

PUBLIC INTEREST AND COMMUNITY SERVICE PROGRAM (PICS) Frequently Asked Questions

What impact will working in the PICS Program have on offers?

Summer associates who participate in the PICS Program will be treated the same as summer associates who spend the entire summer working at the Firm and will be given full consideration during the offer process for full-time associate positions. Through a well-structured Summer Associate Program, we believe that spending six weeks at the Firm will provide us with an adequate opportunity to assess the abilities of summer associates who choose to participate in the PICS Program. Morgan Lewis is committed to supporting public interest and charitable organizations, and wants all summer associates to consider this exciting opportunity.

If I am undecided about the area of law I wish to practice, would six weeks at the Firm be enough time?

Yes. We will focus on giving each summer associate meaningful assignments in all areas of interest during the first six weeks of the summer. Moreover, you may choose to spend more than six weeks at the Firm and less time in the PICS Program. It also may be possible in some instances to extend your stay at the public interest organization beyond the termination date of our Summer Associate Program.

What kind of feedback/mentoring will I get during the first portion of the summer?

You will receive a high level of mentoring and feedback during your period of time with Morgan Lewis. In addition, the relationship with the Firm and your mentor will continue while you are in the PICS Program.

Will I meet enough people/get to know the Firm's culture?

There will be ongoing social events and training opportunities that will allow you to meet and interact with the attorneys throughout the summer.

What if I don't choose to do the PICS Program and want to remain at the Firm for the whole summer?

While we encourage all summer associates to consider this opportunity, it is an optional program.

Will I receive an evaluation of my work while I am in the PICS Program?

We will encourage the public interest organizations participating in the PICS Program to provide ongoing feedback to the participants.

Why is Morgan Lewis offering this opportunity?

Morgan Lewis is committed to supporting the communities in which it does business. We encourage all of our lawyers to involve themselves in public interest work.

Can I work for a public interest organization not recommended by the Firm?

We welcome suggestions for other organizations. We currently are engaged in identifying public interest internship opportunities with organizations in all of the major cities in which we have offices. If you know of an organization that you would like us to consider as part of our program, please share that information with the recruiting administrator.

How much public interest work can I do at the Firm during the summer if I do not opt to work for a public interest organization?

While we try and provide each summer associate with the opportunity to work on a public interest assignment if he or she requests one, there may be limited public interest assignments.

Can I change my mind with respect to the PICS Program once I begin work at the Firm?

Yes. We have committed to the organizations and would prefer not to alter our commitment, but we acknowledge that there may be circumstances that warrant changing our commitment.

Am I still going to be an employee of Morgan Lewis while I am working in the PICS Program?

No. You will cease being an employee of Morgan Lewis your last day with the Firm. This is necessary to avoid conflicts of interest and other potential problems.

What if I am not having a positive experience in the PICS Program? Can I leave and come back to Morgan Lewis?

Yes. We are screening the opportunities and hope to offer only meaningful internships, but if your experience is not positive, we would welcome you back to the Firm for the balance of the summer.

Can I work part time in the PICS Program and part time at Morgan Lewis following my first six weeks at the Firm?

No. Our commitment to the organizations is on a full-time basis.

Are all of the participating public interest organizations clients of the firm?

No. Many of the organizations are clients and they expect and appreciate the high quality of work Morgan Lewis provides to them and they are excited about participating in this program.

Can I work for a public interest organization during the first part of the summer and for Morgan Lewis during the last part?

Our very strong preference is to use the end of the summer for the public interest option because we are organizing our programs with the expectation that all students will be here during the first six weeks and that some students will be working away from the office during the remaining portion of the summer.

Am I compensated for my time at PICS?

Your total compensation will be the same whether or not you participate in the PICS Program, and you will be paid for the time you spend at PICS at the same rate as you would be paid if you spent the duration of the summer at the firm.