

OUR 1L DIVERSITY FELLOWSHIP PROGRAM



Diversity at Williams Mullen is a core value, not a catch phrase. We understand that a diverse and inclusive workplace makes us better at what we do – serving our clients and our communities. We are committed to employing a diverse workforce that is inclusive of race, sex, color, ethnicity, gender, sexual orientation, gender identity and expression, religion, nationality, age, disability, marital and parental status, and veteran status.

1L Diversity Fellowship Program

WILLIAMS MULLEN (CONT.)

In keeping with our commitment to diversity and inclusion, Williams Mullen is pleased to solicit applications for our 1L Diversity Fellowship Program in our following offices: Richmond, VA; Norfolk/Virginia Beach, VA; and Raleigh, NC.

The firm will award two 1L law students each with (1) a \$3000 scholarship to be applied to the student's second year tuition and (2) a paid 6-week position in Williams Mullen's 2024 Summer Associate program beginning June 24th. This award is contingent upon accepting an offer of 1L summer employment at Williams Mullen. Students accepted as a 1L will receive priority consideration for an offer of 2L summer employment!

ELIGIBILITY CRITERIA

This is a merit-based fellowship. We seek qualities that align with being a successful 1L and 2L student as well as a future associate. Applications will be reviewed for future indicators of success and commitment to contributing to diversity and inclusion in the legal profession. To be considered, applicants must meet the following criteria:

- > First-year law student, in good standing at an ABA-accredited law school in the U.S.
- > Ability to bring a diverse perspective to the firm as demonstrated through your commitment to diversity and inclusion in your school or community
- > Demonstrated leadership qualities, work experience, and/or community involvement
- > Authorized to work in the U.S.
- > Excellent undergraduate and law school academic performance
- > Able to join the 2024 Williams Mullen Summer Program in our following offices: Richmond, VA; Norfolk/Virginia Beach, VA; or Raleigh, NC
- > Strong interest in working at the firm for a second summer and joining the firm as an associate after law school graduation

APPLICATION PROCESS

Applications will be accepted from Friday, December 1, 2023 until Sunday, January 14, 2024 at 5 pm EST. Initial interviews will be held on a rolling basis. In order to be considered for the Williams Mullen 1L Diversity Fellowship, candidates must apply and submit the following:

- (1) a completed application through our website listed below;
- (2) directed personal statement describing your academic, professional and life experiences including any instances of overcoming adversity or examples of promoting/fostering inclusiveness;
- (3) resume (with undergrad GPA listed); and
- (4) first semester law school transcript (as available).

Apply at williamsmullen.com/careers/law-students

Q. Are there other openings for first-year law students outside of the 1L Diversity Fellowship Program?

A. We do not have openings for first-year law students outside of the 1L Diversity Fellowship Program. If you do not meet the program's eligibility requirements, we still encourage you to apply in June 2024 for our 2025 2L Summer Associate Program.

Q. What is the summer salary for Diversity Fellows?

A. Fellows will be paid \$2,000 per week (\$12,000 per fellow).

Q. What kind of mentoring will selected fellows receive?

A. Each recipient will be assigned three attorney mentors for the summer. Mentors will serve as a liaison between the student and the firm and facilitate the student's professional growth and learning.

Q. My first semester grades are not posted yet. Can I still apply? How can I provide Williams Mullen with updated grades and/or transcripts?

A. Yes, you can apply before all of your grades are released! Provide all the grades you have to date by the application deadline. Then update your application with new grades or transcripts by emailing to talentmgt@williamsmullen.com up to January 14, 2024.

FOR MORE INFORMATION CONTACT: talentmgt@williamsmullen.com