**Frequently Asked Questions by Employers**

1. **What is the purpose of the Program?**
   The main purpose of the Program is to increase diversity in the legal community by giving diverse students a leg up on the competition in order to level the playing field. The students in the Program begin to learn skills that are beneficial for working in the legal field and build a network of contacts that will help them in the future. Law firms, corporate legal departments, and public agencies get an opportunity to work with a qualified person with diverse background and can bring a diverse perspective which can enhance the quality of legal services provided to your clients.

2. **Is there a fee associated?**
   Yes. We ask each employer to pay a $250 fee each year to participate in the Program. The fee should be submitted to SDCBA along with the signed Employer Agreement.

3. **How much should we pay our Fellows?**
   We request the employers pay the Fellows a minimum of $20/hour.  

4. **Will we be able to meet the students and give input before they are placed with our office?**
   Yes. We hold a reception (the Meet and Greet) after the Fellows are selected and before placement. Prior to the reception, employers will be sent all of the application materials we received from each Fellow. At the reception, employers have an opportunity to meet each Fellow and provide SDCBA with a specified number of Fellows they prefer to be matched to their office. We take this into consideration when placing Fellows.

5. **We have certain criteria that we look for in good candidates for our office. Would that be taken into consideration?**
   Yes. We ask that any particular criteria are sent to the Program Director via email at least a week before the interviews take place. Please keep in mind that we do not consider grades for this Program, although all Fellows will be in Academic good standing.

6. **Is there a set start date for the Fellows to begin working at my office?**
   No. The Program lasts 8 – 10 weeks during the Summer. The start and end dates are set between the employer and their Fellow to make sure that the dates work with schedules of both parties.

7. **Is this a part-time or full-time position?**
   The fellowship positions are full-time positions; 40 hours/week.

8. **Is this an in-person or remote/virtual position?**
   The fellowship may be in-person or remote virtual work, depending on the circumstances especially with Covid-19.

9. **Our office has our own new hire process, including background checks and/or drug tests. Is that a problem?**
   No. All applicants to the Program know that if they are hired, they must go through the employer’s hiring process, including background checks and/or drug tests, if necessary. The Fellows are your employees, therefore, they should go through the same processes as your other employees and summer associates, if you have any. We ask that you let the DFP Director know of the hiring process prior to the Meet and Greet.

10. **How do I sign up?**
    All information can be found on our website at www.sdcba.org/diversityfellowship or you may contact, DFP Director, Nima Shull at nshulldfp@outlook.com or (949) 945-4071 to express your interest and/or to ask any questions you may have regarding participation in the Program.

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1 County employers, in accordance with their policies, can pay $19.79 per hour.