Nuggets of Wisdom from OCIs Past

By RG Staff and 3Ls, 2004 to present

Going and getting a job is so out of style. These days the jobs come and get you, right?

Not exactly.

On-campus interviewing is a great way to interview with multiple potential employers in the comfortable, familiar surroundings of Ann Arbor (or, at least, a hotel in Ann Arbor), but an interview is an interview. If you haven't done it before, it can be frightening.

Here are some tips from students who have traveled the long, cramped hotel hallway to a career in the law and lived to tell... that it's no big deal, really, once you get the swing of things. Especially with a few helpful hints.

• Don't look at this as your one and only shot to get a job in the legal industry. It isn't.

• Do knock on the interview door promptly, or even one minute before, because the interviewer inside is counting on you as a timekeeper.

• Don't let the word “lifestyle” pass your lips.

• Do get together with friends to rent a room at the hotel so you'll have a better place to relax.

• Do prioritize your callbacks so that once your top-choice firm makes an offer, you can cancel all the others. This eases your travel schedule and helps your classmates get waitlist slots.

• Do decline callbacks. Unless you are looking in several cities, more than ten is ridiculous and inconsiderate of other students.

Along with: Just relax and have fun. Your grades have already been decided.

• Don't take yourself too seriously.

• Be yourself. An interview is nothing more than a conversation (with some additional long-term implications).

• Do remember that the clients of most of these firms are very large businesses. They want someone who their clients will feel comfortable with. Clients want an intelligent advisor, not an activist crusader. This doesn't mean you give up your convictions, it just means that you have to get along with large corporations.

• Don't worry – the current job market is stellar, you've got a first-rate legal education, and you look fabulous in that suit.

On the Inside:

• Getting Your Dream Job, p. 3

• 10 Things Not to Do as a Summer Associate, p. 7

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How to Succeed at OCI Without Really Trying

By Mike Murphy, '06

Doing well in OCI isn’t necessary to be successful in the legal industry, but it sure seems that way when you’re standing at a hotel door holding a leather-bound tablet and a writing sample. It’s hot, stuffy and the panic is contagious – but at least the food is pretty good.

Just three months ago you were trying to redefine your vocabulary so that “consideration” stood for contractual thoughtfulness rather than interpersonal rudeness. Now you’re being asked to determine what sort of law you want to practice and where you want to practice it, and to provide an evaluative projection of your strengths and weaknesses in a profession you’ve never practiced.

Consider it an extension of the Socratic method, only as it applies to your future. Like my Contracts professor said early on in my first semester: “By the end of your time here you will be able to make the most ridiculous arguments, unprepared, with a completely straight face.” So you might feel like you’re a liar, a fraud or a fool. That’s normal. You are, after all, an attorney. It’s about your personality.

Speaking of personalities: keep yours positive. If you must look at OCI as a competition, at least be respectful. Last year I was at a door waiting for an interview that was running late, and a student I knew stepped in front of me and slid her resume under the door. “I’ll put a good word in for you,” I said somewhat snarkily and unfairly. It was a small slight, but raindrops cause tidal waves when you put this many overachieving Type-A personalities in such a small space with inadequate air conditioning.

When you do get a call-back from a firm, remember that a lot of other students weren’t so lucky. Some markets called a lot of people; some don’t. Your number of callbacks is really not that indicative of your chances of finding gainful legal employment. Some friends of mine had one callback and received one offer; others had several callbacks and no offers. Besides, you only need one job.

Nevertheless, be cool when you get invited back. Celebrate your good fortune on the down-low – like the way Willie “Mays” Hayes celebrated making the team in “Major League.” Your less fortunate friends will thank you for it.

Don’t feel guilty mentioning your “journal experience” even though, in a real sense, you haven’t done anything for your journal yet. You will. Citation

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And Eat It, Too: Learn How to Find a Firm Job and Be Happy

By Hannah Mufson, '03

Looking for a firm job? Looking for any job? Nervous about accepting? Worried that your job may spell the end of your life as you know it? Worry no more. If you’re sensible and smart, you can have a job and still be happy. Even though you’d rather sit on your couch and drink beer for the rest of your life – who wouldn’t? – you can’t. So, read on to find out what you can do to improve the quality of your working life.

Be a Knowing Buyer

 Know what you’re getting yourself into, not just what salary you will be pulling in. This takes time, patience, investigation and thought. Observe and interact with the other people with whom you are working. Are they happy? When they complain, is it about serious, systematic problems, or minor annoyances? If you show up earlier than usual in the morning, who’s there? What about late at night? Do your co-workers have time to do things you find important: going to the gym, seeing movies, visiting museums?

If your observations turn up answers you don’t like, seriously consider whether the benefits your job brings you are worth the trade-offs. Knowing the bad up front may make you happier with the good, or it may make you want to investigate other jobs.

Know the Value of Time

Most jobs require a certain amount of hours at the office; at law firms, these hours can be set required minimums or floors required to earn certain bonus levels. Make sure you know what these hours are. At a firm, a minimum billable hour requirement of 2000 hours means that you must bill 8 hours a day, 5 days a week, for 50 weeks a year. An hour of work does not necessarily mean an hour of billable work. Be conscious of the distinction. Other jobs may not have a billable hour system, but may require weekend work, extra projects, or external commitments. Make sure you are aware of these potential obstacles and can either deal with them or work around them.

Prioritize

What’s important to you? Make sure you know. If you can’t live without a three-course dinner every night, need Saturday nights for your weekly visit to a leather bar, or a weekend off every month to see your girlfriend, select a job

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Navigating the Dark Side: Prof. Schneider on OCI and Your Future as a Lawyer

By Liz Polizzi

“Lunch,” said Gordon Gekko, antihero of the 1987 film Wall Street, “is for wimps.”

While there may be differences between the rarified atmosphere of large, “white-shoe” law firms and 1980s brokerage houses, based on the rumors bouncing around the Law School’s chattering classes, there don’t seem to be many. To put it bluntly, the picture looks bleak: monstrous bosses hazing junior associates with mind-numbing assignments, no respect from senior attorneys or subordinate staff, and the hallmark of law firm life - 3,000+ billable hours a year (which comes out to about 58 hours a week) and no vacations till you make partner.

And yet the majority of us – highly educated, analytical people – line up like lambs to the slaughter as soon as we hear the letters “O-C-I.” Is this a mistake? And if so, how can we avoid making it?

According to Professor Carl Schneider, who has made a study of the subject, asking these questions early and often may, in itself, be the answer.

In 1998, Professor Schneider had just finished a book titled The Practice of Autonomy, a study of how patients confront serious medical decisions – the processes they use and their ultimate success in decision-making. His work brought him to the next question: “Can anybody make good decisions about their future?” In pursuit of an answer, Professor Schneider conducted a semi-formal interview process with a group of 40 law students who comprised a Property class he taught in 1998. Following up with them in 2001, and again a few years later, he asked them about what had gone into the choices they’d made, and where those choices had brought them.

“I thought that lawyers and prospective lawyers would be good decision-makers because they have lots of time to think about their career choices, they have a strong incentive to think about their career choices, they’re analytically minded, and they’re in a good position for acquiring good information for making good decisions,” Professor Schneider said. Plus, he added, “They’re more apt to make good decisions in the procedural sense. There are some standard views regarding good decision-making. I thought lawyers were more likely to go about the process of making the decision in the right way.”

So, did they?

“I was surprised,” said Professor Schneider, “by how very little people knew about the law before going to law school, and about law firms before going to work at one. One reason they don’t know very much is because they don’t ask very much.”

According to Professor Schneider, the graduates who thrive after law school are those who have a strong sense of where they’re going – whether it’s to a certain practice area within a big law firm, to a job with the government, a nonprofit, or to put in a few years at a law firm and then set off to change the world. Among those who go to law firms (approximately 85% of each class, according to his study), there are two basic personality types: those who sit at their desks and wait for someone to come by and give them work; and those who arrive on the job, immediately begin trying to figure out how the place
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Expert Advice:
A Three-Part Test for Getting Your Dream Job

According to Carol Kanarek, '79, a renowned consultant on the New York City job market, there are three “tests” a student must pass in order to find employment in the Big Apple or any other major legal market. They are: 1) interest, 2) aptitude, and 3) geography.

The Interest Test

To demonstrate interest in a particular law firm, a student must show general interest in one or more of the firm’s core practices. Indicating that you have an interest solely in one of the firm’s smaller practice areas will not get you hired. Ms. Kanarek advised students not to be too specific about the practice area they desire. Instead, get an offer from the firm first and then talk about practice areas. As a corollary, do not give an interviewer the impression that you are more interested in the firm’s pro bono work than in its day-to-day practice.

How does one find out what type of law a firm really practices? A useful resource tool is the NALP Directory of Legal Employers which can be found at www.nalpdirectory.com. This resource will tell you the number of lawyers in each of the firm’s practice areas. If, for example, you want to practice real estate law in a five hundred lawyer firm, how many of those attorneys do that type of work? Also, look at the firm’s website.

By no means should that be your only avenue of research because many firms say that they practice every type of law. Another valuable resource is American Lawyer, available in the OCS Library and online at www.americanlawyer.com. This magazine publishes reports on different practice areas and ranks law firms, too. This issue also contains a listing of firms with the top corporate practices. Previous issues provide a wealth of information, such as the Litigation Boutique of the year and the four runners-up.

The Aptitude Test

Showing your aptitude involves more than just your GPA. There are a number of factors that can help you demonstrate aptitude. Among them are: your undergraduate institution and your major, the classes you’re taking or planning to take in law school, and moot court or law journal experience. The latter two are strong indicators of your ability to research and write. Additionally, receiving Honors in Legal Practice sends the same message. Moreover, there are a number of intangible factors that can help you.

They are: demonstrating a high level

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Of course, we all have both a winner and a loser within us. The trick is to answer the interviewer’s dodgeball-style question barrage with something that will allow the them to see the glimmering unique inner snowflake you know you can be rather than the pile of slush that a year or two of law school has left you.

The key to success? Who knows? But being prepared never hurts, so Res Gestae asked OCI veterans to reopen old wounds from interview seasons gone by and supply some memorable questions, to offer this year’s fresh meat some advance warning of what they might be up against.

The Standards

- Why do you think you’d be a good fit for [Firm X]?
- Where do you see yourself in 5 years?
- “During OCI 2004, I was asked to name the last three books I’d read. I truthfully answered, ‘Harry Potter 1, 2, and 3’ and never heard from the firm again. Thankfully, the sort of firm that would frown on Harry Potter is not the sort of firm I would want to work for.”
- “During an interview with the DC office of [Big Law Firm X] last year, a young associate pointed to a stack of resumes and asked, ‘So what about you distinguishes you from this pile? Honestly, I am not going to remember who you are when I get back to the office, so give me a reason to recommend you to my colleagues.’ I gave him the standard spiel about being hardworking, and easy to get along with, etc. His eyes immediately glazed over.

“So he asked, ‘Well, what do you like to do for fun?’ I answered, ‘I really haven’t had much spare time, but when I do I like to go the movies.’ In my mind this seemed like a pretty safe innocuous question and answer, until he followed up with, ‘What was the last movie you saw?’ Of course, I just had to be honest

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30 First Dates:
The Opening of Law School Dating Season

By Nate Kurtis

We’ve all been there; when the relationship that started so well comes to a calamitous conclusion. Yet, such heartaches are inevitable as we enter Law School Dating Season. Like swallows returning to San Juan Capistrano, law students flock back to campus, deck out in their finest of feathers, and leave their nests again in search of that one law firm to call their very own. We should all live OCI (motto: “Not as much fun as you could be having in these hotel rooms”) to the fullest, since it will probably be the closest most of us get to actually dating while in law school.

I realize that this seems odd. After all, as law students, we are the future sugar mommas and daddies (collectively: sugar parents) of the world. You would think we would have no trouble finding dates; indeed, that we should be fighting the hotties off with sticks! Sadly, this is not always the case. But I digress (and, if you find yourself surprised by this fact, you should read this column more often).

EIW is really just like dating: There you sit, dressed in your nicest clothes, while you try, desperately, to appear interesting to the party seated across from you. In the middle of all that small talk, somewhere between discussing your extracurricular activities and your opinion of what type of vegetable you’d be, it happens. Your eyes meet across a copy of your transcript and, suddenly, you know. You can feel it in your heart that this is the one. This is the firm for you!

Better still, they seem interested in you too—why else would they care about your favorite rule of civil procedure?

They invite you out for dinner, or for drinks. They introduce you to their friends. They both booze you and schmooze you. Finally, should things go very well, they invite you back to their place so you can “get to know them better.” Afterwards, when they tell you they will call you later, you leave on cloud nine.

But they don’t call. At first you rationalize that it is too soon; that they are just playing hard to get, trying to keep from seeming desperate. As the weeks pass, those weakly constructed arguments give way to panic. Maybe they didn’t like you after all! There was

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- **Retreats with all attorneys from all offices -- domestic and international.** Speakers and entertainers at the last Gibson Dunn retreat included, among others, Lance Armstrong, Paul Rusesabagina, Cherie Booth Blair, Bob Woodward, Stephen Colbert and Jennifer Hudson.

- **Sensible hiring policy.** We are serious about our work, but we do not take ourselves too seriously. We are looking for summer associates and new lawyers with the same perspective.

- **Become a celebrity!** Former Gibson Dunn summer associates who later pursued other paths include Theo Epstein, General Manager of the Boston Red Sox; David Boies, name partner of Boies & Schiller; and Steve Lipscomb, who created the World Poker Tour.

We are interviewing for all U.S. offices on Wednesday, August 29 and Thursday, August 30. We hope we will have an opportunity to speak with all interested students during our visit.
Three-Part Test (continued)

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of energy, the ability to work long hours and to multitask, exhibiting professional maturity and stellar organizational skills. Excellent Legal Practice skills of research, writing, and analysis are big plusses, too. Make sure you volunteer examples of these intangible skills when interviewing. The ability to project a high level of energy and confidence should not be overlooked. Employers constantly tell the OCS staff that these two qualities can be the deciding factors when making difficult decisions about which students to invite for callback interviews. Don’t change your personality into something you’re not, but be able to “sell yourself.” Stay in “sell mode” until you have an offer. OCS is happy to work with students in order to develop and demonstrate these qualities.

The Geography Test

How do you demonstrate a commitment to a particular city? It’s easy if you grew up there, went to school there, or worked there for some time. If not, there are ways to make you a more viable candidate. One suggestion Ms. Kanarek makes is to mention your friends or significant other who are working in the city. Talk about fellow students who have worked for that particular firm or in that particular city. If it’s true, volunteer that you are interviewing in that city only.

Interviewing in more than two cities makes you look flaky and undirected. In addition, consider joining the state or city bar association where you want to practice. The cost to law students for joining this type of bar association is usually $25 or less. Being a member of a particular bar association is something you can note on your resume and bring up in an interview. Similarly, if you know what city you want to practice in and sign up for that state’s bar exam, you’ve demonstrated a strong commitment to that area.

OCI without Trying (continued)

CONTINUED from Page 2

checking is a rite of passage for law students; it’s the closest approximation to hazing that we have here. I’ve done so much cite checking that my brain is warped into an OCD-esque frenzy. Here’s how much: take the blue book, and look at page 302, table T.6. The last sentence before the table. The quotation in that sentence ends before the period. That’s a typographical error. (It’s fixed in the latest edition, page 335.)

That’s what you have to look forward to, journal editors. You will become so acquainted with the editing that you’ll find typos everywhere. But don’t sweat it. Unless, of course, you just joined a journal because you knew firms liked to see it on a resume, feel that you’ve gained all the benefit you’ll get from the journal already, and plan on tanking your journal responsibilities. In that case, sweat it.

Lastly, have fun. Your second year is a lot of work, and it hasn’t started yet. The same section-mates that you could barely stand seeing every day last year become all too scarce this year; and you’ll miss them. Use these days – and the ones all next year – to live it up.

Mike Murphy is a former Editor-in-Chief of Res Gestae. This piece was originally published in the August 29, 2005 issue.
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that allows you to do all that. If you don’t, you’ll be unhappy and irritated, which will bleed into your work. Conversely, if all you care is that you go rock climbing once a week, it’s a good bet that any job will work for you. If in law school you’re constantly irked that you can’t do what you want, re-evaluate your job or potential job. You won’t be happy if you can’t do things that are important to you.

Choose a Good Place to Live

Having a space you like to live in is crucial to being happy. If your job is hard or time-consuming (such as lawyering) and you come home to an apartment where the neighbors’ loud music and yappy dog constantly intrude, you’ll be miserable. If you hate the location of your home, or it doesn’t get enough light in the winter, or you can’t park close enough, the irritation will build until you’re dissatisfied with everything. However, if you put some time into a search for a place to live, you can compensate for a lot of the other annoyances in your life. When looking for a place to live, be sure you have a list of the amenities you absolutely want, and the ones you really want but can probably live without. Don’t rent or buy a home until you’ve met all of your absolute criteria! Otherwise, not having a garbage disposal or a lake view will be a constant thorn in your side.

Breathe

Stress makes people sick. If you’re constantly and unreasonably worried about your performance, or subject to tremendous pressure all the time, your job may not be right for you (or anyone else). On the other hand, if you’re worried about your performance because you’re unmotivated, or the pressure you’re under is due to your own failure to meet deadlines, you may not be right for your job. Evaluate what you will be asked to do and decide honestly whether you can do it. If the stress is constant, or if your work is consistently under-appreciated, choosing a different job might be a good plan.

The best advice for living a healthy, balanced life is to be aware of what you want, what you’re willing to give up to get what you want, and what situations are unacceptable for you. If your job asks you to give up too much in exchange for too little, you’re not in for a happy life. But if you’re subject to minimal stress, reasonable and explained job demands, and your mental image of what you’re supposed to be doing matches your actual job description going into it, you’re well down the road to being a happier person.

This article originally ran in the Summer 2002 issue of Res Gestae.
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works and who has the most interesting projects, and then proactively establish relationships with people they’d like to work for. Three years later, those in the former group are still slogging through the most miserable projects, while those in the latter group report significantly higher job satisfaction. (The second category generally also includes those who go to firms with a clear exit strategy; three of the forty people surveyed had actually stuck to the plan, lived frugally and saved money, and succeeded in paying off their loans and moving on to the nonprofit jobs of their dreams.)

“It’s not the law firm’s job to make you feel good about your life,” he said. “For many people, their first job at a firm is the first time they’ve been in an environment not designed to take care of them.” Especially for students who have never, or only nominally, been part of the workforce, the transition from academic ivory tower to corporate high-rise can be a culture shock in and of itself – never mind the masochistic work culture prevalent among large law firms. “In some sense, this makes them feel like their expectations have been betrayed.”

But what about the institutional hazing we’re told is the bread-and-butter of first-year associateship?

“The kinds of complaints you hear about law firms now have always been about New York law firms,” said Professor Schneider. The age-old anecdotes about firms where partners throw work on associates’ desks on Friday evening to be done Monday morning, and then berate them for going home “early” at 10 p.m. on Sunday night, dates back, according to Professor Schneider, to the days of Boss Tweed.

“What have changed,” he said, “are the objective facts.” Associates today truly are working more hours – and getting paid significantly more money. This is attributable, he says, to law firms’ need to compete with budding dot-coms in the early 1990s, when the allure of getting in on the ground floor of the next Amazon or Ebay was felt by everyone with a bachelors’ degree – and even more so among well-trained attorneys with the skills needed to take a nascent venture-capital project public. Naturally, the salary hike happened first on the West Coast, but it wasn’t long before law firms in the other major markets “paused, gulped, and followed suit.” Now that the bubble has burst, revenue is down, but salaries remain high. Firms know that they can’t correct for that by raising their fees, or by touching the partners’ compensation when to do so might drive partners out of the firm, with their client base in tow. The only place where this loss can be recouped is out of the hides of junior associates.

Nevertheless, said Professor Schneider, “It is possible to be happy in major New York law firms. I think working with very able people doing difficult work for demanding clients can be very rewarding” – for some people. “The American legal profession is significantly more diverse than anywhere else in the world,” said Professor Schneider. “It encompasses a huge range of choices. What is particularly puzzling to me is why this choice is not exploited.”

According to Professor Schneider, there are two factors at play here: First, there’s the fact that students without a very clear notion of where they’re going with their legal careers are enticed by the simple answer OCI offers – go through the process, get offers, accept one. The second factor is more complicated, but can most simply be described as classic commitment-phobia: “I often hear people say, ‘I want to keep my options open.’ But options that have expired unused were losing propositions. There’s no way to avoid committing yourself, and the best things in life come from the biggest commitments. All jobs require that you give up alternatives.”

“It’s the incuriosity of prospective law students and prospective lawyers that really baffles me,” Professor Schneider said. Law students often ignore options such as in-house counsel positions (which, he says, many people find “significantly more satisfying than working at a firm”); government work (which, he says, “doesn’t give you a flashy kind of training,” but “gives you competent, steady lawyers” who get responsibility very early); and – discriminatory hiring practices notwithstanding – the Judge Advocate General Corps (which, according to Professor Schneider, also offers a focus on training, plus experience in diverse aspects of the law), in favor of firm jobs they have no personal reason to believe they’ll enjoy.

“There are lots of options that people never explore,” said Professor Schneider. “They use the excuse that they can always go down but they can’t go up. The thing is, almost nobody ever wants to go to a big firm from other places. It might make sense to pick where you want to go and go there, rather than make that risk-averse choice to go to that big law firm.”

Got some invaluable callback advice for this year’s OCI participants?

Write for RG!

Had a crazy interview experience you want to share? Give next year’s participants your sage words of wisdom while the experience is still fresh in your head!

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Baker Hostetler Interviews

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Interview Questions (continued)

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and blurted out, ‘The 40 Year Old Virgin’ instead of taking a second to answer something that made a more flattering statement about me professionally. Instead of being embarrassed, this young associate got very into the conversation, and we proceeded to make an in-depth comparison of ‘The 40 Year Old Virgin’ with ‘The Wedding Crashers.’ From then on, no topic of pop culture was off limits, and I knew the interview had reached a new low when this young associate asked me if I watched South Park, and proceeded to try to mesmerize me with several imitations of Chef and Mr. Hankey the Christmas Poo. Needless to say, I was more than relieved when I didn’t get a callback.

• What rule of civil procedure would you change?

Punk Rock

• You really flunked out of college?
• Are you ready to go to war for [Firm X]? “I answered that I didn’t consider litigation to be war, but I was willing to be a zealous advocate, short of drawing blood.”
• “First OCI interview. I walk into the room, we exchange pleasantries, the interviewer looks at my resume, picks out one job and says ‘Oh, I see you worked for [Firm X]. How did that go?’ I answered straight up and true: ‘Fired for cause.’ No, I didn’t get a callback – but after that question, I figured I was toast anyway, so turned the interview around and asked him various questions about the legal profession.”
• Do you know [insert name of gunner classmate]? What do you think of him?

Jazz Answers

• What is your biggest weakness?

Answer: Interviews.

• What is the dumbest question you have been asked so far today?
Answer: This one. Hands down.

Oddly, my own contribution to this collection is a sage bit of advice passed on to me by a fellow eight-year-old on a playground sometime in the early eighties: A final question asked in an interview, my little friend told me, was, simply, “Why?” The correct answer, she said, was, “Why not?” Though it struck me as genius at the time, one 3L respondent who used this tactic got this response: “The interviewer scratched his beard, thought for a minute as if he were actually pondering the metaphysical aspect of my answer, and then said he’d get back to me by email in a week. I didn’t get the job.”
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Law School Dating Season (continued)

CONTINUED from Page 11

that time when you threw-up on the hiring partner. No, that couldn’t be it; certainly everyone thought that was charming: ah, look at the little 2L who can’t hold his liquor. Then there was that time you admitted that you weren’t interested in intellectual property, even though they are an IP boutique. No, that can’t be it either; everyone appreciates honesty.

It’s at that point, when you are drawing a blank on reasons they didn’t like you, that you decide that you’ll call them. You aren’t being desperate, you aren’t pressuring them, you just want to see how they’re doing. That’s when the wheels come off. That’s when you find out that they’ve offered your best friend behind your back!

That’s ok, that’s fine, you don’t need them! You’ll find another firm. A better firm. You and that firm will live happily ever after!

As with normal dating, until you find your “one,” all of your law firm relationships are destined to end in heartbreak. Since the rest of this issue covers the other aspects of EIW dating, I will spend what little space I have left helping you deal with the inevitable rejection. There are, it seems, five steps to getting over any rejection. Step One: denial. “The firm didn’t ding me. In fact, they could be calling with an offer right now. Or now. Or... now!...” Step Two: anger. “How could they ding me! I was the best! #$%@ person they interviewed!” Step Three: bargaining. “If you hire me, you don’t have to pay me. And, you like my tie, you can have it!” Step Four: baking. In a medium bowl, beat sugar, eggs, and vanilla until light. Mix in chocolate chips. Step Five: bake for ten minutes in a preheated oven.

I advise you to move through the first four steps as quickly as possible since you have twelve more interviews to get through today. The fifth step will come in handy when you offer your other interviewers cookies!

Of course, there are the lucky few for whom OCI is no big deal. They see it, rightly, as just another phase of campus life. They realize that there are many law firms in the sea, and that if nothing comes of these interviews it is not the end of the world. Of course all those people are in business school. The rest of us are too busy baking to notice.

Nate Kurtis is a 3L and Editor-in-Chief of Res Gestae. Comments on this piece may be sent to nkurtis@umich.edu.
10 Things Not To Do As A Summer Associate

10. Never refer to a partner’s offspring or trophy spouse as a “sex toy.”

9. For females, never use the terms “misogynist,” “Catherine MacKinnon,” and “Title VII suit” in the same sentence.

8. Never gratuitously assess the firm’s chances in an upcoming lawsuit by prediction that they will “get beat like a baby seal.”

7. At the company softball game, never slide into home like Pete Rose and wipe out the hiring partner, even if your team is down by just one run.

6. That “pull my finger” joke is never as funny as it was in fourth grade.

5. Wearing Birkenstocks with your suit is never a proper fashion statement, even if you want to be an environmental attorney.

4. “Want to see my tattoo?” is rarely, if ever, appropriate cocktail party conversation.

3. When the partner you are golfing with at the firm outing slices one deep into the woods and exclaims, “Nothing is going right today,” never quickly retort, “That shot sure did.”

2. Never brag about what a good deal you got on your knock-off golf clubs until you make sure they are not counterfeits of one of the firm’s IP clients.

1. When making small talk with firm attorneys, never—in reference to one of their alma maters—respond, “I didn’t even know they had a law school!”
Here’s what I want from a Los Angeles law firm summer experience:

**A CALIFORNIA FIRM WITH A NATIONAL PRESENCE**
- We are the industry leaders in many practice areas such as the hotel/resort industry, environment, government, & sport

**NOT A MEGAFIRM**
- With approximately 150 attorneys, typical case staffing is 1 partner : 1 associate
- Involved in all aspects of a project from start to finish

**REAL WORK EXPERIENCE IN THE SUMMER**

“The lunches, happy hours and other social events were fantastic, but what I liked most about my time at Jeffer Mangels was that the associates and partners gave me the opportunity to take on a meaningful role in real client matters.”

Onye, Stanford

“I was usually involved in all aspects of a project, not just a single issue. With smaller clients, it was possible for me to get an overall picture of their business and contribute meaningfully to solving their problems.”

Zac, UCLA

“JMBM gave me substantive work in the exact field in which I was interested — Government Law.”

Stephanie, Harvard

“Not only did I work on some interesting sports law projects in the office, but the summer associates also got to meet the L.A. Lakers’ general counsel and tour the teams’ practice facility. I never thought I’d have the opportunity to take a photo with eight NBA championship trophies!”

Alana, Stanford

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An *RG* Classic:
The OCI Drinking Game!

Your jerk roommate has 26 callbacks, including extended weekends in Vegas and Miami – and you are left with the hope that maybe the PO’s office in Alpena will give you a job if your Aunt Edna’s ex-lover hasn’t retired yet. Well, we’ve gone to great expense to provide you with a little reward for your late summertime blues. . . . Gather some friends, a six-pack (or two) of something civilized, and follow the rules.

- To start, if you are a 3L who came back from the summer without a job, drink a bottle.
- Take one drink for every interview you were late for.
- Take two drinks for every interview you were hungover for.
- Take three drinks for every interview you missed.
- Take four drinks for each call-back you had to skip class for.
- Take five drinks if you just decided to skip class anyway.
- Take two drinks for every limp-handed handshake interviewer.
- Take one drink for every time an interviewer asked what your connection was to a specific city.
- Take two drinks for every interviewer who laughed and/or roller her eyes when you told her what your connection was.
- Drink a bottle for every time you had to say, “I’m really excited about living in Cleveland.”
- Take three drinks for every interviewer who asked for your grades.
- Take an additional drink if you had Professor Krier for Property or Kahn for Tax.
- Take three drinks for each time an interviewer asked a completely stupid question (e.g. “What does an admissions tour guide do?” or “UC Berkeley – is that in California?”
- Take six drinks if the interviewer doesn’t believe your undergrad school really exists.
- Take three drinks for every time you managed not to laugh when the interviewer said, “Our associates find that they can make 2300 billable hours and still have a high quality life.”
- Drink an entire beer if you believed them.
- Take one drink for each time you said, “I have absolutely no desire to do IP work.”
- Take two additional for each interviewer retort of, “Why not? I’m an IP lawyer.”
- Take one drink for each interviewer you thought was “hott” hot.
- Take two more drinks for each time you hit on them.
- Drink the bottle if you got his/her number.
- Take four drinks for every ding letter.
- Take an additional drink if the firm has hired people with less than a 2.5 GPA.
- Take five drinks for every home-town ding letter.
- Drink a bottle for each ding letter from Detroit.
- Take two sips for every callback your roommates have.
- Take an additional sip if the same firm dinged you.
- Drink a bottle for every offer you have.
- Finish off your supply for surviving the process.