



EMPLOYER AGREEMENT

1. Eligibility

Any Member of a diverse¹ group, who has completed one year at an American Bar Association (ABA) accredited law school, with preference given to students who attend San Diego County law schools, will be eligible to participate in the San Diego County Bar Association (SDCBA) Diversity Fellowship Program (Program).

2. Placement and Selection

- a. The SDCBA will provide information to the law schools to present the Program to eligible students.
- b. Students will be advised that they should expect to be compensated at a rate of \$20.00 per hour².
- c. The SDCBA will review all applications to ensure they are complete and all eligible applications will be sent to a program review committee who will determine the applicants to be interviewed.
- d. General selection criteria have been established by the Program and will be utilized by the interview committee established by the SDCBA.
- e. Interviews will be conducted in one day by the Interview Committee.
- f. Members of the Interview Committee will make the final determination regarding the individuals who are selected to participate in the Program based on the application review, the interview, and consideration of the preferences and comments of the participating employers.

¹ Diverse means all underrepresented classes including, not limited to, ethnicity, gender, physical disability, military service or relationship, family and socioeconomic background, and sexual orientation.

² County employers, in accordance with their policies, will pay \$19.79

- g. A “meet and greet” reception will be held the after the “interview day” including the employers and the students selected for a DFP Placement. This will provide the employers and the students with an opportunity to provide input on placement preferences. The law school attended will not be known prior to placement.
 - h. The Program shall assign fellows to a participating employer.
 - i. Selected fellows shall have one week after notification to return the letter of acceptance.
 - j. After selections are made and placements accepted, fellows shall participate in an orientation program and various events hosted by SDCBA during the Program.
3. Employer
- a. Participating Employers – Law firms, corporate legal departments, and public sector agencies
 - b. Definition of Participation – A law firm or corporate legal department agrees to participate by signing a Diversity Fellowship Program Employer Agreement accepting a summer fellow for placement in its law firm or corporate legal department. Each participating employer will have the option to identify qualifying/disqualifying criteria and/or identify a preferred student. Every effort will be made to accommodate the requests and comments of a participating employer.
 - c. Compensation – Each participating employer is required to compensate fellows at a rate of \$20.00³ per hour in accordance with County rules. Each participating employer will be responsible for complying with all applicable federal and state wage and hour laws.
 - d. Training – Fellows are expected to participate in the same manner as first year summer clerks (or second year if no first year program exists) in any training program which is conducted by the participating employer. In addition, participating employers are encouraged to ask attorneys to devote appropriate attention to provide supplemental support to the fellows; it is anticipated that this process will be informal. Success of the Program will depend, in large part, on the extent to which the fellow is completely submerged in the law firm or corporate legal department, that is, his/her work involvement and participation in social activities of the participating employers are expected to be identical to that of any summer clerk.

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- e. Monitoring – Whenever possible, each fellow should be assigned an attorney who will be asked to closely follow the fellow’s progress and to assure that he/she is in the mainstream of activities.
- f. Second-year Fellowship Opportunities – Whether the participating employer makes an offer of employment after the Program or if the fellow accepts is a decision for the participating employer and fellow. There are no expectations for either party.
- g. Exit Interviews – Each fellow shall receive an exit interview with the individual selected by his/her employer. The employer’s designee shall convey to the fellow as highly detailed evaluation as possible.
- h. Fees – Each participating employer agrees to pay \$250 to participate in the Program, which is due with the Employer Agreement. The SDCBA will be responsible for keeping track of who sent in payment and for sending invoices to the employers that need to pay the fee.
- i. The SDCBA will provide feedback to employers and fellows throughout the Program.

Employer hereby agrees to the foregoing and to participate in the San Diego County Bar Association Diversity Fellowship Program by hiring a fellow for the Summer of 2020.

Signature: _____

Print: _____

Firm: _____

Date: _____