

## FAQs

### Why should I choose Selendy Gay instead of an older firm?

Our firm may be new, but our partners have long track records and are luminaries in their fields. As a result, we have a robust and diverse slate of clients whom we counsel on every type of complex commercial and white-collar litigation, investigation, and arbitration.

For **you**, this means you won't just have the *chance* to get meaningful experience; you *will get* meaningful experience. You'll build skills in all facets of litigation, including interacting with clients, taking and defending depositions as an associate, and going to trial.

Going to a larger firm carries its own kind of risk: the risk that you might not learn what you need to in order to become the best lawyer possible.

### What kind of training and development do you offer?

We devote resources to ensuring you're not just technically proficient, but empowered and excited to launch your career.

- **Legal skills training:** We offer a full array of litigation training programs, including intensive workshops on legal writing, depositions and trial.
- **Business development training:** Unlike most firms, we train associates on the fundamentals of client relationships and business development right from the start.
- **Signature skills:** As an associate, you'll have access to on-demand, one-on-one coaching that will help you become both a better lawyer and colleague. This independent, confidential resource can help you sharpen the interpersonal skills you need to thrive with clients and colleagues, strike a positive work-life balance, and identify opportunities for growth.

### How is work assigned?

We understand that managing a busy caseload while proactively seeking out the litigation experience that most interests you can be challenging, particularly as a junior associate. It can take time to develop relationships with senior colleagues and to share your professional interests with them. We are particularly mindful of ensuring all of our associates have a successful transition into the firm.

As such, first and second year associates, along with incoming laterals and clerks, will be able to access – if helpful to them – an extra level of support in managing their assignments via our internal staffing and workflow team. Our mid-level and senior associates, or junior associates who feel comfortable, are welcome to navigate our active free market system. We believe all of our associates should have wide agency and autonomy over the kinds of cases they pursue and the partners with whom they choose to work.

### Why do you ask interviewees to complete a case study?

If you are an experienced associate or current judicial clerk and are invited to interview, we'll ask you to write a case study. We'll draft a fact pattern and give you an hour to analyze it in light of a court decision. This approach takes more effort from both of us, but we get a better idea of how you think under pressure, and you get a chance to put your best work forward. By the time we decide to extend an offer, we're quite confident in a person's abilities—a trust that is central to the relationship between our associates and partners.

**What does my road look like if it doesn't work out?**

We're invested in your success, even if you don't remain an attorney here. Because we coach you in client service and networking, you will leave us with a strong professional network. We will use the partnership's resources to help you find a new position that is right for you, highlighting the training and experience you will have had. We want everyone who has worked here to be proud to be a Selendy Gay alum.