

## → Guy N. Halgren Diversity Fellowship

### About the Fellowship

Diversity, equity and inclusion are core values of Sheppard Mullin. The Diversity Fellowship is named in honor of Chair Emeritus, Guy Halgren, for his longstanding commitment to creating a firm culture that celebrates diversity and promotes equity and inclusion.

As part of our commitment to greater diversity in the legal industry, each year, the firm will award \$35,000\* to three talented law students who have demonstrated resiliency and grit, and will contribute to the richness and excellence of our firm.

### Eligibility

Qualified applicants will meet the following requirements:

- 1L law student enrolled and in good standing at an ABA-accredited law school
- Participation as a summer associate for the full 10 weeks of the upcoming summer program
- Non-recipient of a similar diversity award from another law firm paid during the same period
- Long-term interest in practicing in one of Sheppard Mullin's U.S. offices
- Authorization to work in the United States

### Criteria

In evaluating candidates, we will consider the following:

- History of personal, academic, and professional achievement
- Demonstrated commitment to diversity, equity, and inclusion within the legal industry and greater community
- Demonstrated ability to overcome significant obstacles in life such as socio-economic disadvantage, disability, being the first in their family to attend college, attending under-resourced schools, or other considerable hardships or challenges
- Demonstrated leadership ability
- Financial need

### How and When to Apply

Completion of Sheppard Mullin's Suited assessment (you will receive the link to our Suited assessment 10 days after your application is submitted per New York law):

- Resume, undergraduate and law school transcript, and cover letter

- Completion of Sheppard Mullin's Suited assessment
- Personal statement addressing the following questions:
  - Explain the road that you have traveled to get to law school. What experiences were most influential in shaping your desire to become a lawyer?
  - Explain your interest in pursuing a long-term career with Sheppard Mullin
  - Describe how you will continue to advance diversity, equity and inclusion initiatives within the legal industry
- Completion of interview with selection committee
- The application period is November 27 – January 12 and the direct link to the application page can be found [here](#).

For any questions about this fellowship, please contact Donovan Hunter, Firmwide Entry-Level Recruiting Manager, at [drhunter@sheppardmullin.com](mailto:drhunter@sheppardmullin.com).

The pay range for this 10-week position is \$215,000 - \$215,000 per year. Please note that the foregoing compensation information is a good-faith assessment associated with this position only and is provided pursuant to the New York City Salary Transparency Law.

\* The firm will pay out the \$35,000 fellowship grant to each fellow in three installments:

1. \$15,000 upon completion of 1L summer and acceptance of 2L position at Sheppard Mullin
2. \$10,000 upon completion of 2L summer and acceptance of post-graduate position at Sheppard Mullin
3. \$10,000 after joining firm as a full-time associate, to be paid out during January of first year of practice

### **New York City Local Law No. 144 Notice**

*Pursuant to New York City Local Law No. 144, Sheppard Mullin provides the following disclosures:*

*Sheppard Mullin uses the automated employment decision tool Suited to assess candidates who seek employment with the firm as attorneys, including candidates who reside in New York City. Suited exclusively collects and analyzes psychometric data provided by individual candidates during each candidate's assessment. Pursuant to its data retention policy, Sheppard Mullin retains candidate scores generated by Suited for three (3) years. For more information regarding Sheppard Mullin's use of Suited, please contact Caroline Menes at (310) 228-6163 or [cmenes@sheppardmullin.com](mailto:cmenes@sheppardmullin.com).*

*To access Sheppard Mullin's most recent bias audit of Suited, please click the following link: [Audit Results](#) (notion site)*