

SPEND YOUR **SUMMER** at Hanson Bridgett

Summer Program Locations



San Francisco & Los Angeles

Hybrid Program
with at least 2
in-office days

Summer Program by the Numbers



10 Week Program
End of May - End of July

2:1

Firm Mentors to
Summer Associates



Pro Bono clinic and/or
other pro bono work
assignments

12+

Social Events to meet
Hanson Bridgett attorneys
and firm leadership

1:1

Firm Writing Coach to
Summer Associate

8-10

Substantive assignments
and at least 1 observation
opportunity

What to Expect as a Summer Associate

While every Summer Associate experience is different, we strive to give Summer Associates a realistic experience of what it is like to practice law at Hanson Bridgett. Summer Associates are assigned work that, if they were not with us, would be assigned to Hanson Bridgett Associates. The assignments are real, meaningful, and important and you'll work alongside peers and partners who share your desire to make a significant impact on their clients and communities. Summer Associates have opportunities to observe or participate in client meetings, court appearances, and other hands-on experiences. Summer Associates, like our Associates, juggle multiple assignments and responsibilities. We know that the practice of law is demanding, but we strive for a healthy balance between work and personal time. We want our Summer Associates to experience the joys and pressures of working at Hanson Bridgett so that they can assess whether their professional and personal goals and objectives can be satisfied at our firm. Of course, we anticipate and hope that our Summer Associates will laugh and have fun with us throughout their summer and beyond.

Summer Associate Highlights



Real, Meaningful Work & Feedback

- Our intentionally small Summer Associate class allows for individualized attention and fosters close connections and collaboration among the Summer Associates across offices.
- Summer Associates receive regular feedback on assignments throughout the summer as well as a formal mid-summer and end-of-summer review.
- This is a working summer. Assignments originate from many of our practice groups and reflect a realistic view of what it is like to practice law here. Summer Coordinators assign assignments based on interest, capacity, and firm needs. No assignment pool.



Mentorship, Training & Social Connections

- Each Summer Associate is paired with 2-3 Associate and/or Senior Counsel mentors.
- Individualized mentorship and guidance from Summer Program Coordinators during weekly summer program morning meetings and one-on-one check-ins.
- Opportunity to improve your writing skills with a dedicated Writing Coach on substantive legal writing assignments.
- Social events enable Summer Associates to meet the people of Hanson Bridgett, how we impact the communities we serve and, of course, to have fun.

Summer Program and Beyond

Associate Highlights



Associate Development & Training

- Reimbursements for qualified bar exam and moral character application expenses and an additional \$15,000 stipend (less applicable taxes) paid in June and July while studying for the bar exam.* Plus we'll pay for one bar exam prep course.
- First-Year Associate Academy training program and other tailored and substantive Professional Development programs.
- Leadership opportunities for Associates, including committee participation (Pro Bono Committee, Recruiting Committee, Women's Impact Network, Diversity Inclusion Committee and Associates + Senior Counsel Committee).



Associate Culture & Benefits

- Realistic billable hour expectations (1800 hours) and billable hour credit (up to 150 hours) for pro bono work and (up to 50) firm impact hours.
- \$170,000 base salary for First-Year Associates.
- Paid four week sabbatical for Associates who meet performance and billable expectations for 3 consecutive billable years.
- Firm-wide Mentor Program and Diversity Mentor Program so you have the resources to grow.
- Social events and other firm events such as attorney retreats, section retreats, all associates meetings, regular meetings with Managing Partner and more.
- Tangible DEI outcomes verified through rigorous Mansfield Plus and B Corp certification.

*For Summer Associates who return as First-Year Associates.

Where big thinkers make a big impact

Invigorating client work, colleagues who respect one another, and a friendly work environment create this special and unique law firm.

Many of our Partners and Associate Attorneys began their law career at Hanson Bridgett as Summer Associates or very shortly after graduating from law school. We hope you will too.

Why Hanson Bridgett?

We know this is a competitive field. That's why we seek to create a variety of opportunities for junior attorneys like you through our Summer Associate Program. We actively recruit talented and passionate law school students who share the same commitment to diversity, charitable giving, pro bono, and hands-on client service as we do. We purposefully keep our Summer Program small to foster a supportive environment consistent with our values-based culture. You'll work in many of our major practice areas and really get to know our people and how we impact the communities we serve.

We conduct 2L interviews in June, July and August to fill between 4 to 5 2L Summer Associate positions. We welcome a 1L LCLD Scholar along with our 2L Summer Associates in May of each year. We hope to provide an authentic experience and meaningful mentorship that you can learn from and reflect upon throughout your career. Summer Associates returning as First-Year Associates generally have the option to work out of any of our offices across California.

We actively recruit talented and passionate law students who share the same commitment to diversity, charitable giving, pro bono, and hands-on client service as we do.

This vision includes:

- Emphasis on client service
- Strong mentoring and development of attorneys
- Commitment to diversity
- Well-managed law firm
- Enthusiasm for the practice of law
- Cooperative and friendly culture
- Socially responsible members of our communities

Our Commitment to Diversity

We are committed to diversity and inclusion. Hanson Bridgett launched the Gerald D. Marcus Fellowship Fund at the University of California, Berkeley, School of Law in 2002 and the Vlahos Fellowship Fund at the University of California Law San Francisco in 2017. Both were established to honor two of the firm's founding members and recognize their life-long contributions to the promotion of diversity and equity in the legal field. Hanson Bridgett has also sponsored and presented its annual 1L Interview Workshop, initiated in 2002, to help diverse and historically underrepresented first-year law students prepare for on-campus interviews. Promoted through affinity-based student organizations and law schools, this program provides practical job search and interviewing skills and pairs students with lawyers from a wide range of working environments for practice interviews. Additionally, our Diversity & Inclusion Network was established in 1991 to promote diversity at the firm and in the legal profession.

Through sponsorships or by serving in leadership positions, Hanson Bridgett and its attorneys have actively supported many minority bar associations and diversity-focused organizations such as: California Minority Counsel Program, Minority Corporate Counsel Association, Leadership Council on Legal Diversity, National Center for Lesbian Rights, Bay Area Lawyers for Individual Freedom, National Asian Pacific American Bar Association, Asian American Bar Association of the Greater Bay Area, California Association of Black Lawyers, Charles Houston Bar Association, Hispanic National Bar Association, San Francisco La Raza Lawyers Association, Centro Legal de la Raza, California Women Lawyers and Queen's Bench.



About Us

200+ Attorneys	California-born, Full-service national AmLaw200 firm	Frequently named a Best Place to Work
5% + year over year attorney growth	Best Law Firms for Women since 2010	#1 Diversity for Women and Top Ranked Best Law Firms to Work For by Vault law survey

Certified B Corporation

First law firm to become a Certified B Corp

Certified B Corporations are leaders in a global movement for an inclusive, equitable, and regenerative economy. We've proudly maintained our B Corp Certification continuously since becoming a founding B Corp in 2007 and have recertified as a B Corp for the fifth consecutive time.

6,000+
Number of pro bono hours contributed in 2023

As a California-born firm, it's in our DNA to celebrate our people and clients and to take pride in the work we do to support the communities where we live and work. Every year, we proudly volunteer and provide pro bono services in our local communities and beyond.

Mansfield Certification Plus

We are proud to have achieved Diversity Lab's Mansfield Certification Plus and are committed to making the legal profession more diverse and inclusive. We continue to innovate, inspire, and make important advancements in this space at our firm and throughout the industry through our real-action approach.

Our Focus Areas

- Construction
- Corporate & Risk Management
- Employer Services
- Government
- Health & Senior Care
- Litigation
- Private Client Services



SERAMOUNT



HansonBridgett

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