



What's In A Name?
Alternatives to the Traditional Summer Associate Employment Model

Jessica L. Gangjee, Director, Attorney Recruitment & Professional Development, Burns White
Jacki Herzog, Manager of Legal Recruitment, Clark Hill PLC
Reena E. Parambath, Director of Co-op Program & Professor of Law, Drexel University, Thomas R. Kline School of Law



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Introductions

Jessica Gangjee

- Burns White
- Director, Attorney Recruitment & Professional Development

Jacki Herzog

- Clark Hill
- Manager of Legal Recruitment

Reena Parambath

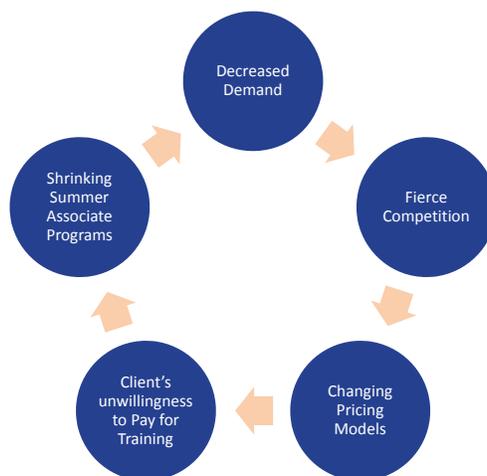
- Drexel University, Thomas R. Kline School of Law
- Director of Co-op Program & Professor of Law

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Program Overview

- Changing Employment Landscape
- Strategic Collaboration Between Employers & Law Schools
- Alternative Employment Strategies
- Making the Business Case
- DOL's Internship Guidelines
- Open Discussion / Questions

Changing Employment Landscape



Strategic Collaboration

- Employers
 - Formal partnerships with schools?
 - Pipeline programs?
 - Targeted outreach/communication?
- Law Schools
 - Dedicated employer relations staff?



What are You Doing?

Employers

- Current Employment Practices

Law School

- Current Placement Practices

Summer Associate Alternatives

- Summer/School Year Law Clerks
- Post Bar Exam Law Clerks
- [Co-ops](#)
- Project Based Employment
- Virtual Employment
- Other ?



Making the Business Case

Non-Billable v. Billable Work

Billable Hours Rate & Projected Hours

Compensation

Try Before You Buy – Long Term Evaluation

Work Ethic & Ability to “Get It”

Alignment with Practice Group(s) & Firm Culture

Viability of Permanent Long Term Position

Hiring Decision Transparency

U.S. Department of Labor

- Internship Programs Under The Fair Labor Standards Act
 - Background
 - Test for Unpaid Interns & Students
- Additional Information



Open Discussion / Questions



Contact Information

Jessica L. Gangjee
Director, Attorney Recruitment &
Professional Development
Burns White
412.995.3292
jlgangjee@burnswhite.com

Jacki Herzog, Esquire
Manager of Legal Recruitment
Clark Hill PLC
412.394.7721
jherzog@clarkhill.com

Reena E. Parambath
Director of Co-op Program &
Professor of Law
Drexel University, Thomas R. Kline
School of Law
215.571.4793
rep42@drexel.edu

