

# Summer Programs

RWG is comprised of lawyers who are committed to providing the highest quality legal services to both the public and private sectors. We actively seek to hire law students and lawyers of the highest caliber in terms of both intellectual ability and personal integrity. We place great emphasis on a sustained record of outstanding academic and professional performance, including distinguished law school and undergraduate grades, Law Review or other legal journal experience, legal work experience, academic faculty or professional references, and judicial clerkships.

The goal of our summer associate program is to acquaint our summer associates with RWG and its practice, to evaluate the summer associates' potential as future attorneys at RWG, and to provide an experience that will benefit their future professional careers. Many of our shareholders and associates first joined RWG as summer associates and have practiced law with RWG continuously since graduating from law school.

The summer associate program is designed to give each summer associate a clear impression of what it would be like to work for RWG full-time. The assignments given to summer associates are similar in type and quality to assignments given to new associates. Summer associates are invited to participate in all firm activities including litigation and public law department meetings. To the extent possible, summer associates are treated as new associates.

Summer associates are given the opportunity to attend social, cultural, sporting, and civic events in the greater Los Angeles area.

Summer associates are evaluated formally and are given both formal and informal feedback on their work. It is our general policy to inform our summer associates by September 15 whether or not they will be offered associate positions with RWG following their graduation from law school.

Summer associate compensation is reviewed annually. RWG will reimburse summer associates attending law school outside California for round-trip coach air fare to Los Angeles.