

**Eola Office**

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## Hiring Criteria

Our objective is to bring to the firm individuals who show promise of professional distinction and who will maintain our standard of professional excellence. In addition, the firm prizes its warm and engaging work environment and seeks new attorneys who will contribute to and maintain the firm's culture.

The Recruiting Committee looks for applicants who have strong academic records and demonstrate exceptional personal skills and practical abilities. In general, we prefer candidates who rank in the top one-third of their law school class and/or candidates who have work, moot court or Law Review experience. The firm supports equal employment opportunity for all applicants and does not discriminate against applicants for employment on the basis of race, color, sex, age, religion, national origin, sexual orientation or disability.

The firm places a strong emphasis on hiring our associates from the summer associate program. The program consists primarily of students who have completed their second year of law school; however, in rare cases the firm does consider first-year summer clerks. It is our practice to hire as many summer associates as we anticipate will be needed as associates in a particular class year. Our hope is that all summer associates will be offered and accept permanent positions.