

# Varnum's Summer Associate Program: Your Opportunity Awaits

Varnum is firmly established as one of Michigan's premier law firms. Our firm is strong, and the summer associate program remains a crucial component of our associate talent pipeline.

In 2020, we hosted an innovative, successful summer program, providing our class with meaningful opportunities for professional growth while exploring their practice interests and getting to know their future colleagues. We anticipate hosting another successful program in 2022, with opportunities in Grand Rapids and Southeast Michigan, and we are actively seeking opportunities to engage with students interested in practicing in Michigan.

## Varnum's 2020 Summer Program: In Our Associates' Words

*"A law firm that receives complex work in a variety of practice areas. A place where you can be intellectually challenged and work with big clients without having to live in a big city like Chicago or New York."*

*"A great place to work with a lot of good people. A very high-class firm I would want to be a part of."*

*"You get the 'BigLaw experience' without having to sign your soul away to the firm."*

*"An elite larger scale firm that places emphasis on community and growth."*

*"Varnum is one of the most supportive, inclusive, and successful law firms in Michigan."*

- ◆ We hire our summer associates with the goal of one day celebrating their promotion to partnership. Over half of our partners started their careers as members of our summer program, and that number continues to grow each year.
- ◆ Successful summer associates receive offers to join the firm after graduation. Our commitment to your Varnum career continues when you return:
  - Free Agency program, empowering you to work across practice teams as you shape your practice
  - Engagement with a mentor team that provides insight into work assignments, training and networking opportunities
  - Enhanced lockstep compensation system, recognizing the strengths, dedication and contributions of each associate
  - Reasonable hours expectations: 2,000 total hours, including 1,700 billable and 300 non-billable
  - Vacation incentive plan, reimbursing up to \$1,000 in vacation-related expenses each year
- ◆ From your very first day with us, we provide you with the tools to succeed at Varnum:

A comprehensive orientation lays the foundation, followed by additional learning opportunities throughout the summer.



You will be matched with a partner and associate team, who will check in regularly regarding your workload, review project evaluations with you, and assist with internal networking.

You will have ample opportunity to try as many different types of work as you would like.

You will have a great time getting to know members of the firm, whether you are attending events at partners' homes or visiting our various offices.

- ◆ We invite you to take a closer look at what Varnum has to offer. For more information, please contact [Katie Hoekstra](#), our Director of Recruiting and Professional Development, or [Tim Monsma](#), Chair of our Associate Recruiting Committee.