

## Summer Associates

Sheehan Phinney generally hires one or two new associate attorneys each year, almost exclusively from our 1L and 2L summer associate programs. Although the firm typically receives nearly two thousand resumes in a recruiting year, unlike many other firms, we do not hire more summer associates than we have planned to bring on for regular employment. Our screening of potential hires occurs during a rigorous process that involves a careful review of the candidate's academic record in college and law school, scrutiny of a required legal writing sample, and thorough interviews with every member of our Hiring Committee. There is a regular position of employment available to be earned by every member of each Sheehan Phinney summer associate class and, as such, our summer program features a cooperative and collegial environment that allows summer associates to flourish.

### ***First-Year Students***

1Ls with a superior academic record in college and a demonstrable connection to, or interest in living and working in New Hampshire, are encouraged to submit a cover letter, resume, undergraduate transcript, law school transcript (if available) and writing sample to our hiring partner any time after December 1 of their first year of law school. Candidates selected for further review will be flown back to Manchester to continue the process. 1Ls who complete summer associateships with us are eligible to receive prioritized offers of employment for their 2L summers.

### ***Second-Year Students***

2Ls with a superior academic record in college and law school and a demonstrable connection to, or interest in living and working in New Hampshire are encouraged to submit a cover letter, resume, undergraduate transcript, and law school transcript to our hiring partner any time after August 1 of their second year of law school. The firm also conducts initial screening interviews at the New Hampshire Legal Job Fair in September. Candidates selected for further review will be flown back to Manchester to continue the process.

### ***Third-Year Students***

Because we only hire one or two candidates a year, and generally fill those vacancies from our summer program, we do not conduct a formal 3L-hiring program. Exceptional 3L candidates may still apply but, if selected, must be willing to undergo evaluation by taking on several significant academic projects during the academic year.

We offer great benefits, competitive salaries, and a friendly, team-oriented environment. To explore summer associate opportunities at Sheehan Phinney, please send your resume to:

### **James F. Ogorchock**

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