



Cairncross & Hempelmann, P.S. 1L Diversity Fellowship Program

CH& is committed to supporting and increasing the diversity represented in our firm as well as the legal community as a whole. In 2007, we began offering a Diversity Fellowship which includes a paid summer associate position in our firm. This year, the 1L Diversity Fellowship continues with a \$10,000 academic scholarship to be paid directly to the recipient's law school at the beginning of their second year, after they have completed their summer with the firm.

Selection Criteria

Students are encouraged to apply in their first year of law school by following the application process outlined below. We encourage students to apply who are in good standing at any ABA accredited law school and who will contribute to the diversity of our firm. We are looking for law students who can dedicate themselves to a 12-week summer associate position. High academic achievement is important and membership or leadership on a law-related competitive group or Board is a plus. We are also interested in participation and dedication to community- and diversity-related activities.

Application Materials

To apply for the Summer 2025 1L Diversity Fellowship, please submit the following Application Materials no later than January 10, 2025:

- Diversity Fellowship Application
- Personal statement (1-2 pages) describing achievements, challenges you have overcome, and/or how your unique personal history will contribute to the diversity of our firm
- Resume
- Current law school transcript
- Legal writing sample
- List of three or more references (professional and/or academic)

Send Application Materials To:

Human Resources
Cairncross & Hempelmann, P.S.
524 Second Avenue, Suite 500
Seattle, WA 98104-2323
careers@cairncross.com



Cairncross & Hempelmann, P.S.
Application for 1L Diversity Fellowship

Full Name: _____

Law School: _____

Expected Year of Graduation: _____

Address: _____

Telephone: _____ Email Address: _____

Are you willing and able to commit to a 12-week summer associate position at CH&? Yes No

Are you eligible to work in the United States? Yes No

Did you receive a fellowship from a firm or legal department last year? Yes No

Please give detailed answers to the following questions (you may use an additional page to expand on your answers, if necessary):

Why are you interested in a position at CH&? _____

Please describe any experience you have had with projects or organizations that support diversity in your community: _____

Why did you decide to go into law? _____

What would you bring to the practice of law and to CH&? _____

Please describe an event or experience that is not on your resume that helped shape who you are today. _____

