



Law Students

Our Summer Program

Lathrop GPM's summer program offers a comprehensive and diverse experience. We provide meaningful work and observational opportunities in various practice groups to offer a well-rounded perspective on practicing law at the firm. This allows summer associates to explore different practice areas, either confirming pre-summer preferences or sparking new practice group interests. Summer associates have the opportunity to interact with partners, leaders, and staff across our geographical footprint, engaging in challenging work and gaining a realistic understanding of practicing law at Lathrop GPM while we assess their skills and abilities.

"We take our work very seriously, but we don't take ourselves too seriously."

*– Bridget Romero
Partner
Labor & Employment*

We set our summer class size based on anticipated hiring needs, with the goal of extending offers to high-performing summer associates. We aim to support their long-term success as they build their legal careers with us.

In addition to professional development, we prioritize fostering social connections within our firm. Our summer associates have the chance to build relationships through various social and team-building activities. Social and team-building events include dinner parties, sports activities, trips to client facilities, tours of local attractions, and evening outings at concerts, plays and sporting events. This is an integral part of the summer program, as lawyers and summer associates get to know one another outside the office.

Application & Required Materials

All students who are in good standing in their first year at an ABA-accredited law school are eligible to apply for Lathrop GPM's Summer Associate Program positions. Applications are reviewed on a rolling basis until positions are filled.

Applicants for all Summer Associate positions should submit the following materials as part of their application:

- Resume
- Cover letter (Indicate practice group interests, if applicable.)
- Unofficial transcript of first semester grades (when it becomes available)
- Legal writing sample



Lathrop GPM is an Equal Opportunity Employer and welcomes applications for positions, including the Pipeline Development & Inclusion Programs, from all eligible applicants regardless of race or ethnicity, color, religion, sex, age, national origin, veteran status, sexual orientation, gender identity / gender expression, disability status, or any other identity.

We welcome and encourage applicants to request reasonable accommodations if needed, as we are committed to providing an inclusive and accessible application process.

Our 2024 1L Summer Opportunities

Lathrop GPM is now accepting 1L applications for the 2024 Summer Associate Program. Interviews will begin in December 2023 / January 2024. All open positions can be found below:

- 1L Summer Associate - Kansas City
- 1L Summer Associate - Minneapolis
- 1L Summer Associate - Minneapolis TCDIP Shared Client Rotation Clerkship (CHS)
- 1L Summer Associate - St. Louis Client Rotation Clerkship (U.S. Bank)
- 1L Summer Associate - Kansas City Client Rotation Clerkship (Hallmark)

1L Summer Associate - Kansas City & Minneapolis

Lathrop GPM has salaried openings for 1L law students in Kansas City and Minneapolis for the summer of 2024. Summer associates will participate fully in our 10-week Summer Associate Program. Work assignments may come from any of our practice groups and will usually involve substantive legal research, analysis, and writing. The format of the 2024 Summer Associate Program will be hybrid, including no fewer than three days in-office every week.

Summer 2024 Pipeline Development & Inclusion Programs

At Lathrop GPM, we value diversity, equity and inclusion as core firm values. In addition to internal inclusion networks which offer safety and support to historically underrepresented attorneys, Lathrop GPM is a proud member of the Leadership Council on Legal Diversity (LCLD). LCLD is an organization committed to building a more open and diverse legal profession. Participants in our Diversity & Inclusion Pipeline Development Programs will have the opportunity to participate in the 1L LCLD Scholars Virtual Summit, supplemental summer learning and mock interviews. For more information about LCLD, see <https://www.lclld.com/programs/1l-scholars/>.

For the third consecutive year, Lathrop GPM has been honored as one of the 2023 "50 Best Law Firms for Women & Diversity" by Seramount. We are also proud to be a Mansfield Certified firm. The Minority



Corporate Counsel Association (MCCA) recently recognized Lathrop GPM as a 2023 Sager Award finalist, which acknowledges our commitment to fostering a more diverse, equitable, and inclusive legal industry that benefits all.

1L Summer Associate - Minneapolis TCDIP Shared Client Rotation Clerkship (CHS)

Lathrop GPM is a member of Twin Cities Diversity in Practice (TCDIP), a not-for-profit organization that provides opportunities and resources to help member organizations attract, recruit, advance, and retain attorneys of color. Participants in our Minneapolis TCDIP Shared Client Rotation Clerkship will have the exciting opportunity to engage in TCDIP's 1L Clerkship Program. This unique program allows 1L students to be part of our Summer Associate Program and also experience a 3-week "rotation" working with the legal department of CHS, a diversified global agribusiness cooperative owned by farmers and local cooperatives across the United States.

1L Summer Associate - St. Louis Client Rotation Clerkship (U.S. Bank)

U.S. Bank's strong commitment to DEI, driving innovation, understanding, and opportunities for all, aligns seamlessly with our values. Partnering with our valued client, U.S. Bank, for the third consecutive year is a testament to this shared vision. U.S. Bank is the fifth-largest bank in the country, with nearly 77,000 employees and \$597 billion in assets as of December 31, 2022. Its diverse business mix is fundamental in delivering a consistent, predictable and repeatable financial performance year after year.

Lathrop GPM's St. Louis, MO, office has a salaried opening for one 1L law student to participate in our Summer Associate Program and spend one 3-week "rotation" working with the U.S. Bancorp Impact Finance legal department of U.S. Bank, which specializes in tax credit investments, syndications, and community lending. The format of the St. Louis Shared Client Rotation Clerkship will be hybrid.

1L Summer Associate - Kansas City Shared Client Rotation Clerkship (Hallmark)

Global greeting card and entertainment company Hallmark integrates diversity, equity and inclusion into every aspect of its business, including hiring, vendor relationships, product creation and creating a welcoming work environment. Lathrop GPM is proud to leverage its shared commitment to DEI with Hallmark to help strengthen the legal pipeline as both entities unite to expand the number of opportunities for diverse first-year, first generation law students.

Lathrop GPM's Kansas City, MO, office has a salaried opening for one 1L law student to participate in our Summer Associate Program and spend one three-week "rotation" working Hallmark's legal department. The format of the 2024 Kansas City Shared Client Rotation Clerkship will be hybrid.

Applicants for our Pipeline Development programs & Inclusion Programs are kindly asked to include in their cover letter a brief statement, not exceeding 400 words, expressing their personal connection



and understanding of diversity, equity, and inclusion.

Those selected for a 1L position will have the opportunity to incorporate this response into their application for Lathrop GPM's 1L Diversity Fellowship Program should they choose to accept a summer associate offer. The 1L Diversity Fellowship provides up to an additional \$20,000 stipend over three years, contingent upon post-summer offers and eventual acceptance of a full-time position with Lathrop GPM following law school graduation. For more details, please visit the Diversity Fellowship & Recruitment Program page.

For Summer Associate inquiries, please contact:

Jaclyn Steiner

Legal Talent Manager

jaclyn.steiner@lathrooggpm.com