



2025 1L Diversity Fellowship Program Frequently Asked Questions

Fish & Richardson, a global law firm dedicated to intellectual property, litigation, and technology law, is pleased to announce its 1L Diversity Fellowship Program for 2025. Here are answers to the most frequently asked questions regarding Fish's 1L Diversity Fellowship Program.

Q: What is the Fish & Richardson 1L Diversity Fellowship Program?

A: The Fish & Richardson 1L Diversity Fellowship Program is composed of four components:

- A paid summer associate position in one of Fish's domestic offices in the summer of 2025.
- Mentoring throughout the academic year by members of the firm;
- Participation in the Leadership Council on Legal Diversity (LCLD) 1L Scholars Program; and
- Up to a \$30,000 award – Fish will award \$5,000 to all 1L Diversity Fellowship recipients upon completion of their 1L summer program with the firm; \$10,000 to those returning as a 2L summer associate at Fish for the full summer program, and \$15,000 to those who join the firm as an associate after law school graduation.

Q: Who is eligible to apply for the Fellowship?

A: Candidates must be in good standing as a first-year law student at an ABA-accredited law school; demonstrate a record of academic and professional achievement; contribute meaningfully to diversity and inclusion through their involvements in law school or other community efforts and initiatives; and have a STEM background and sincere interest in intellectual property law at Fish & Richardson.

Q: What does the application process look like?

A: Applications for the 2025 Fellowship will be accepted from November 1 through noon (ET) on December 27, 2024. Candidates must submit their resume, directed personal statement, undergraduate and graduate transcripts (official or unofficial), cover letter, and a legal writing sample. Candidates must also rank their preferred offices and practice groups for the summer program. Finalists will be asked to submit their first semester law school grades. Only complete applications will be considered.

Personal statement prompt: On a separate sheet, in 750 words or less, please describe the following: your background and what led you to the legal field; your involvement, either within your law school or in other community activities, that demonstrates your interest and

commitment to diversity, equity, and inclusion; your interest in Fish; and what you could contribute to our practice, the diversity of our firm, and the legal profession.

Q: Is Fish accepting NALP's Common Application for First-Year Diversity Fellowship Programs?

A: We are not accepting NALP's Common Application. To apply, visit our [Law Student Positions](#) page, click on "Explore law student job openings," and apply for the 1L Summer Associate with Diversity Fellowship position.

Q: How many Fellowships will be awarded through this program?

A: Since the program's inception, we have awarded between three and 10 Fellowships annually. While our overall summer program hiring needs may change from time to time, we expect to continue this practice.

Q: I am an evening law student. Am I eligible to apply for the Fellowship?

A: If you are still considered a first-year law student, have not yet entered your second year of law school, and have two summers before graduation, you are eligible to apply.

Q: I do not currently have an official undergraduate transcript. Can I submit an unofficial one with my application?

A: For your initial application submission, you may submit an unofficial transcript. Official transcripts will be requested of candidates who enter the interview process. Law school transcripts will also be requested at that time.

Q: Does my writing sample need to be legal, or can it be a technical writing sample? How long should it be?

A: All applications submitted must include a legal writing sample authored by you with minimal editing by others. It is acceptable to submit a writing sample from your legal writing course taken in law school. Typically, a 5-to-10-page sample is sufficient for our review purposes. In addition to your legal writing sample, you may submit any technical writing samples or publications that you feel showcase your technical aptitude or writing abilities.

Q: What type of information is the selection committee looking for in my application?

A: Our Fellowship selection committee will be reviewing application materials in search of indicators of future success. Information that may be of considerable interest to the committee includes:

- Technical or science background/experience
- Commitment and contribution to diversity
- Writing and analytical abilities
- Demonstrated work ethic
- Academic achievements
- Leadership abilities
- Personal accomplishments
- Professional goals and interests which align with the firm

Q: What is the timeline for the Fellowship selection process?

A: Applications for the 2025 Diversity Fellowship will be accepted starting November 1. To apply, visit our [Law Student Positions](#) page, click on “Explore law student job openings,” and apply for the 1L Summer Associate with Diversity Fellowship position. The deadline is noon (ET) on December 27. Applications will be reviewed on a rolling basis.

Should you be selected, you will be invited to one of our firmwide virtual interviews, which will be held between January 9 – January 15, 2025.

A final review committee will select the Fellowship recipients, and the recipients will be notified by the end of January. A formal offer package with details of the Fellowship benefits and requirements will follow, and recipients will be invited to visit their selected office.

Q: When is a Diversity Fellow expected to participate in the summer associate program?

A: Diversity Fellows will be expected to participate in the full summer program. Our 2025 summer program dates are projected to be May 19-July 25.

Q: My law school is on the quarter system, and 1L finals do not end until early June. Would it be possible for me to participate in the program slightly later in the summer, or will my availability make me ineligible to apply?

A: We understand that some law schools may be on the quarter system. Should you be selected as a Fellow, we will work with you on a schedule accommodation so that you may fully participate in the summer program.

Q: If I am awarded a Fellowship, will I be able to split my summer between Fish and another position elsewhere?

A: We expect our Diversity Fellows to spend their entire 1L summer with Fish.

Q: Are the Diversity Fellows paid the same as other summer associates?

A: Diversity Fellows are paid the same salary as other summer associates participating in Fish's summer associate program. Our 2025 summer salary will be \$4,327 per week.

Q: If I am selected as a Fellow, when will I receive a monetary award?

A: The \$5,000 monetary award will be given at the end of the 1L summer. The \$10,000 award will be given at the end of the 2L summer to students who return for the full summer program. The \$15,000 award will be paid upon joining the firm as an associate after law school graduation.

Q: If I am attending law school on an academic scholarship, will I still be eligible to receive the 1L Diversity Fellowship's award?

A: Yes, you are still eligible to receive the 1L Diversity Fellowship monetary award even though you may be attending law school on an academic scholarship.

Q: Where can I learn more about the Fellowship?

A: Please join one of our Diversity Fellowship information sessions to meet with members of Fish's Diversity & Inclusion Team and hear from former diversity fellows about their experiences.

- November 15, 2024, 3 – 4 p.m. ET | [Please register in advance for this meeting](#)
- November 25, 2024, 12 – 1 p.m. ET | [Please register in advance for this meeting](#)
- December 11, 2024, 5 – 6 p.m. ET | [Please register in advance for this meeting](#)

Q: What if I have additional questions?

A: Please contact us at diversity@fr.com to learn more about the Fish & Richardson 1L Diversity Fellowship Program.