



Our lawyers collaboratively share ideas and experiences, working hard for our clients and providing innovative solutions to their business needs. We hire associates who demonstrate an aptitude for the law and the personality and demeanor to best serve our clients. Qualified candidates typically possess both an excellent academic background and a record of participation in activities such as law review, moot court, trial advocacy programs, clerkships, social welfare projects and other clinical or pro bono activities. Above all, we seek highly motivated individuals who will make positive contributions to Lathrop GPM.

Upon joining our firm, associates are assigned to work in practice areas that match their interests and the firm's needs. Typically, new associates work with a number of partners and senior associates. New attorneys are encouraged to accept a level of responsibility commensurate with their skills, abilities and desires, with the intention that they gain experience, responsibility and client-service skills from the outset of their careers.

We also actively recruit experienced attorneys who contribute specific knowledge and skills to our practice groups. In return, we offer lateral hires the opportunity to lead and advance within the firm.

It is the employment policy and practice of Lathrop GPM to recruit and hire employees without discrimination because of race, color, sex, gender, religion, age, national origin, military status, genetic information, disability, sexual orientation, gender identity, or any other status protected by applicable law.

Professional Development

A lawyer's education does not end upon graduation. We provide our attorneys with tools for success through a series of training modules designed specifically for summer associates, associates and partners. Lathrop GPM's curriculum of instruction prepares our attorneys to excel in their legal practice and to develop the skills needed for long-term career advancement.

Lathrop GPM 101 Seminar Series

This series of programs is designed to help new attorneys adjust to the practice of law. These programs focus on fundamental lawyering skills. Topics include time keeping, teamwork, working with professional staff, ethics and client service.



Lathrop GPM 301 Seminar Series

We provide a number of programs and courses designed to meet our associates' needs at their specific level. Recent programs have focused on writing, negotiation, trial skills, dealing with difficult personalities and business development.

Lathrop GPM 701 Seminar Series

This program is offered to new partners of the firm, providing a foundation for the transition to their new role as owners of the firm.

Summer Associate Training

Lathrop GPM's training for summer associates is designed to help make the transition from law student to law firm associate as smooth as possible. This includes instruction on how to effectively use firm resources such as legal research and technology, tips on working with legal administrative staff, and information on how to get involved with pro bono projects during your summer with us. During weekly meetings, summer associates learn more about the various firm practice areas and administrative departments.

Compensation & Advancement

Lathrop GPM hires associates with the hope and intention that they will become partners of the firm. Our competency-based tier system of advancement provides clarity and benchmarks for associate progression. Each tier has its own hours targets that include credit for business development, diversity and pro bono efforts.

Lathrop GPM offers an attractive compensation package to associates, including a competitive starting salary, a variety of insurance benefits, and the opportunity to participate in the 401(k) portion of the firm's retirement plan the first of the month after date of hire, with profit sharing after one year of employment. We also offer substantial year-end bonuses to associates who have demonstrated productivity, outstanding quality of work, and firm service over the previous 12 months.

The firm offers a generous Paid Parental Leave Policy for new parents. Attorneys who have been at Lathrop GPM for one year are eligible for up to 16 weeks of leave.

Associates who have been with the firm for five consecutive years and meet certain financial metrics are also eligible for the associate sabbatical program, which provides a reduced hours target and cash stipend.

Inquiries

For Lateral Partner inquiries, please contact:

Ed De Castro

Director – Lateral Partner Recruiting

312.920.3311

edwino.decastro@lathrooggpm.com

For Lateral Associate and Counsel inquiries, or if you are currently a Judicial Clerk seeking an Associate position after your clerkship ends, please contact:

Jaclyn Steiner

Legal Talent Manager



816.460.5509

jaclyn.steiner@lathrooggpm.com

For all other inquiries, please email: recruiting@lathrooggpm.com