



December 12, 2008

TO: Washington University APALSA 1L's
RE: "Fun, Pride and Profit"

We hope you will consider Warner Norcross & Judd for a summer clerkship in 2009.

Named in the Top 200 in the *National Law Journal's* list of the nation's largest firms, Warner Norcross & Judd offers the rare combination of a sophisticated practice that still leaves time for a life outside of the office. We are one of only 115 firms in the nation to be named in *America's Greatest Places To Work With A Law Degree*. Nearly half of the firm's partners are listed in *The Best Lawyers in America*. In addition, we are included in The Vault Guide's to *The Top Chicago and Midwest Law Firms* and in the *Guide to Law Firm Diversity Programs* published by Minority Corporate Counsel Association.

Our Commitment to Diversity and Inclusion

Warner Norcross & Judd LLP strives to have a workforce that reflects the realities of today's diverse national and global community. We recognize that the differences in heritage, culture and perspective that each individual brings to Warner Norcross make us better able to serve the needs of our clients. We also understand that our respect for and understanding of those differences make our firm a better and more collegial place to work.

You can learn more about our efforts to become a more diverse and inclusive firm by reading the attached **2007 Diversity Annual Report**. Our 2008 Diversity Annual Report will be available on our website next month. You may enjoy visiting our **Diversity News** blog at www.diversity.wnj.com, where we share important news and information about diversity with our attorneys and staff.

Warner Norcross & Judd offers two scholarship programs to promote diversity in the legal profession in the State of Michigan. Since 2001, the firm has annually awarded a \$5,000 scholarship to outstanding minority law students. In addition, we annually award \$1,500 scholarships to five minority students to enable them to take an LSAT preparation course. To learn more about our scholarships, visit our website at www.wnj.com/careers/diversity/minority_scholarship.

The Warner Difference

Our summer associates and attorneys possess credentials that rival those of their counterparts at leading national law firms. They came to Warner Norcross for the quality of our practice, the depth and breadth of our national client base, firm policies that foster collegiality and balance, and the exceptional quality of life in Michigan. That combination is difficult, if not impossible, to find in a large law firm.

Warner Norcross differs from most large law firms in several significant ways. Associates and summer associates choose their own areas of practice and are not slotted into practice groups. Our lockstep compensation system eliminates internal competition for hours and clients, making the work environment a very collegial one. With our extensive Career Development Program, a full time Director of Professional Development, a mentor program, and our policies that address life/balance issues, Warner Norcross is committed to helping its associates develop into leading members of the profession and partners in the firm.

As a summer associate at Warner Norcross, you won't be bored and you won't be stuck in the library. Our program allows you to explore all areas of our practice and does not limit you to one or two practice groups during the summer or when you receive a permanent offer. Work projects are channeled through a central assignment system to ensure that you'll get work from a variety of practice areas, especially the areas in which you have an interest. It also ensures that you will receive feedback on all your work.

To apply for a clerkship, please send your cover letter, resume and a copy of your first semester grades when you receive them to:

Cathleen M. Dubault
Director of Lawyer Recruitment
Warner Norcross & Judd LLP
900 Fifth Third Center
111 Lyon Street, N.W.
Grand Rapids, Michigan 49503-2487
Email: cdubault@wnj.com

We look forward to hearing from you!