

SUMMER ASSOCIATE PROGRAM

Why Faegre Drinker?

Launch your legal career with mentorship, training and hands-on experience in Faegre Drinker's inclusive and collaborative environment.

Intentional Training for Your Professional Future

culture

Spend 10 weeks in an immersive program where you experience our **firm's culture** and learn about the full range of our practice areas.

real work

Perform **real** work with **real** clients; you'll have opportunities to observe and support experienced attorneys in an array of practical settings.

coaching

Work with our dedicated **in-house legal writing coach** in group trainings and one-on-one sessions.

skills

Access the firm's suite of talent advisors and coaches who are focused on building your **professional skills** for the future.

mentors

Learn from your **personal mentors**, as you're paired with an associate and partner who will advise and support you.

feedback

Receive valuable **feedback** on your work, including an interim evaluation session and a final review.



Where Do You See Yourself?



Total Attorneys: 123
Summer Program Size: 7
Practice Groups: Business Litigation; Construction & Real Estate Litigation; Corporate; Insurance; Intellectual Property; Investment Management; Labor & Employment; Product Liability & Mass Torts



Total Attorneys: 23
Summer Program Size: 1-2
Practice Groups: Business Litigation; Insurance



Total Attorneys: 52
Summer Program Size: 6
Practice Groups: Business Litigation; Construction & Real Estate Litigation; Corporate; Insurance; Intellectual Property; Labor & Employment; Product Liability & Mass Torts



Total Attorneys: 30
Summer Program Size: 1-2
Practice Groups: Business Litigation; Corporate; Labor & Employment; Product Liability & Mass Torts



Total Attorneys: 49
Summer Program Size: 3-4
Practice Groups: Business Litigation; Labor & Employment; Product Liability & Mass Torts; Real Estate



Total Attorneys: 14
Summer Program Size: 1
Practice Groups: Corporate; Product Liability & Mass Torts



Total Attorneys: 154
Summer Program Size: 12
Practice Groups: Business Litigation; Corporate; Labor & Employment; Insurance; Intellectual Property; Product Liability & Mass Torts



Total Attorneys: 34
Summer Program Size: 2
Practice Groups: Business Litigation; Product Liability & Mass Torts



Total Attorneys: 225
Summer Program Size: 13-15
Practice Groups: Business Litigation; Construction & Real Estate Litigation; Corporate; Finance & Restructuring; Health Care; Intellectual Property; Labor & Employment; Product Liability & Mass Torts



Total Attorneys: 60
Summer Program Size: 3-4
Practice Groups: Business Litigation; Finance & Restructuring; Insurance; Labor & Employment



Total Attorneys: 124
Summer Program Size: 13-14
Practice Groups: Business Litigation; Corporate; Insurance; Investment Management; Labor & Employment; Product Liability & Mass Torts; Real Estate



Total Attorneys: 98
Summer Program Size: 7
Practice Groups: Business Litigation; Government & Regulatory; Health Care; Insurance; Intellectual Property

PRO BONO

Committed to Justice, Connected to the Community

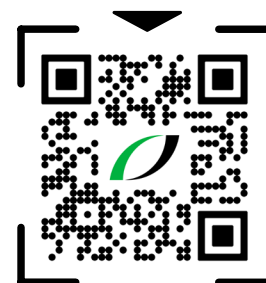
We believe that we're responsible for being excellent partners in the community, so we work closely with legal aid and other nonprofit organizations to make a meaningful impact.

Lawyers and professionals across the firm participate in our pro bono and community service. Our work ranges from brief advice to ongoing individual representation, as well as impact litigation and policy work to drive systemic change.

Together, we provide pro bono service to clients including immigrants seeking asylum, veterans seeking the benefits to which they are entitled, and people seeking to re-establish their lives after being involved with the criminal justice system.

But our work doesn't stop there: We also partner with human and civil rights organizations to address high-impact issues including voting rights and human trafficking.

Contact Us



Associate Training & Development

Faegre Drinker offers training and development opportunities across all areas needed to create a partner-level practice.



Associate Training & Development Guide

Resources to Support You Throughout Your Career

Attorneys at Faegre Drinker receive training in the areas needed to create a partner-level practice.

New Associate Program

Associates start here with a multiweek innovative program introducing the firm and providing practical, skills-based training.

Interactive sessions addressing the business aspects of a law firm, our diverse and inclusive culture, and legal ethics. Our new associates participate in programs to strengthen communication, writing and presentation skills in the pursuit of providing excellent client service.

You'll join trainings targeted for either transactional or litigation-focused attorneys.

Transactional associates work on negotiation and drafting skills, and litigation-focused associates learn about brief-writing and e-discovery, among other things.



Business Development Training

Quality work, extensive knowledge and service excellence are the foundation of all we do. Building a practice bigger than yourself requires additional skills beyond legal capabilities. You will need to master the art of relationship-building and embrace business development from day one. Enter Faegre Drinker's business development training curriculum, an essential element of your professional development.

- **18 total sessions** hosted throughout your time as an associate
- **Two 45-minute sessions per year**, customized to your development year
- **Attendance is strongly recommended**, tracked and shared with practice group leaders

Business of Law Training

The firm conducts a training series called "The Business of Law." This series is presented by the firm's financial executive partners and the chief financial officer. These trainings provide associates with a stronger understanding of firm financial concepts on a variety of topics.

- **Law Firm Economics 101** is focused on firm-level aspects such as billing rates, budget and margin along with discussing personal financial concepts.
- **Practice Metrics 201** offers a deep dive into metrics, counsel and partner roles, and also discusses promotion and compensation.

Feedback & Coaching

We value a collaborative learning environment as part of our culture. Frequent feedback is a critical piece to support you in your career with us. We want to do this well at all levels; and to support this as a priority at our firm, all attorneys undergo regular training on giving and receiving feedback. As a result, we are better able to collaborate across the firm and with external clients. Additionally, there are formalized methods for receiving feedback through development check-ins and annual reviews.

The talent advisor and coach role is designed to enhance the overall associate experience, to help them focus on identifying career development opportunities and being successful in the firm. Our talent advisors and coaches also assist as a confidential resource to help associates navigate their careers.

Continuing Legal Education

While it is each attorney's responsibility to know and comply with the continuing legal education requirements of their state(s) and to report such compliance as required, the firm offers many tools to help you meet your CLE requirements.

To assist with tracking CLE compliance, attorneys have access to [Micron CE Manager](#), where you can view relevant rules and deadlines for your states, have automated reminders sent, and track credit amounts for each reporting period. The tracking function of Micron CE Manager is optional and can be turned off.

To help you complete your CLE requirements, the firm provides subscriptions to Practising Law Institute (PLI) and West LegalEd Center. Through these subscriptions, you have access to more than 600 live in-person and virtual programs a year, more than 2500 on-demand programs, and can search for and find specific credit categories and courses for any state or topic.

Additionally, the firm hosts more than 300 programs annually that qualify for CLE. Many of these are also accredited for on-demand credits and available to you through our internal online catalogue through Micron CE Manager.

Legal & Professional Skills Training

The firm is committed to providing the skills you need to be successful at all levels of your career. Practice groups host regular trainings and programs to provide associates with specific practice or industry skills. Attorney Learning & Development hosts programs annually, in collaboration with practice groups and other departments, on topics applicable across industries and practices such as:

Trial skills

Transactional skills

Deposition skills

Emotional intelligence

Time management

Persuasion

Speaking and presenting

And more!

Technology Training

As the legal industry evolves, technical skills are important for associates to remain competitive and successful. Enhanced technical expertise gives associates a competitive edge by increasing efficiency, improving communication and building data fluency to support legal arguments.

- **Enhanced Document Management:** Technical skills help attorneys manage the large volume of documents, including contracts, briefs and case files more effectively by utilizing iManage, our document management system.
- **Increased Efficiency:** These skills help attorneys to automate routine tasks and streamline their workflows. This includes using software to generate legal documents, manage appointments and maintain client databases. By automating these tasks, attorneys can focus on higher-level strategic work.
- **Better Communication:** Tech skills also improve your ability to communicate with clients, colleagues and judges. Attorneys who understand how to use technology tools such as video conferencing, email and collaborative spaces like Teams communicate more effectively and efficiently.

Research Skills

Our Research and Information Services department hosts a team of research librarians that provide training on various research tools like LexisNexis, PACER, WestLaw, PLI and more. They can also serve as a resource for conducting research requests in a variety of areas such as: business research; background on expert witnesses, judges, parties and opposing counsel; litigant monitoring; dockets; legislative and regulatory histories; patents; and scholarly literature.

Individual Development Plan Program

This program provides unique career and practice development resources to partner-track associates in Development Years 6+ to support their ongoing career development as they prepare for partnership.

- **The program provides associates the opportunity to complete an IDP**, as well as participate in discussions with their advisor, practice group leader, practice group director and professionals from Client Development & Marketing, and their talent advisor and coach to gather feedback regarding their plans.
- **The IDP also works in collaboration with the Business Development Plans.** The goals in the Business Development section of the IDP should align with an associate's identified Business Development Plan goals.

Associate Summits

The firm offers associates the opportunity to come together for in-person programming to support professional development training and strengthen internal relationships with colleagues across practice groups and offices. **The summit experience offers programs** that include members of firm leadership, colleagues from multiple firm departments and opportunities to hear from external presenters.

Thank you to the more than **400** Faegre Drinker volunteers whose efforts have made an impact across the country (and in London)!
Here is a glimpse at some of the ways we made a difference in 2024:



The Boulder Office harvested vegetables for Earth's Table as part of United Way's Day of Caring.



Volunteers in Chicago worked with Digs with Dignity to clean, furnish and decorate an apartment for a family transitioning out of homelessness.



The Dallas office put together 150 hygiene kits for clients of one of Dallas's largest homeless shelters.



Volunteers from the Denver office helped lead field day activities at their partner school, Castro Elementary.



The Des Moines office threw a birthday party for residents of the YMCA Supportive Housing Campus.



Volunteers from Florham Park sorted clothes at the Market Street Mission Thrift Store.



Volunteers in Fort Wayne packaged more than 2,000 meals for the hungry with Project 216.



The Indianapolis office prepared 800 sandwiches to be delivered throughout the community through Second Helpings.



Volunteers in Los Angeles put together 150 hygiene kits for the Downtown Women's Center.



The Minneapolis office partnered with Feed my Starving Children and hundreds of local volunteers to pack meal kits for children around the world.



The New York City office commemorated September 11 with volunteers in 18 cities across the country to pack six million meals for those who are food insecure.



Philadelphia volunteered with Cradles to Crayons to clean, inspect and sort children's books for donation to children living in low-income and homeless situations.



Princeton added interior sheetrock for ceilings and walls for a Habitat for Humanity home in Hightstown.



San Francisco put together 300 hygiene kits to support St. Anthony's Hygiene Hub.



The Washington, D.C. office threw a Super Bowl party for retirees at the Armed Forces Retirement Home.



Wilmington took part in the Lunches with Love program, preparing meals for families staying at all three Ronald McDonald Houses in Wilmington.



London raised £1,348 in support of frontline free legal advice agencies through the London Legal Walk.

We look forward to continuing to serve our communities in 2025!