

1. Assignments

1. Please comment on the quality of assignments and the level of responsibility given to you.

(max. 7000 characters)

2. Please comment on the summer associate assignment process.

(max. 7000 characters)

2. Pro Bono

1. How did your pro bono assignments compare to other assignments? (For Example, the level of supervision, substance of the work, etc.)

(max. 7000 characters)

3. Training Programs

1. Please comment on initial training during the first few weeks. Are there topics you want to learn more about?

(max. 7000 characters)

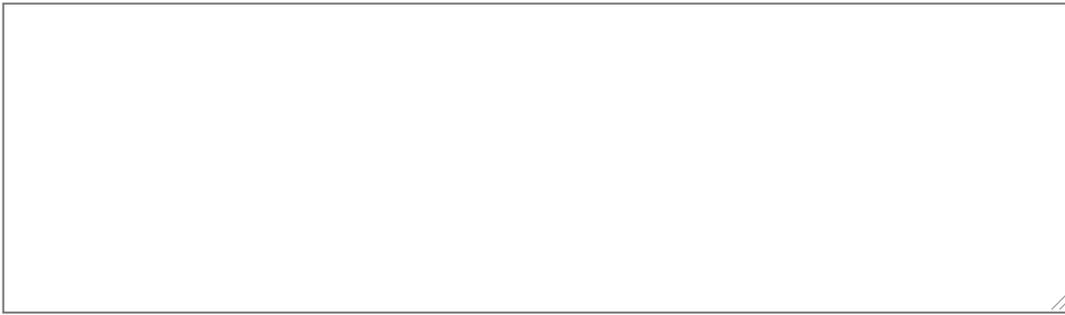
2. Please comment on the technology training. Was it sufficient? Did you need additional support?

(max. 7000 characters)

3. Please comment on the Corporate presentations (overview and simulated negotiation).

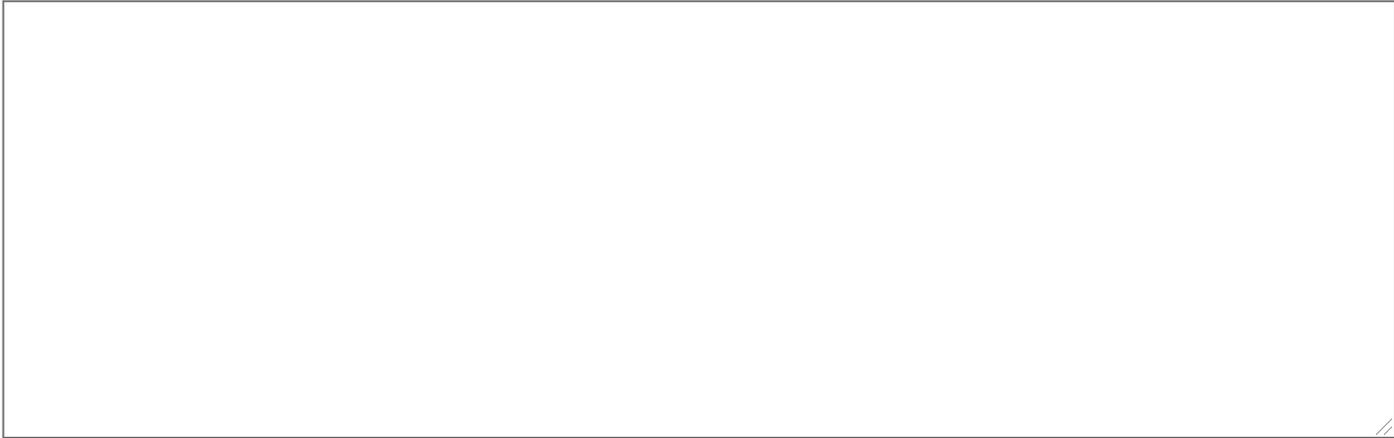
(max. 7000 characters)

4. Please comment on the Real Estate presentation.



(max. 7000 characters)

5. Please comment on the Bankruptcy simulation.



(max. 7000 characters)

6. Are there other trainings that you think would be beneficial to follow-up or add for the second half of the summer?



(max. 7000 characters)

4. Mentor Program

1. Are your mentors approachable and available?

- Yes
 - No
 - At times
-

2. Are your buddies approachable and available?

- Yes
 - No
 - At times
-

3. Please share more details on the questions above if you selected no or at times.

(max. 7000 characters)

4. Do you have any suggestions on how to improve the buddy and mentoring interactions?

(max. 7000 characters)

5. Diversity, Women's Initiative & Affinity Group Programs

1. If you have participated in the firm's diversity programming, which programs did you most enjoy?

(max. 7000 characters)

6. Kramer Levin Culture

1. Please describe your interactions with the associates.

(max. 7000 characters)

2. Please describe your interactions with the partners.

(max. 7000 characters)

3. Please share your thoughts on your support from the following groups or departments: Legal Recruiting, Library, Help Desk, Secretarial Support (if used).

(max. 7000 characters)

7. Social Events

Please rate the following events (5 being GREAT, 1 being not so great)

1. Real Estate Bus Tour

5 4 3 2 1 n/a

2. Chelsea Piers Golf Event

5 4 3 2 1 n/a

3. Bocce, Ping Pong and drinks with the Creditors' Rights team

5 4 3 2 1 n/a

4. Mid-summer cocktail event

5 4 3 2 1 n/a

5. Any feedback regarding the summer events?

(max. 7000 characters)

8. Overall summer experience

1. The summer program is constructed to allow you to understand different practice areas, what each practice area of the firm does, attorneys you would be working with in different departments and also, different trainings to help support your success as you transition to a first year associate. Is there anything you think should be amended in the program to support the intended goals of the program?

(max. 7000 characters)



MAKING A BIG IMPACT WITH YOUR SUMMER PROGRAM DURING CHANGING TIMES

1



Introduction



Kramer Levin

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#2446910**

① Start presenting to display the joining instructions on this slide.

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**What do you hope to walk away with
after today's presentation?**

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Summer Program - Set Goals

- Outline your firm's goals for the summer
 - Recruiting or showcasing specific practices
 - Building knowledge and training as a foundation for future associates
 - Establishing expectations
 - Engaging the attorneys at the firm
- Create an outline of the entire program to ensure your goals are being accomplished

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Summer Program- One Size Does Not Fit All!

Benefits of a Small Program

- Ability to be creative
- Inclusive
- Strong bonds
- Less competitive
- Easier networking

Benefits of a Large Program

- Larger budget
- Ability to provide choice
- More variety in participants' law schools, personality types, etc.
- Name recognition

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What are some benefits you experience related to the size of your summer program?

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Summer Program - Challenges for All Size Programs

- Budget
- Space limitations
- Health concerns
- Hybrid
- Attorney engagement and participation
- Keeping things interesting/fun
- Summer associate satisfaction
- Creating an atmosphere that is not competitive

Slido Poll- What are some challenges you experience in your summer programs?

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What are some challenges you experience in your summer programs?

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Overcoming Challenges

Budget

- Utilize firm resources
- Bring vendors to you
- Avoid transportation costs

Space

- Plan early
- Keep a list of what works
- Use reliable spots as backup

Health Concerns

- Have a plan
- Emphasize importance of staying home if sick
- Zoom links

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Overcoming Challenges (cont.)

Hybrid

- Assume someone will always need to connect virtually
- Make firm's hybrid policy effective by focusing programming on anchor days or recommend in-person days

Attorney Engagement

- How is time billed for participation?
- Utilize those who are slower
- Small department-focused events

Keeping it Interesting/Memorable

- Survey ahead of planning, in the middle of the program, and at the end
- Look at the schedule holistically
- Highlight wellness
- Add personal touches such as birthday celebrations
- Weekly check-ins
- Intentional mentor pairings

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Managing the Unexpected

- Underperformers
- Lack of engagement
- Slow or busy practice cycles
- Illness

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Group Discussions

What are some strategies you have implemented to overcome challenges in hosting a successful summer program?



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Summer Program Event Suggestions

- Golf
- Cocktail/Networking Receptions
- Mixology/Mocktail Mixology
- Paint Night
- Trivia
- Cooking Class
- Food Tour
- Casino Night
- Sporting Event - MLB
- Dinner Cruise
- Scavenger Hunt
- Escape Room

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What are some summer associate events that have been popular at your firm or with your students?

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Creating Lasting Bonds

- Pre-summer opportunities to connect
- Creating communication plan for period of time until they return

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THANK YOU



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