paul Hastings LLP (Atlanta, GA) 2L;
Pension Benefit Guaranty Corporation (Washington DC) 2L;
Phelps Dunbar LLP (New Orleans, LA) 2L, 3L;
Polsinelli (Kansas City, MO) 2L;
Reminger Attorneys at Law (Cleveland, OH) 2L, 3L;
Richards, Layton & Finger (Wilmington, DE) 2L, 3L;
Robinson Bradshaw & Hinson (Charlotte, NC) 2L;
Seyfarth Shaw LLP (Atlanta, GA) 2L;
Shook, Hardy & Bacon L.L.P (Kansas City, MO) 2L;
Shumaker, Loop & Kendrick, LLP (Toledo, OH) 2L, 3L, GRAD;
Sidley Austin LLP (Washington, DC) 2L;
Smith Anderson Blount Dorsett Mitchell & Jernigan, LLP (Raleigh, NC) 2L;
Smith, Gambrell & Russell, LLP (Atlanta, GA) 2L;
State Attorney's Office, 20th Circuit (Fort Myers, FL) 2L, 3L, GRAD;
Sterne, Kessler, Goldstein & Fox (Washington, DC) 2L, 3L;
Still She Rises (Tulsa, OK) 2L, 3L;
Stites and Harbison PLLC (Louisville, KY) 2L;
Swift Currie McGhee & Hiers (Atlanta, GA) 2L;
Tennessee Attorney General (Nashville, TN) 2L, 3L;
The Board of Governors of the Federal Reserve System (Washington, DC) 2L, 3L;
The Capital Appeals Project/Promise of Justice Initiative (New Orleans, LA) 2L, 3L, GRAD;
The Kullman Firm (New Orleans, Louisiana) 2L;
Thompson & Knight, LLP (Houston) 2L;
Thompson Coburn LLP (St. Louis, MO) 2L;
Troutman Sanders LLP (Atlanta, GA) 2L;
U.S. Senate Office of the Legislative Counsel (Washington, DC) 2L, 3L;
US Army Corps of Engineers (Atlanta, GA) 3L, GRAD;
Venable LLP (Washington, DC) 2L;
Waller Lansden Dortch & Davis, LLP (Nashville, TN) 2L, 3L;
Ward and Smith, P.A. (Raleigh, NC) 2L;
Weinberg, Wheeler, Hudgins, Gunn & Dial (Atlanta, GA) 2L; and
Zimmerman Kiser Sutcliffe (Orlando, FL) 2L.
Southeastern Intellectual Property Job Fair (SIPJF)
July 24, 2018
Georgia State University - Atlanta, GA

The Southeastern Intellectual Property Job Fair is the largest intellectual property job fair in the region. The job fair encompasses all areas of intellectual property, including litigation, transactional work and prosecution.

Current students available to answer questions regarding their interview program experience:

Katherine Morley (2L) katherine.morley@richmond.edu
So Ko (2L) sora.ko@richmond.edu
Brad Stringfellow (3L) bradley.stringfellow@richmond.edu
Hsiao-Han Wang (3L) hsiaohan.wang@richmond.edu

The following employers attended SIPJF in recent years:

Akin Gump Strauss Hauer & Feld LLP
Alston & Bird LLP
Arnold & Porter LLP
AT&T Intellectual Property
Baker Botts LLP
Baker, Donelson, Bearman, Caldwell &
Berkowitz, PC
Baker Hostetler LLP
Ballard Spahr LLP
Bryan Cave LLP
Cantor Colburn LLP
Clements Bernard PLLC
Dority & Manning, P.A.
Duane Morris LLP
Eversheds Sutherland
Finnegan
Fish & Richardson
Foley & Lardner LLP
Hall Booth Smith, P.C.
Hill Kortscher & Wharton, LLP
Hunton & Williams LLP
Jones Day
Kilpatrick Townsend
King & Spalding
Mayer Brown LLP
McDonnell Boehnen Hulbert & Berghoff, LLP
Merchant & Gould P.C.
Meunier Carlin & Curfman, LLC
Moore & Van Allen PLLC
Morgan, Lewis & Bockius LLP
Morris, Manning and Martin
Myers Bigel
Nelson Mullins Riley & Scarborough
Nuesoft Technologies, Inc.
Oliff PLC
Patterson & Sheridan
Pillsbury Law
Robins Kaplan LLP
Smith Gambrell & Russell, LLP
Smith Risley Tempel Santos, LLC
Sterne, Kessler, Goldstein & Fox
Sughrue & Mion PLLC
Sutherland Asbill & Brennan LLP
Taylor English Duma LLP
Thomas Horstemeyer, LLP
Troutman Sanders
U.S. Patent and Trademark Office
Womble Carlyle Sandridge & Rice
Wood Herron Evans
The **Loyola Patent Law Interview Program** is a two-day interview program held in Chicago for students with undergraduate or graduate degrees in engineering or a technical science. You do not need to be patent bar eligible to register, although a vast majority of employers participating in the program are seeking patent bar eligible students.

Each year roughly 1,500 law students apply to interview with employers throughout the nation. Interviews are determined by employer prescreening which means that participating employers review the resumes submitted to them and choose the law students they are interested in interviewing at the program. Roughly half of the students registered for the program are selected for interviews each year.

Current students available to answer questions regarding their interview experience:

Seth Bruneel (2L) seth.bruneel@richmond.edu  
Genevieve de Guzman (3L) genevieve.deguzman@richmond.edu  
Sora Ko (2L) sora.ko@richmond.edu  
Ilya Mirov (2L) ilya.mirov@richmond.edu  
Brad Stringfellow (3L) bradley.stringfellow@richmond.edu  
Hsiao-Han Wang (3L) hsiaohan.wang@richmond.edu

**In 2017, the following employers participated in the Loyola Patent Law Interview Program:**

- Akin Gump Strauss Hauer & Feld LLP  
- Alston & Bird LLP  
- Andrews Kurth LLP  
- Arnold & Porter Kaye Scholer LLP  
- Axinn, Veltrop & Harkrider LLP  
- Baker Botts LLP  
- Baker Hostetler LLP  
- Baker & McKenzie LLP  
- Banner & Witcoff, Ltd.  
- Bishop, Diehl & Lee, Ltd.  
- Blakely, Sokoloff, Taylor & Zafman LLP  
- Boyle Fredrickson  
- Bracwell & Giuliani LLP  
- Brinks Gilson & Lione  
- Brooks Kushman P.C.  
- Cadwalader, Wickersham & Taft LLP  
- Calfee, Halter & Griswold LLP  
- Carlson Caspers  
- Carter, DeLuca, Farrell & Schmidt LLP  
- Choate, Hall & Stewart LLP  
- Condo Roccia Koptiw LLP  
- Cooley LLP  
- Cooper & Dunham LLP  
- Covington & Burling LLP  
- Cozen O’Connor  
- Crowell & Moring LLP  
- Dechert LLP  
- Dept. of the Navy, Office of General Counsel  
- Desmarais LLP  
- Dinsmore & Shohl  
- Dority & Manning P.A.  
- Dorsey & Whitney LLP  
- Drinker Biddle & Reath LLP  
- Eris IP  
- Eversheds Sutherland  
- Faegre Baker Daniels LLP  
- Finnegan  
- Fish & Richardson P.C.  
- Fitch Even Tabin & Flannery LLP  
- Fitzpatrick, Cella, Harper & Scinto  
- Fletcher & Yoder  
- Fogg & Powers LLC
Foley & Lardner LLP
Fried, Frank, Harris, Shriver & Jacobson
Godfrey & Kahn, S.C.
Goodwin Procter LLP
Green, Griffith & Borg-Breen LLP
Greenberg Traurig LLP
Greenblum & Bernstein, PLC
Hamilton Brook Smith Reynolds P.C.
Harness, Dickey & Pierce, PLC
Haug Partners LLP
Haynes & Boone LLP
Hewlett-Packard Co.
Hickman Palermo Truong & Becker
Hogan Lovells US LLP
Hornigman Miller Schwartz & Cohn
Hughes Hubbard & Reed LLP
Husch Blackwell LLP
Ice Miller LLP
Irrell & Manella LLP
Jenner & Block LLP
Jones Day
K&L Gates
Kaye Scholer LLP
Keller Jolley Preece
Kilpatrick Townsend & Stockton LLP
Kirkland & Ellis LLP
Klarquist Sparkman LLP
Knobbe Martens Olson & Bear LLP
KPPB LLP
Latham & Watkins
LegalForce RAPC
Lemkin Summerfield Katz LLC
Lerner, David, Littenberg, Krumholz & Mentlik
Leydig, Voit & Mayer, Ltd.
Locke Lord LLP
Lowenstein Sandler
Marshall Gerstein & Borun LLP
Maschoff Brennan
Mayer Brown LLP
McAndrews Held & Malloy
McCarter & English LLP
McDermott Will & Emery LLP
McDonnell Boehnen Hulbert & Berghoff
Merchant & Gould
Morgan, Lewis & Bockius LLP
Morris, Nichols, Arsht & Tunnell
Morrison & Foerster LLP
Neal Gerber Eisenberg
Nixon Peabody LLP
Nutter, McClennen & Fish LLP
Oblon, McClelland, Maier & Neustadt LLP
O’Melveny & Myers LLP
Orrick, Herrington & Sutcliffe LLP
Patent Law Works LLP
Patterson + Sheridan LLP
Paul Hastings LLP
Paul, Weiss, Rifkind, Wharton & Garrison LLP
Pepper Hamilton LLP
Perkins Coie LLP
Pillsbury Winthrop Shaw Pittman LLP
Polinselli P.C.
Price Heneveld LLP
Proskauer
Quarles & Brady LLP
Quinn Emanuel
Rakoczy Molino Mazzochi Siwik LLP
Reinhart Boerner Van Deuren, S.C.
Robins Kaplan LLP
Ropes & Gray
Rothwell, Figg, Ernst & Manbeck, P.C.
Schiff Hardin LLP
Senninger Powers LLP
Shook, Hardy & Bacon LLP
Shumaker & Sieffert, P.A.
Sidley Austin LLP
Simpson Thacher & Bartlett LLP
Skadden Arps Slate Meagher & Flom
Snell & Wilmer
Steptoe & Johnson LLP
Sterne, Kessler, Goldstein & Fox PLLC
Stoel Rives LLP
Stroock & Stroock & Lavan LLP
Sughrue Mion, PLLC
Taft Stettinius & Hollister LLP
Thomas | Horstemeyer
Thompson Coburn LLP
Troutman Sanders LLP
Vedder Price P.C.
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<th>Venable LLP</th>
<th>Wilson Sonsini Goodrich &amp; Rosati</th>
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<td>Vinson &amp; Elkins</td>
<td>Winston &amp; Strawn</td>
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<tr>
<td>White &amp; Case</td>
<td>Wolf, Greenfield &amp; Sacks P.C.</td>
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<td>Wiley Rein</td>
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New England Interview Program (NEIP)
August 10, 2018
Regus Office Suites - Boston, MA

The New England Interview Program, a collaborative effort of nine regional law schools, will be held on Friday, August 10 from 8:30 a.m. to 4:30 p.m. in Boston at the Regus Office Suites. The student application period opens on June 4. Apply on-line through the UR Symplicity website. The application deadline is July 3.

Current students available to answer questions regarding their interview program experience:

Qingwei (Grace) Gu (2L) qingwei.gu@richmond.edu
Helen Vu (2L) helen.vu@richmond.edu
Daria Ivanova (2L) daria.ivanova@richmond.edu

In 2017, the following employers participated in NEIP:

Choate Hall & Stewart LLP (Boston, MA) – 2L;
City of Boston – 2L;
Devine Millimet (Manchester, NH) – 2L;
New Hampshire Public Defender (Concord, NH) – 2L/3L;
Nixon Peabody (Boston, MA) – 2L;
Pierce Atwood (Portland, ME) – 2L;
Proskauer (Boston, MA) – 2L;
RichMay (Boston, MA) – 2L;
Shaheen & Gordon (Dover, NH) – 3L;
Shipman & Goodwin (Hartford, CT) – 2L;
Sullivan & Worcester (Boston, MA) – 2L; and
Withers Bergman (New Haven, CT) – 2L.
August/Early Fall On-Campus Interview Program
August 7 – September 20, 2018
University of Richmond School of Law

The CDO hosts an August/Early Fall On-Campus Interview Program (OCI) for second and third-year students. A majority of the employers who participate in the program are interested in interviewing second-year students for summer associate positions. Third-year students interview for part-time school-year and post-graduate positions.

The OCI program is run entirely through the University of Richmond Symplicity system. The interview weeks are divided into “Sessions” with separate application deadlines:

Session 1: Interviews on August 7 – 9. Application deadline: July 22.
Session 5: Interviews on September 18 - 20. Application deadline: September 2.

You must have a resume uploaded in the Symplicity system to apply to employers participating in the OCI program. Any additional documents required (cover letter, transcript, writing sample) must be prepared and uploaded as well.

Once the application deadline has passed, a resume booklet comprised of all student applications is emailed to the employer. Students who submitted an application will be notified by email when the employer selections are received.

Students will be instructed to check under the OCI tab in Symplicity to view their interview status (invited, not invited, or alternate).

Students selected for interviews must schedule an interview time through Symplicity on a first-come first-served basis. Most interviews are 20 minutes in length, although some employers request a 30-minute interview schedule.

In 2017, the following employers interviewed or requested resume booklets from students for the OCI program:

Allen, Allen, Allen & Allen (Richmond, VA) – 2L;
APEX Systems, LLC (Glen Allen, VA) – 2L/3L;
Armstrong Bristow Farley & Schwarzschild (Richmond, VA) – 2L;
Beveridge Diamond (Washington, DC) – 2L;
Bland Sorkin (Richmond, VA) – 2L;
Brown Rudnick (Multiple Locations) – 2L;
Chasen Boscolo (Greenbelt, MD) – 2L;
Circuit Court of Chesterfield County (Chesterfield, VA) – 3L;
City of Richmond Attorney’s Office (Richmond, VA) – 2L;
Community Tax Law Project (Richmond, VA) – 2L/3L;
Christian & Barton L.L.P. (Richmond, VA) – 2L;
Cole Schotz PC (New Jersey and New York) – 2L/3L;
Cooley LLP (Multiple Locations) – 2L;
Dority Manning (Greenville, SC) – 2L;
Eldridge Industries (New York, NY) – 2L/3L;
Fairfax County Circuit Court (Fairfax, VA) – 3L;
Finnegan (Washington, DC) – 2L;
Gentry Locke Rakes & Moore (Roanoke, VA) – 2L;
Halperin Law (Richmond, VA) – 2L;
Harter Secrest & Emery (Rochester, NY) – 2L/3L;
Hunton & Williams, LLP (Richmond, VA) – 2L;
Internal Revenue Service - Office of Chief Counsel (Washington, DC) – 2L/3L;
Jones Blechman Woltz & Kelly (Newport News, VA) – 2L;
Kaufman & Canoiles (Norfolk and Williamsburg, VA) – 2L;
K&L Gates (Washington, DC) – 2L;
Lenhart Pettit (Charlottesville, VA) – 2L;
McGuireWoods, LLP (Richmond, VA) – 2L;
Moore & Van Allen, PLLC (Charlotte, NC) - 2L;
Norfolk Circuit Court (Norfolk, VA) – 3L;
PennStuart (Abingdon, VA and Bristol, TN) – 2L;
Philadelphia District Attorney's Office (Philadelphia, PA) – 2L/3L;
Pillsbury LLP (Tysons Corner, VA) – 2L;
Parrish Snead Franklin Simpson, PLC (Fredericksburg, VA) – 2L;
Portsmouth Commonwealth's Attorney's Office (Portsmouth, VA) – 2L;
Rawls McNelis (Richmond, VA) – 2L/3L;
Reed Smith LLP (Washington, DC; Richmond, VA; Tysons Corner, VA) – 2L;
Richards Layton & Finger, PA (Wilmington, DE) – 2L/3L;
Sands Anderson PC (Richmond, VA) – 2L;
Southern Environmental Law Center (Multiple Locations) – 2L;
Spilman Thomas and Battle, PLLC (Charleston, WV) – 2L;
Spotsylvania County Attorney's Office (Spotsylvania, VA) – 2L;
Steptoe Johnson (Multiple Locations) – 2L;
Troutman Sanders LLP (Richmond, VA) – 2L;
U.S. Department of Labor (Washington, DC) – 3L;
U.S. Department of Transportation (Washington, DC) – 3L;
Venable LLP (Washington DC and Tysons Corner, VA) – 2L;
Vinson & Elkins LLP (Washington, DC and Richmond, VA) – 2L;
Williams Mullen (Richmond, VA and Virginia Beach, VA and Raleigh, NC) – 2L;
Willcox & Savage, PC (Norfolk, VA) – 2L/3L; and
Woods Rogers PLC (Roanoke, VA) – 2L.
The Equal Justice Works Conference and Career Fair is the largest national public interest legal career fair in the country. More than 1,200 students from 165 law schools attend two days of interviews, workshops, networking and other career opportunities. Public interest employers conduct interviews for internship and full-time positions and meet with students in informal “table talk” settings to discuss public interest legal opportunities. The Conference and Career Fair also features workshops on various public interest careers and job search advice, resume and cover letter review, mock interviews, and more.

Current students available to answer questions regarding their interview program experience:

Mollie Laird (2L) mollie.laird@richmond.edu
Kate Miceli (2L) katherine.miceli@richmond.edu

Spring Interview Programs

The Spring On-Campus Interview Program (Spring OCI) is a small program held on campus beginning in late January or early February and continuing throughout the spring semester. A majority of the employers who participate in the program are interested in interviewing first-year students for summer positions. A few employers also will interview second and third-year students for a limited number of summer and post-graduate opportunities.

The student application period opens in early January and the first application deadline is in mid-January. The Spring OCI program is run entirely through the UR Law Symplicity system and the interview weeks are divided into “Sessions” with staggered deadlines.

The Commonwealth Law School Consortium Government and Public Interest Interview Program is held in conjunction with William & Mary and Washington & Lee law schools, and the opportunities are primarily for first and second-year law students. Government and public interest employers conduct interviews on campus in the Tyler Haynes Commons for summer employment opportunities. The student application period opens in mid-December and the application deadline is in mid-January.

The Commonwealth Law School Consortium Spring Interview Program is a small interview program held in conjunction with the University of Virginia, William & Mary, and Washington & Lee law schools in mid-March for small and mid-size law firms to interview second and third-year students for summer and post-graduate employment opportunities. The application period opens in early February and ends the last week in February.

The Association of Corporate Counsel (ACC) provides first and second-year students summer employment in corporate legal departments throughout the region. Students may begin applying for the National Capital Region Corporate Scholars Program in mid-December, and the application deadline is in mid-January.
Recruiting Programs Dates and Deadlines

**MARCH 2018**

March 1  
Loyola Patent Law Interview Program – student registration begins.

March 23  
Loyola Patent Law Interview Program – student registration deadline.

March 28  
SEMIF\(^1\) – student pre-registration begins through the UR Law Symplicity website.

**APRIL 2018**

April 15  
SEMIF – Deadline for students to pre-register through the UR Law Symplicity website.

April 25  
SIPJF\(^2\) – student preview and registration period opens through SIPJF Symplicity website.

**MAY 2018**

May 9  
SIPJF – student preview and registration deadline.

May 11  
SEMIF – application period opens for all pre-registered students through the SEMIF Symplicity website (details to be provided).

May 15  
SIPJF – student application period opens on SIPJF Symplicity website.

May 29  
Loyola Patent Law Interview Program – student application period opens.

SIPJF – student application deadline.

May 30  
SEMIF – deadline for students to apply through the SEMIF Symplicity website.

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\(^1\) Southeastern Minority Job Fair  
\(^2\) Southeastern Intellectual Property Job Fair
JUNE 2018

June 4
August/Early Fall OCI\(^3\) - students may begin to preview registered employers through UR Symplicity website.

NEIP\(^4\) - student application period opens through the UR Symplicity website.

June 12
Loyola Patent Law Interview Program – student application period ends.

June 20
SEMIF – interview/alternate selections available on SEMIF Symplicity website.

June 25
Deadline for students to submit application materials for review to career advisors to receive feedback by July 16. Application materials received after that date will be reviewed and returned in the order in which they are received.

June 27
SEMIF – student deadline to accept/decline invitation(s) to interview (11:58 p.m. EST).

JULY 2018

July 3
NEIP – student application deadline at 11:45 p.m.

July 2
OCI – student application period opens.

July 6
SEMIF – interview schedules available on SEMIF Symplicity website.

July 11

July 20
SEMIF – interviews begin at 3:00 p.m. in Marietta, GA.

July 21
SEMIF – interviews begin at 9:00 a.m. in Marietta, GA.

July 22
OCI Week 1 application deadline at 11:45 p.m.

\(^3\) August/Early Fall On-Campus Interview Program
\(^4\) New England Interview Program
July 23
NEIP interview/alternate selections available. Students will be notified by their individual school’s CDO.

July 24
SIPJF Interview Program in Atlanta, GA.

July 26 - 27
Loyola Patent Law Interview Program in Chicago, IL.

July 29
OCI Week 2 application deadline at 11:45 p.m.

AUGUST 2018

August 2
NEIP interview schedules distributed by each individual school’s CDO.

August 5
OCI – Session 3 and Session Allen Allen Allen Allen Allen application deadline at 11:45 p.m.

August 7 - 9
OCI – Week 1 of interviews.

August 10
New England Interview Program in Boston, MA.

August 13
Registration for the Equal Justice Works Career Fair opens. Deadline to register is September 14th.

August 13 - 16
OCI – Week 2 of interviews.

August 21 - 23
OCI – Week 3 of interviews.

August 26
OCI – Session 4 application deadline at 11:45 p.m.

August 27
First Day of Classes.

August 30
Allen Allen Allen Allen On-Campus Interviews.

SEPTEMBER 2018

September 2
OCI – Session 5 application deadline at 11:45 p.m.

September 11 - 13
OCI – Week 4 of interviews.
September 18 - 20
OCI – Week 5 of interviews.

OCTOBER 2018

October 26 - 27
Equal Justice Works Career Fair in Arlington, VA.

FEBRUARY 2019

February 6
Federal Clerkships - OSCAR (Online System for Clerkship Application and Review) becomes available second-year law students (2Ls).
Frequently Asked Questions

On-Campus Interview (OCI) Applications

Why don’t I see as many job postings or OCI employers as another student when I log into Symplicity?
Symplicity displays to students only those employers who have requested applications from their class. Check your Profile under the “Academic” tab to make sure your class year is correct.

Is there an advantage to applying before the stated OCI deadline?
Employers participating in OCI will receive all submitted applications the day after the posted deadline, so it does not give you an advantage to apply early, except that doing so will decrease the likelihood that you encounter unforeseen obstacles in applying. For other job postings, it generally is better to apply well before the stated deadline. Employers often review resumes and begin interviewing before the application deadline. A position may be filled before the stated deadline and the job posting may be deactivated.

Do I have to write cover letters when submitting OCI applications?
If an employer requests a cover letter, you must provide one. Cover letters should be employer specific and tailored to the position you are seeking. Make sure each cover letter is properly addressed to the designated employer contact. Simply changing the employer name in a letter prior to submitting it to a new employer can lead to careless errors that may disqualify your application. Your career advisor can help by reviewing drafts.

Do I have to upload an unofficial transcript, list of references, and a writing sample?
Supplemental documents are required when the employer specifically requests them. Always bring an extra resume, writing sample, transcript, and reference list to each interview.

How do I obtain a copy of my transcript?
To request a copy of your transcript, fill out the transcript request form on the Registrar’s Office website: http://registrar.richmond.edu/common/PDF/5_1%20Online%20Forms/transcriptrequest.pdf. Print the form, handwrite your signature, and then scan and email it back to the registrar at registrar@richmond.edu. Request that an official transcript be sent to you in electronic format (unless the employer asked for a sealed official transcript). Once you receive the PDF, upload it to Symplicity or make copies of it to distribute to interviewers. Do not upload a copy of your BannerWeb printout to Symplicity or provide it to employers.

What should I use as my writing sample?
Employers generally want a legal writing sample that is between five and ten pages in length, double-spaced, and that represents work performed by you during law school. It is important to provide the best sample of your writing. You may select a piece you wrote for Law Skills, a journal article, a paper submitted for a writing competition, or a memorandum you prepared for an employer. If you use a piece that was prepared for an employer, be sure to redact any identifying information and get your employer’s permission to use it. Pieces that have been co-drafted or re-written by others are not acceptable. Law Skills papers or other writing samples that were reviewed and critiqued by others are fine, as long as you are the one who did any re-drafting. Remember to include a cover page with your name and contact information (in the same format as your resume header). The cover page should indicate the purpose for which the piece was originally written, and whether or not it is a complete piece or an excerpt.

My grades do not meet some employers’ stated GPA preferences. May I still apply?
While employers’ preferred credentials are instructive, you may apply to every employer with whom you have a genuine interest in working. The CDO does not screen application materials for compliance with employers’ preferred criteria. Under some circumstances, employers may be willing to consider applicants who do not squarely meet their stated credentials. This may happen when you have a connection to the employer or geographic region, related prior work experience, a specialized academic background, or when you would make a significant
diversity contribution to the employer. Generally, view GPA preferences as a guideline. If your GPA is close, it may well be considered, especially if your application is strong in other respects.

Is there a maximum or minimum number of employers to which I should apply?
Apply to every employer with whom you have a genuine interest in working.

How are students selected for interviews in each OCI session?
Candidates are selected for interviews via employer pre-screening. The CDO does not screen out any applications submitted on time. This means that materials for each applicant are provided to the respective employer at the close of the application period. The employer then selects the candidates they would like to interview and notifies the CDO.

What is a resume collection?
Employers who are not able to interview on campus may request that materials from interested applicants be provided to them as one resume booklet. These employers will review the materials, decide which students they want to interview, and coordinate the interviews independently. In such cases, the CDO is not involved in the process of scheduling interviews.

Will Richmond Law pay or reimburse me for travel costs for my participation in an out-of-town interview program?
No; travel to out-of-town interview programs is at your own expense.

I missed the OCI application period. May I contact the employer and submit my materials individually?
No. You should not have direct contact with employers between the opening of the application period and the interview program date. Employers participate in organized recruitment programs for the efficiency of dealing with a single contact and receiving all application materials at the same time. They do not want to receive communications from individual students.

I am transferring from Richmond Law. May I still participate in Richmond Law recruitment programs?
Participation in Richmond Law recruitment programs is open only to students who will be returning to Richmond Law for the fall semester.

I have another commitment on the date of an interview program or on a particular employer’s OCI date. Can my interviews be scheduled around my other commitment?
No. Employers interview on a single day. If you are not available on that date, do not apply for an interview with that employer. Further, it is important that you be available to interview throughout the interview day, as the employer’s scheduling preferences determine interview times. Some employers request to interview only in the morning or afternoon, for example.
**Interviews**

*Does applying to an employer obligate me to interview?*
Yes, you must participate in interviews to which you are invited unless you have accepted employment prior to the interview date and notified the CDO. (See the Interview and Offer Policies section of this Recruitment Guide.)

*How should I prepare for an interview?*
- Think about why you applied to that particular employer. (Do not apply if you are not interested and would not accept an offer from the employer.)
- Reflect on your strengths and what you want to contribute.
- Be ready with a strong opening statement about who you are and why you are interested in that employer.
- Review the employer’s website. Research the firm or organization. Understand their mission, values, clients and practices.
- Review summer evaluations in Symplicity and talk to other students who have worked for that employer.
- Research your interviewers.
- Use Lexis or Westlaw to identify recent news regarding the employer.
- Have insightful questions ready.
- Practice your responses to frequently asked interview questions. Schedule a mock interview with the CDO.
- Express your passion and enthusiasm. Employers want to hire someone who is eager to learn and will be an enjoyable addition to the office.
- Do not bring your laptop, coat or beverage into the interview. Sit up straight and do not fidget.
- Remember you are being judged on your presentation as well as the content of your answers.

*What will the interviewer(s) ask me? What questions should I ask?*
For common interview questions and more tips on interviewing, read the CDO’s [Interviewing Guide](#). Practice your answers in advance so you can lead with your strengths.

*What are employers looking for?*
Interviewers are trying to determine whether you will be a good fit for their workplace and whether you have the skills and experience to handle their work. They pay attention not only to the content of your answers, but also to how you present yourself, your communication skills, your ability to get along with others, your passion for the law, your knowledge about the employer, and how well you think on your feet.

*How do I project professionalism through my attire?*
**Suit**
Even on a tight student budget, a professional-looking interview suit is important. Your clothes should be clean, ironed, and well-fitting; however, they do not need to be expensive. Tailored pantsuits are appropriate for women who choose to wear them instead of skirt suits. The goal in selecting your interview attire is to find an outfit that inspires confidence and does not distract from your qualifications.

**Facial Hair**
Many legal employers still expect a clean-shaven face. If you opt to keep facial hair, it should be trimmed and well maintained.

**Pantyhose**
While professional attire for women in the office has become more relaxed, many women still err on the side of caution and wear pantyhose in interviews.

**Footwear**
All footwear should be clean, polished, and well maintained. Modest heels are appropriate for women, as are professional flats. Stilettos, open-toe or sling back shoes, and boots are not.
Should I bring additional copies of my application materials to an interview?
Yes, you should bring copies of your updated resume, transcript, reference list, and writing sample to each interview in which you participate. Be prepared to talk about everything in your materials.

When an employer requests a transcript, should it be an “official” transcript?
No, you may request a transcript from the Registrar’s Office and then make copies of it for the majority of employers. Do not distribute the BannerWeb version of your transcript. Should an employer require an official transcript, they will let you know. Employers often require official transcripts at the offer stage.

Any tips on interviewing successfully via Skype?
As with an in-person interview, dress appropriately, monitor your body language, and remember to smile. You should also plan your background shot and test the equipment in advance. You may schedule an appointment to use the equipment in the CDO conference room for your Skype interview.

I accepted an offer for the summer, but I have another interview scheduled tomorrow. I don’t want to be rude and cancel at the last minute. Should I go on the interview to practice my interviewing skills?
If you cannot or do not intend to accept an offer of employment, do not accept the interview. If you agree to an interview and later accept an offer of employment elsewhere, you should call to cancel all other interviews. If you have an interview scheduled through a Richmond Law interview program, contact the CDO immediately upon acceptance of a job offer. The CDO will serve as the liaison between you and the employer. Interviewing when you cannot, or do not wish to accept employment wastes the employer’s time, and decreases other students’ interview opportunities.

Should I send a handwritten or email thank you note after an interview?
A well-written, sincere thank you note makes a good impression immediately after an interview. Send a separate note to each interviewer after a screening interview and personalize the message based on your conversation. If the employer indicates that decisions will be made relatively quickly, an email is appropriate. If the employer’s timetable is a week or more, a handwritten (legible) note is appropriate.

What should I say in my thank you note after the interview?
The perfect thank you note requires three sentences and describes something about the interview that made it memorable to you. Here’s an example:

Dear Mr. or Ms.____,

Thank you for taking time to interview me during my recent visit at Smythe & Smythe LLC. I enjoyed hearing your description of the environmental practice group’s needs, and I believe I would be a natural fit. I appreciate your consideration and look forward to connecting with you again soon.

Regards,
Susan Student

I interviewed with multiple people from the same employer, must I send a thank you note to each one?
If you interviewed with two or three attorneys, you should personalize a thank you note to each one. If your interview involves four or more attorneys, you may send a thank you note to the main recruiting contact and ask that your appreciation be extended to the other interviewers.

I was invited to a callback interview. How will this be different than the screening interview?
Screening interviews are generally conducted by one or two attorneys for 20-30 minutes. Callback interviews often involve a panel interview or a series of interviews with multiple attorneys, preceded or followed by a meal. Remember that the interview starts when you arrive at the employer’s building. Make sure you treat the parking attendant, receptionist, and administrative assistant with respect.
How should I continue my job search while I am waiting for offers on applications already submitted?
If you have not received an offer of summer or post-graduate employment, it is important to continue networking, researching target employers, and applying for new jobs. Please visit your career advisor if you need help determining the next steps in your employment search.

Offers

How long after an interview should I follow up with a potential employer?
At the end of an interview, it is appropriate to ask about the employer's time frame for making a decision. That should give you a sense of whether they will continue to interview and deliberate for days or weeks or months. A follow-up email or phone call one week after their anticipated decision date is appropriate to reiterate your interest and inquire about the status of the decision. If you do not know when they intend to make a decision, a follow-up email or phone call one week after the interview, and then in regular intervals, is appropriate.

I received a voicemail or email offering me a summer internship. How should I respond?
First, respond to the employer quickly via the same communication method they used. Convey your enthusiasm and continued interest in the position, and thank them for the opportunity.
• If you are comfortable accepting the offer, do so, and ask what next steps you must complete (there is always paperwork) and when you should start.
• If you are not comfortable accepting on the spot (especially if this position is not your first choice and you are waiting to hear back from other employers), then you may say that you appreciate the offer and you are interested, but will need some time to consider it. If they do not suggest a time frame for your decision, you may ask when they expect your response.

How much time generally is provided to consider an offer?
The allowable time varies considerably by employer. When extending an offer, small law firms, government agencies, and public interest organizations may request that you accept or decline the offer within 24 or 48 hours, or may give you a week or more. Large law firms generally request an answer within two weeks. (See the NALP Guidelines section of this Recruitment Guide.) If you are waiting to hear from another employer, you may want to request additional time to consider your options. The employer may or may not grant such a request, so you should be prepared to move forward if your request is not granted.

What should I do if I receive a job offer but am waiting on the results of another interview? In deciding whether to accept an offer, how can I find out whether I am under serious consideration by another employer?
First, acknowledge the offer immediately and express appreciation for the opportunity. Ask when the employer needs an answer from you. Please consult with your career advisor at this point. Before making a final decision, students often want to weigh all of their viable options. If you already interviewed or have an interview scheduled with your preferred employer, you may wish to contact that employer to inquire about your status in the consideration process. You should explain that you have received an offer from another employer, and let your preferred employer know that they would be your first choice, but you must respond to the offer in hand by a certain date. This conversation may spur your preferred employer into action, or you may learn that you have to make a decision on the offer you have received without additional information from your preferred employer.

What if the employer wants an answer before I will hear back from my preferred employer?
You will have to decide whether to take a risk and decline an offer prior to receiving one from another employer.

May I continue to apply or interview for jobs after I have accepted an offer?
No. Once you have accepted an offer for a summer or post-graduate position, you should not continue to apply or interview for employment that conflicts with your commitment. If you are committed for only half of the summer, be transparent about your availability with potential employers in your applications and interviews so as not to create a conflict.
Once you accept an offer of employment, you should call to cancel all other scheduled interviews for employment that will conflict with your accepted employment. Interviewing when you cannot, or do not wish to accept employment jeopardizes your reputation, wastes the employer’s time, and decreases other students’ interview opportunities. Once you accept an offer from an employer, even for an unpaid internship, it is inappropriate and against school policy to continue to search for other employment or renege on your acceptance.

What should I say to decline an offer?
You should communicate with the employer in the same mode (phone or email) as the offer was made. Simply state that you appreciate the opportunity but after careful consideration you have decided to accept an offer from another employer. You may want to indicate that you hope to stay in contact with the employer, and even offer to volunteer during the academic year or work over school breaks. Be prepared to tell the employer whose offer you are declining which other offer you have accepted.

After receiving an offer from a judge for a clerkship or judicial internship, may I ask for an extension of time to consider the offer to continue interviewing with other judges?
No. Federal judges and many state court judges are offended if you do not accept an offer immediately. Unlike other legal employers, judges will not let you hold their offer while you wait for a better one. Some judges make offers at the time of the interview, or within a day or two, so you should be prepared to accept the judge’s offer on the spot. If you do not withdraw your application shortly after an interview, the judge will assume your willingness to accept the position if offered. Once you accept the position, contact all the judges with whom you have outstanding applications to withdraw yourself from consideration, and withdraw any pending applications in OSCAR. It is an expected courtesy, and since you may appear in front of that judge one day, you will want to be on good terms.
Other Questions

How can I update my application materials after they are submitted to an employer?
If you apply to a non-OCI employer and then want to add a recent accomplishment to your resume or an updated unofficial transcript, you may email the revised document in PDF to the employer with a simple message referencing your previous application and highlighting what is new and improved. To update an application to an OCI employer, please contact Kym Osterbind.

What day should I start my 1L summer employment?
The start date for your position is up to you and your employer. If the decision is left up to you, plan for time to participate in the Unified Journal Competition, and for post-exam relaxation. If you plan any vacation time, remember that August/Early Fall OCI begins two weeks before classes resume.
Sample Documents

Bullet Resume – One Address

EMERY E. BUNTING
5400 Stuart Avenue
Richmond, VA 23226
ebunting@richmond.edu
804.555.2344

EDUCATION

University of Richmond School of Law
Candidate for Juris Doctor
- GPA: 3.65 (Class Rank: Top 20%)
- Staff Member, University of Richmond Law Review
- Publication: Co-dependent: The Rise and Fall of Energy Independence, 56 RICHMOND L. J.
  (forthcoming Fall 2018)

James Madison University
Bachelor of Arts in Political Science
- President, American Society of Political Science
- Intramural Basketball and Soccer
- Graduated in three years

EXPERIENCE

McCandlish Holton, PC
Summer Associate
- Conducted research and drafted memoranda on legal issues in an employment matter
- Reviewed and drafted responses to discovery requests for a business partnership dispute

Federal Reserve Bank of Richmond
Clinical Placement Extern
- Investigated topics related to banking, economics, and regulatory policy
- Evaluated proposed mergers and acquisitions for compliance
- Drafted enforcement actions and agreements regarding corporate governance

University of Richmond School of Law
Research Assistant to Professor Chris Cotropia
- Researched and drafted memoranda regarding ethical considerations in biotechnology patents
- Reviewed and edited journal article regarding the constitutionality of geographic limitations on prior art

Legal Aid Society
Legal Intern
- Drafted pleadings, motions, and proposed orders for domestic violence and housing cases
- Conducted client intake interviews

ADDITIONAL INFORMATION

Language Skills: Proficient in written and spoken Spanish
Professional Affiliations: Member, Young Lawyers Section, Richmond Bar Association
Sample Documents

Bullet Resume – Two Addresses

EMERY E. BUNTING
ebunting@richmond.edu
804.555.2344

Current Address
5400 Stuart Avenue
Richmond, VA 23226

Permanent Address
87 Todd Road
Katonah, NY 10536

EDUCATION

University of Richmond School of Law
Candidate for Juris Doctor
• GPA: 3.65 (Class Rank: Top 20%)
• Staff Member, University of Richmond Law Review
• Publication: Co-dependent: The Rise and Fall of Energy Independence, 56 RICHMOND L. J.
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• Intramural Basketball and Soccer
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Legal Aid Society
Legal Intern
• Drafted pleadings, motions, and proposed orders for domestic violence and housing cases
• Conducted client intake interviews

ADDITIONAL INFORMATION

Language Skills: Proficient in written and spoken Spanish
Professional Affiliations: Member, Young Lawyers Section, Richmond Bar Association
JEFFERSON A. LEONARD
1234 Briarcliff Place, Richmond, VA 23226     804-232-8000 · jleonard@richmond.edu

EDUCATION
University of Richmond School of Law, Richmond, VA
Candidate for Juris Doctor, May 2019
GPA: 3.49 (Top 30%)
Honors: Dean’s List, Fall 2017; Carrico Moot Court Competition and Client Counseling Competition; Recipient, Pro Bono Certificate
Activities: Women’s Law Student Association; Honor Council
Study Abroad: Emmanuel College, Cambridge University, July - August 2017

University of Richmond, Robins School of Business, Richmond VA
Candidate for Master of Business Administration, May 2019
GPA: 3.58

Washington and Lee University, Lexington, VA
Bachelor of Arts in Politics, May 2016
GPA: 3.22
Honors: Alpha Epsilon Omega National Honor Society
Maintained full or part-time employment throughout undergraduate studies.

EXPERIENCE
Shaheen & Shaheen, PC, Richmond, VA
Law Clerk, June – August 2018. Reviewed contracts for small business owner clients and researched recent changes in corporate law. Drafted Articles of Incorporation and Articles of Organization.

Himalayan Health Exchange, Ladakh, India
Medical Aid Volunteer, May – July 2016. Collaborated with physicians to deliver healthcare to rural nomads. Taught patients how to prevent disease and maintain good health.

Other experience includes work as a waitress at Joe’s Inn, Lexington, VA, June – November 2015.

COMMUNITY SERVICE
Habitat for Humanity, Richmond, VA. Work with other volunteers to build houses for low-income families in Hanover County, VA. June 2016 – present.


ADDITIONAL INFORMATION
Sample Documents

Paragraph Resume – Two Addresses

JEFFERSON A. LEONARD
804-232-8000 • jleonard@richmond.edu

Current Address: 1234 Briarchiff Place, Richmond, VA 23226
Permanent Address: 4321 Park Lane, Pittsburgh, PA 17777

EDUCATION

University of Richmond School of Law, Richmond, VA
Candidate for Juris Doctor, May 2019
GPA: 3.49 (Top 30%)
Honors: Richmond Journal of Global Law and Business; Dean’s List, Fall 2017;
Winner, Carrico Moot Court Competition; Recipient, Pro Bono Certificate
Activities: Women’s Law Student Association; Participant, Client Counseling Competition;
Study Abroad: Emmanuel College, Cambridge University, July – August 2017

University of Richmond, Robins School of Business, Richmond VA
Candidate for Master of Business Administration, May 2019
GPA: 3.58

Washington and Lee University, Lexington, VA
Bachelor of Arts in Politics, May 2016
GPA: 3.32
Honors: Alpha Epsilon Omega National Honor Society
Maintained full or part-time employment throughout undergraduate studies.

EXPERIENCE

Shaheen & Shaheen, PC, Richmond, VA
Law Clerk, June – August 2018. Reviewed contracts for clients and advised attorney on areas
requiring attention. Drafted documents used to set up entities such as Articles of Incorporation and
Articles of Organization. Developed and maintained a database to organize research.

Himalayan Health Exchange, Ladakh, India
Medical Aid Volunteer, May – July 2016. Collaborated with physicians to deliver healthcare to
rural nomads. Taught patients how to prevent disease and maintain good health.

Other experience includes work as a waitress at Joe’s Inn, Lexington, VA, June – November 2015.

COMMUNITY SERVICE

Habitat for Humanity, Richmond, VA. Work with other volunteers to build houses for low-income
families in Hanover County, VA. June 2016 – present.

Jerusalem House, Richmond, VA. Tutored and mentored children of HIV positive mothers. July

ADDITIONAL INFORMATION

Sample Documents

Cover Letter

COVER LETTER FORMAT BLOCK STYLE

Your Address
City, State Zip

December 1, 2016

Contact Name
Contact Title
Employer Name
Employer Street Address
City, State Zip

Dear Mr./Ms. [NOT Mrs.]/Judge Last Name:

FIRST PARAGRAPH: State your class year and where you go to law school, and the position for which you are applying. Do not introduce yourself by name. Discuss your interest in or tie to the employer’s geographic area and your interest in this particular employer. If applicable, note the person who recommended that you contact the employer.

SECOND PARAGRAPH: Discuss how your qualifications, skills, and experiences fit the needs of the organization. Consider starting the paragraph with a strong topic sentence highlighting two or three main attributes or skill sets, and in the following sentences, cite examples bolstering these points. Be specific with your examples—describe what you have done in a previous experience and avoid generalities.

THIRD PARAGRAPH: Mention your desire for an interview and your availability. If you are applying through an on-campus recruitment program, note that you hope to meet them on the date of program. If the employer is not interviewing on campus, note when you will be in the area where the employer is located and that you would appreciate the opportunity to meet with the employer at that time. Even if you have not planned a trip, you can mention your willingness to travel to the city for the interview. Indicate that you look forward to speaking with them soon, and express appreciation for the employer’s consideration.

Sincerely,
Signature

Your Name Typed
Enclosure

The closing is positioned two lines below the last line of the body.

Use “Sincerely” or “Very truly yours” followed by a comma, four hard returns and your signature line. Sign your letters by hand or insert a clean cropped electronic version (jpg) of your hand-written signature. Avoid cursive fonts.

Simply state “Enclosure” or “Enclosures” two hard lines below the signature line to signify the inclusion of your resume, transcript, writing sample, and/or reference sheet.

Your cover letter should be one page only and have 1" margins on all sides.
Sample Documents

Transcript
When an employer asks for a grade list or transcript, you should request a copy of your transcript from the University Registrar. You should plan to submit an electronic version of this transcript, rather than a grade list or an unofficial list from BannerWeb.

You may request a copy of your transcript online at:

http://registrar.richmond.edu/common/PDF/5_1 Online Forms/transcriptrequest.pdf

Be sure to allow yourself plenty of time for the Registrar’s Office to process your request. You can request to receive your transcript in PDF format. Once received, download the file and add it to your documents library in Symplicity.

Note: Because of security features, such as the watermark, you should not print your transcript and then scan it. Doing so may cause the images to be distorted. If an employer requests a paper application, you may print out your transcript and include it with your application materials.

A sample transcript is included on the next three pages. You should include all pages when submitting your transcript with an application.
Sample Documents

Transcript

Official Academic Transcript from
University of Richmond

Statement of Authenticity
This official academic transcript has been delivered to you through eSCRIP-SAFE, the Global Electronic Transcript Delivery Network, provided by Credentials eScrip-Safe, 9435 Waterstone Blvd, Suite 260, Cincinnati, OH 45249, 1-847-716-3805. Credentials eScrip-Safe has been appointed and serves as the designated delivery agent for this sending school, and verifies this sender is recognized by the accreditation source identified below.

This official academic transcript was requested, created, and released to the recipient following all applicable state and federal laws. It is a violation of federal privacy law to provide a copy of this official academic transcript to anyone other than the named recipient.

This PDF document includes: the cover page, the official academic transcript from the sending school, and the academic transcript legend guide.

The authenticity of the PDF document may be validated. A printed copy cannot be validated.

Questions regarding the content of the official academic transcript should be directed to the sending school.

Sending School Information
University of Richmond
Office of the University Registrar 28 Westhampton Way
Richmond, VA 23173
Telephone: 804-289-8401
School Web Page: http://www.richmond.edu/
Registrar Office Web Page: http://www.registrar.richmond.edu
Course Catalog Web Page: http://registrar.richmond.edu/catalogs/index.html

Accreditation: Southern Association of Colleges and Schools, Commission on Colleges (SACSCOC)

Student Information
Student Name: 
Numeric Identifier: 
Birth Date: Student Email:

Receiver Information

Document Information
Transmitted On: Transcript ID:

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It will expire from the eSCRIP-SAFE server 24 hours after it is first opened.
Validate authenticity of the saved document at escrip-safe.com.

This document is intended for the above named receiver.
If you are not the identified receiver please notify the sending school immediately.

Transcripts marked 'Issued to Student' are intended for student use only.

Recipients should only accept academic transcripts directly from the sending school.
### Transcript

**Student No:**  
**UR ID:**  
**Date Issued:**

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**Record of:**

Course Level: Law  
Only Admit: Fall 2012

**Current Curriculum**

Juris Doctor  
College: School of Law  
Major: Law

---

#### INSTITUTION CREDIT

**Fall 2012**

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Ehrs: 15.00 GPA-Hrs: 15.00 GPA: 3.51

**TOTAL INSTITUTION**  
15.00 15.00 52.7

**TOTAL TRANSFER**  
0.00 0.00 0.00 0.00

**OVERALL**  
15.00 15.00 52.7 3.51

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**Spring 2013**

**IN PROGRESS WORK**

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<td>PROPERTY</td>
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**IN PROGRESS CREDITS 16.00**

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This PDF document may be validated. A printed copy cannot be validated. See attached cover page for additional information.

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Susan D. Breeden, University Registrar
Sample Documents

Transcript

OFFICE OF THE UNIVERSITY REGISTRAR
UNIVERSITY OF RICHMOND, VIRGINIA 23173
(804) 289-8639
email: registrar@richmond.edu / website: www.registrar.richmond.edu

COURSECREDIT
As of Fall 2008, the undergraduate divisions of the School of Arts and Sciences, the
Robins School of Business and the Jepson School of Leadership Studies converted
from semester hours to units. A 1-unit course is equivalent to 3.5 semester hours. For
all other schools (and the above schools prior to Fall 2008), course credit is awarded
on the semester hour system. Credit is determined by a variety of factors, including
contact time with a faculty member in a formal setting and expectations of independent
study work through a nominal 15-week semester.

GRADINGSYSTEM: since 1966
A+ 4.0 Excellent range
A 4.0 Excellent range
A- 3.7 Good range
B+ 3.3 Good range
B 3.0 Good range
B- 2.7 Good range
C+ 2.3 Average range
C 2.0 Average range
C- 1.7 Average range
D+ 1.3 Poor range
D 1.0 Poor range
D- 0.7 Poor range
F 0.0 Failure
I 0.0 Punitive Incomplete (make-up grade will appear to right of "I")
W 0.0 Withdraw Failing
V 0.0 Failure, excessive absence
P — Pass
S — Satisfactory, non-academic credit
U — Unsatisfactory, non-academic credit
W — Withdraw/Passing
Y — Grade unavailable
X — Non-punitive Incomplete (make-up grade will appear to right of "X")
Z — Audit TR
T — Transfer

• Effective Fall 2008 and between Spring 1969 and Summer 1992, an approved
undergraduate course taken for graduate credit is designated by a course number
below the 500 level followed by a G.
• Prior to 1966 the 3.0 system was used, A=3 etc.
• Prior to Fall 1986, "0" designates failure for excessive absence, and except for
Law, "/+" did not affect the GPA. Prior to Fall 2002, "/+" did not affect the GPA of
Graduate Business students.
• Effective Summer 1992, graduate courses are transcribed separately from
undergraduate courses.
• Prior to Summer 1992, courses numbered above the 400 level are graduate
level unless otherwise indicated.
• Prior to Spring 1989, an approved undergraduate course taken for graduate credit
is designated by a 400-level course number.

THE T.C. WILLIAMS SCHOOL OF LAW
• Effective Fall 2014, faculty policy provides for assignment of a mean grade of 3.3 in all
classes.
• Prior to Fall 2014, faculty policy provides for assignment of median grades of B in all
first-year classes.
• Prior to Fall 2001, faculty policy provides for assignment of median grades of B+ in all
first-year classes.
• Prior to Spring 1992, faculty policy provides for assignment of median and mode
grades of C+ in all required classes.
• The law degree was the Bachelor of Laws (LLB) through 1969. Juris Doctor (JD)
thereafter. LLB recipients have been given the option to exchange the LLB
designation for the JD.
• Effective 2014: 87 hours required for graduation.
• 1993 – 2015: 86 hours required for graduation.
• 1942 - 1945: 90 hours required for graduation.
• 1975 - Pres: Grading scale outlined above except A+ and D are not awarded.
† 1938 - 1972: A = 80 - 100%, B = 70 - 79, C = 62 - 69, D = 60 - 61, E = 50
- 59, F = Below 50, with 84 hours required for graduation.

This transcript was delivered through the Credentials e Scrip-Safe® Global Transcript Delivery Network. The original transcript is in
electronic PDF form. The authenticity of the PDF document may be validated. A printed copy cannot be validated.
Sample Documents

Sample 1 Reference List (corresponds to bullet resume)

EMERY E. BUNTING
ebunting@richmond.edu
804.555.2344

Current Address
5400 Stuart Avenue
Richmond, VA 23226

Permanent Address
87 Todd Road
Katonah, NY 10536

REFERENCES

Perry B. Mason, Esq.
Senior County Attorney
Chesterfield County Attorney’s Office
2000 Clairmont Avenue
Chesterfield, VA 23832
804-739-3456
pbmason@co.chesterfield.gov

Atticus Finch, Esq.
Harper, Lee & Finch
1313 Mockingbird Lane
Jackson, MS 39211
513-842-8562
finch@hlflaw.com
(Former supervisor at Robinson, Radley & Scott, LLP)

Professor Jane Wood
University of Richmond School of Law
28 Westhampton Way
Richmond, VA 23173
804-289-2345
jwood@richmond.edu
Sample Documents

Sample 2 Reference List (corresponds to paragraph resume)

JEFFERSON LEONARD
1234 Briarcliff Place, Richmond, VA 23229 804-289-1234 / jleonard@richmond.edu

REFERENCES

Perry B. Mason, Esq.
Senior County Attorney
Chesterfield County Attorney’s Office
2000 Clairmont Avenue
Chesterfield, VA 23832
804-739-3456
pbmason@co.chesterfield.gov

Ms. Dolly Madison
Chief of Staff
Office of the Honorable William Hayes
502 The Hart Building
Washington, DC 20001
202-584-9231
dolly.madison@senate.us.org

Atticus Finch, Esq.
Harper, Lee & Finch
1313 Mockingbird Lane
Jackson, MS 39211
513-842-8562
finch@hilflaw.com
(Former supervisor at Robinson, Radley & Scout, LLP)

Professor Jane Wood
University of Richmond School of Law
28 Westhampton Way
Richmond, VA 23273
804-289-2345
jwood@richmond.edu
Note: Provide your contact information on the cover sheet (in the same format as your resume header). Describe the origin and purpose of the writing sample (e.g., memorandum assigned in Law Skills, brief drafted for an employer), and truthfully state that it is your own work and that you have permission to submit the sample (if drafted for an employer).
Purpose of Your Writing Sample

Employers may request a writing sample to evaluate your research, writing and analytical skills. As prospective employers prefer a “real world” example of your writing, your sample should be legal in nature. You may select a piece you wrote for Law Skills, a journal article, a paper submitted for a writing competition, or a memorandum or brief you prepared for an employer. Whatever you select, ensure that your sample demonstrates the quality, persuasiveness and thoroughness you intend to produce for the employer to which you are submitting it. Choose a writing sample in whose quality you are confident, that contains issues and arguments you can comfortably explain in an interview, and is your recent work (and presumably more practiced in its research and writing). You may submit a writing sample focused on an area of law different from the one to which you are applying, but it should be relevant to your employer.

The writing sample should be your own work product. If your writing sample was submitted for a class or to an employer, be sure to indicate on your cover sheet (see above) the extent to which you incorporated comments and revisions by your professor or others. If you use a piece that was prepared for an employer, be sure to redact any identifying client information and get your employer’s permission to use it. Pieces that have been co-drafted or re-written by others should not be used as samples. Law Skills papers or other writing samples that were reviewed and critiqued by others are fine, as long as you are the one who did any re-drafting.

As with your other application materials, your writing sample must be error-free. Proofread it for typographical and spelling errors, incorrect grammar usage, and improper Bluebook citations. You also may wish to have someone else review it.

When to Submit Your Writing Sample

Many employers request a writing sample with your application materials or later in the selection process. You should not send a writing sample with your initial employment application unless it is requested. Some employers request a writing sample at the interview stage, so be sure to have a copy with you at any screening or call-back interview.

Writing Sample Length

As a general rule, a writing sample of 5–10 pages in length sufficiently demonstrates your writing ability. Judicial clerkship applicants may want to submit a writing sample that is 10-15 pages in length. Some employers, including judges, may specify the length they prefer to receive, so pay attention to application requirements, keeping in mind that employers may receive hundreds of applications and may not read your sample if it is too long.

If your preferred writing sample is longer than the recommended page length, you are encouraged to show your editing skills by removing certain sections (e.g., statement of facts, less persuasive arguments). After making edits, review the excerpted writing sample in its entirety to ensure it is still understandable. You may want to add a brief explanation of the sections on your cover sheet.
Formatting

When submitting a writing sample via hard copy, it may be on plain white photocopy quality paper.

When submitting a writing sample electronically, convert the document into Adobe PDF format and attach it to your application. Submitting a PDF will ensure the recipient is able to view the document exactly as you intended.
Guide to Summer Employment Evaluations

Before you apply for a position, you should research the employer. Evaluations from former summer interns are one of the best sources of information.

At the end of every summer, students are asked to complete an evaluation of their law-related positions via Symplicity. Many students offer their contact information so future students may contact them with additional questions.

If you want to access the results of other evaluations:

1. Login to Symplicity and select the student account dropdown where your name is listed.

2. In the drop down menu, select “Personal Information.”

3. Click on “Evaluations.”
4. Click on “Search Evaluations” to view all student evaluations in the system. Filter the evaluations by employer name, type, location, size or practice area.

5. Alternatively, after logging into Symplicity, you can click on the “Summer Employment Evaluation” link in the Shortcuts pane and then follow steps 3-4 above.

If you need to submit a summer employment evaluation:

1. Complete steps 1-3 above.

2. Click on “My Evaluations” and click “Add New.”
3. Complete the survey and click “Submit.”
Best Practices for Preparing and Submitting Applications

Before final submission of your employment application materials, make sure you have checked the following:

General

☐ Ask multiple reviewers, including your career advisor, to proofread all of your materials. Applications with grammatical and typographical errors often are rejected without further review.
☐ Use the CDO’s templates for resumes, cover letters and writing samples.
☐ Your cover letter and resume should be one page each with few exceptions. Your materials may be longer if you have 10 or more years of post-undergraduate experience, or if you are applying for certain public sector positions.
☐ Use the same font type throughout your materials. The font type on your resume should be the same as on your cover letter and reference list, although font size may differ.
☐ List your contact information on your writing sample cover page and reference list in the same way it is listed on your resume.
☐ Convert your application documents to PDF before emailing them to an employer or uploading them to Symplicity.

Cover Letters

☐ Check for mail-merge errors. Make sure the salutation matches the addressee of the letter. Make sure the employer’s name is referenced correctly throughout the body of the letter.
☐ Type the date with the month spelled out (e.g., August 1, 2017).
☐ Address the letter to “Dear Mr. or Ms. or Judge [Last Name]:” with a colon at the end. Do not use the addressee’s first name in the salutation. Avoid using “To Whom It May Concern” by researching or calling the employer to determine the appropriate contact person.
☐ Sign the letter if you are sending it in hard copy. If you are sending an electronic version, insert a clean cropped JPG of your handwritten signature after “Sincerely” and before your typed name.

Resumes

☐ Choose a readable font size (e.g., no smaller than Times New Roman 11 point).
☐ Use consistent margins and line spacing. Recommended margins are 1” all around, but no less than 0.5”.
☐ Use your richmond.edu email address.
☐ If you need to demonstrate a geographic connection not otherwise evident, use your permanent address and/or your local address.
☐ You are a Candidate for Juris Doctor (not Juris Doctorate).
☐ List your activities and honors with the respective educational institution.

Transcript

☐ If an employer requests an unofficial transcript, request your transcript from the Registrar’s Office to be sent directly to you an electronic version in PDF format that you can upload or email as part of your application materials.
☐ Do not use a printout from BannerWeb to supply your grades.
☐ If an employer requests an official transcript (often during the final stages of the interview process), request one from the Registrar’s Office.
Submission by Email

- Attach documents, including your cover letter, in PDF format.
- Include a brief message in the body of the email with an appropriate electronic signature (Name, Class of ___, University of Richmond School of Law, Phone, Email Address, LinkedIn URL).
- Include a descriptive subject line (e.g., Summer Clerk Application – Your Name).

Submission by U.S. Mail

- While email applications are fine for most employers (and often requested), when in doubt, the most conservative choice is U.S. mail. Judicial clerkship applications should be submitted via OSCAR or Symplicity or U.S. mail.
- Use white or ivory resume paper (in linen or cotton) with matching business-sized envelopes.
- If you need to submit a writing sample, it may be printed on plain white photocopy quality paper.
- Print the address block and return address directly on the envelope. Do not hand-write your envelopes.

Submission on Symplicity

- Carefully review the “Additional Requests” section, as many employers require additional documents such as cover letters, transcripts, writing samples or reference lists.
- Be sure to select the correct cover letter and resume for each employer before submitting.
NALP Guidelines for Offers and Acceptances

http://www.nalp.org/fulltextofnalpprinciplesandstandards

PART III: PRINCIPLES FOR CANDIDATES

D. Candidates should notify employers and their office of career services of their acceptance or rejection of employment offers by the earliest possible time, and no later than the time established by rule, custom, or agreement.

1. Candidates should expect offers to be confirmed in writing. Candidates should abide by the standards for candidate responses set out in Part V and should in any event notify the employer as soon as their decision is made, even if that decision is made in advance of the prevailing deadline date.

2. In fairness to both employers and peers, candidates should act in good faith to decline promptly offers for interviews and employment which are no longer being seriously considered. In order for law schools to comply with federal and institutional reporting requirements, candidates should notify the office of career services upon acceptance of an employment offer, whether or not the employment was obtained through the office.

3. Candidates seeking or preparing to accept fellowships, judicial clerkships, or other limited term professional employment should apprise prospective employers of their intentions and obtain a clear understanding of their offer deferral policies.

E. Candidates should honor their employment commitments.

1. Candidates should, upon acceptance of an offer of employment, notify their office of career services and notify all employers who consider them to be active candidates that they have accepted a position.

2. If, because of extraordinary and unforeseen circumstances, it becomes necessary for a candidate to modify or be released from his or her acceptance, both the employer and the office of career services should be notified promptly in writing.

F. Students should promptly report to the office of career services any misrepresentation, discrimination, harassment, including sexual harassment, or other inappropriate conduct by employers in the employment process.

G. Students who engage in law-related employment should adhere to the same standards of conduct as lawyers.

1. In matters arising out of law-related employment, students should be guided by the standards for professional conduct which are applicable in the employer’s state. When acting on behalf of employers in a recruitment capacity, students should be guided by the employer principles in Part IV.

2. Students should exercise care to provide representative and fair information when advising peers about former employers.
PART V: GENERAL STANDARDS FOR THE TIMING OF OFFERS AND DECISIONS

To promote fair and ethical practices for the interviewing and decision-making process, NALP offers the following standards for the timing of offers and decisions:

A. General Provisions

1. All offers to law student candidates (“candidates”) should remain open for at least two weeks after the date of the offer letter unless the offers are made pursuant to Sections B and C below, in which case the later response date should apply.
2. Candidates are expected to accept or release offers or request an extension by the applicable deadline. Offers that are not accepted by the offer deadline expire.
3. A candidate should not hold open more than five offers of employment at any one time. For each offer received that places a candidate over the offer limit, the candidate should, within one week of receipt of the excess offer, release an offer.
4. Employers offering part-time or temporary positions for the school term are exempted from the requirements of Paragraphs B and C below.
5. Practices inconsistent with these guidelines should be reported to the candidate’s career services office.

B. Full-Time Employment Provisions

1. Employers offering full-time positions to commence following graduation to candidates not previously employed by them should leave those offers open for at least 28 days following the date of the offer letter or until December 30, whichever comes first. Candidates should reaffirm these offers within 14 days from the date of the offer letter, if an employer requests such reaffirmation in its offer letter. Employers that have requested this reaffirmation may retract any offer that is not reaffirmed within the 14-day period. Offers made after December 15 for full-time positions to commence following graduation should remain open for at least two weeks after the date of the offer letter.
2. Candidates may request that an employer extend the deadline to accept the employer’s offer until as late as April 1 if the candidate is actively pursuing positions with public interest or government organizations. Candidates may hold open only one offer in such circumstances. Employers are encouraged to grant such requests.
3. Employers offering full-time positions to commence following graduation to candidates previously employed by them should leave those offers open until at least October 1 of the candidate’s final year of law school, provided that such offers are made prior to or on September 2. Candidates should reaffirm these offers within thirty days from the date of the offer letter, if an employer requests such reaffirmation in its offer letter. Employers that have requested this reaffirmation may retract any offer that is not reaffirmed within the 30-day period. After September 2 of a candidate’s final year of law school, employers offering full-time positions to commence following graduation to candidates previously employed by them should leave those offers open for at least 28 days following the date of the offer letter.
4. If an employer makes an offer to a law student candidate not previously employed by that employer before the beginning of the law school's on-campus interview program, that offer should not expire until at least 28 days following the first day of the law school's on-campus interview program. Employers should contact the appropriate law school(s) to determine these dates. See Part IV F above.
5. Employers offering candidates full-time positions to commence following graduation and having a total of 40 attorneys or fewer in all offices are exempted from Paragraphs 1-4 of this Section.
Instead, offers made on or before December 15 should remain open for at least three weeks following the date of the offer letter or until December 30, whichever comes first, and offers made after December 15 should remain open for at least two weeks.

C. Summer Employment Provisions for Second and Third Year Students

1. Employers offering positions for the following summer to candidates not previously employed by them should leave those offers open for at least 28 days following the date of the offer letter or until December 30, whichever comes first. Candidates should reaffirm these offers within 14 days from the date of the offer letter, if an employer requests such affirmation in its offer letter. Employers that have requested this reaffirmation may retract any offer that is not reaffirmed within the 14-day period. Offers made after December 15 for the following summer should remain open for at least two weeks after the date of the offer letter.

2. Candidates may request that an employer extend the deadline to accept the employer’s offer until as late as April 1 if the candidate is actively pursuing positions with public interest or government organizations. Candidates may hold open only one offer in such circumstances. Employers are encouraged to grant such requests.

3. Employers offering positions for the following summer to candidates previously employed by them should leave those offers open until at least 28 days following the first day of the law school's on-campus interview program.

4. If an employer makes an offer to a law student candidate not previously employed by that employer before the beginning of the law school's on-campus interview program, that offer should not expire until at least 28 days following the first day of the law school's on-campus interview program. Employers should contact the appropriate law school(s) to determine these dates. See Part IV F above.

5. Employers offering candidates positions for the following summer and having a total of 40 attorneys or fewer in all offices are exempted from Paragraphs 1-4 of this Section. Instead, offers made on or before December 15 should remain open for at least three weeks following the date of the offer letter or until December 30, whichever comes first, and offers made after December 15 should remain open for at least two weeks.

D. Summer Employment Provisions for First Year Students

1. To position law students to be as successful as possible, their efforts during the first semester of law school should focus on their studies rather than on job search activities. Nonetheless, opportunities to learn about professionalism, professional development and the legal profession in a group setting are appropriate early in law school. Recognizing that law schools will differ in philosophy as to first-year career development activities, law schools nevertheless should not begin providing one-on-one career counseling or application document reviews to first-year students before October 15 (except in the case of part-time students who may be given assistance in seeking positions during the school term). Individual law schools may set later dates as appropriate.

2. Recognizing that opportunities to learn about professionalism, professional development, and the legal profession are appropriate early in law school and recognizing that law schools will differ as to whether and how to include prospective employers in career development activities, educational and professional development contact with 1Ls is permitted at any time at the discretion of the school. Prospective employers and first year law students, however, should not initiate contact with one another and employers should not initiate formal one-on-one recruiting contact with one another, including applications, interviews, or offers to first year students, before
December 1. Appointments with candidates for interviews should be established for a mutually convenient time so as not to unduly disrupt candidates' studies.

3. All offers to first year students for summer employment should remain open for at least two weeks after the date made.
Richmond Law Interview and Offer Policies

CANCELLATION/NO-SHOW POLICY

The Career Development Office requires that all students participating in its recruitment programs attend all scheduled interviews. Failure to attend a scheduled interview prevents an alternate from filling the vacant interview slot, thus depriving another student of an interview opportunity and wasting employer time. Further, these situations reflect poorly on you individually, on your student colleagues, on the CDO, and may impact Richmond Law’s relationship with employers. Because employers and students are so adversely affected, the CDO maintains a strictly enforced policy on late cancellations and no-shows.

If you (1) fail to attend an interview, or (2) cancel a scheduled interview (unless you have accepted an offer of employment, in which case you must notify the CDO immediately), you will be required to schedule immediately a telephone or in-person appointment with the Associate Dean for Career Development (or her designee) AND send a letter of apology to the employer and provide a copy of the letter to the Associate Dean. Both processes must be completed within 48 hours of the missed interview; failure to do so within the specified period may result in the revocation of all OCI and job fair privileges.

If you engage in the behaviors described above on more than one occasion, or if the Associate Dean (or her designee) deems that a single instance of either of the behaviors described above is egregious based upon the circumstances, your OCI and job fair interview privileges will be revoked.

This Cancellation/No-Show Policy applies to all OCI and job fair programs. It also applies to your failure to attend or appropriately cancel any callback interviews resulting from your participation in OCI and job fair programs.

If an emergency arises that will impact your ability to attend a scheduled interview, you must call the CDO as soon as possible at 804.289.8638.

If it is determined that missing your interview is unavoidable, the Associate Dean will make the final determination of what appropriate steps and consequences there will be (if any) depending on individual circumstances.

ACCEPTED OFFER POLICY

By accepting an offer of employment, you are committing yourself to that employer for the agreed-upon time period. Reneging on an accepted offer is an ethical violation of that commitment. Reneging on an accepted offer can negatively impact your reputation and that of Richmond Law. In addition, it can skew employers’ perceptions of other Richmond Law students and graduates, resulting in decreased recruiting opportunities.

Because of Richmond Law’s strong interest in maintaining employer relationships and maximizing opportunities for all students and alumni, reneging on an accepted offer of employment may result in the loss of all OCI and job fair privileges. This policy applies whether or not the accepted offer was secured via a Richmond Law sponsored interview program or job fair.

If you are considering reneging on an accepted offer of employment, speak with your career advisor or the Associate Dean prior to making a final decision.
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