

## Summer Associate Program

Because Pryor Cashman stands virtually alone as an independent, visionary mid-sized firm, our New York City summer associate program has become a highly selective and competitive process.

We generally hire only a select few summer associates each year based upon the number of full-time positions we expect to fill the following year. In other words, we hire summer associates with the expectation that they will return as lawyers at our firm. We recruit from top-ranked law schools and look for candidates with strong grades and solid research, writing and communication skills. In recent years the average size of our summer class has been five attorneys.

Because we believe in running lean – typically with just one partner and one or two associates staffing our matters – we want to hire likeminded talent from the outset. Given our streamlined approach to the practice of law, we train and mentor our summer associates as intensively as our full-time attorneys. For this reason we normally do not allow “splitting” summers, although exceptions are sometimes made for candidates who wish to pursue court internships or *pro bono* activities for part of a summer.

In this competitive process, it is essential that we identify students whose attitude and approach resonate with our own. We’re so attentive to perfecting the fit that over the years virtually all of our summer associates have been extended full-time offers. In 2007, all five of our summer associates received full-time offers. We are proud to announce that all five have already accepted and will be joining us in Fall 2008.

To view our Recruiting Brochure, please [click here](#).