

Associate FAQs

Does the firm have an associate committee?

The Associate Liaison Committee (ALC) is a committee organized by and for associates. The goal of the committee is to create a collegial and positive environment in which associates are encouraged to learn legal and business development skills. The ALC consists of associates selected by their peers to work as a team to participate in ongoing dialogue between firm associates and partners, organize social events and coordinate community service projects. ALC members are active leaders in the firm and are available to all associates as an additional resource to help them deal with any issues relating to their work environment.

How does the firm mentor and train new associates?

We make every effort to equip you with the resources needed to be effective in your new role. Since associates join the firm with varying experience levels, sometimes as new lawyers who just passed the bar, and sometimes having experience working at other firms, we do our best to provide ongoing, on the job training by assigning a variety of work. You are assigned to a mentor partner, but are encouraged to build relationships with all attorneys at the firm.

In addition, associates are assigned a billing mentor to train you on the basics of legal billing (proper and accurate recording of time) and act as a liaison with partners with who you may not have an assigned reporting relationship. You will also be instructed to write complete and comprehensive task descriptions so that our clients can see how a case is developing.

New associates handle motion call on a rotating basis. Motion call helps new attorneys develop trial skills, provide familiarity with procedures and facilitate relationships with courtroom personnel. As part of motion call there are also opportunities for you to shadow depositions, substantive motions and trials.

How will I be assigned work?

Associates are typically assigned to work with three experienced partners. The firm works, whenever possible, to accommodate and take into consideration the type of practice area you are most interested in pursuing.

New graduates are required to complete Phase I introductory assignments until after you're sworn in, this includes summaries, research, review of discovery and observation of depositions and mediations. Following admission, you are assigned increasing responsibilities.

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How much work will I receive?

Unlike other firms where you may not touch a file for months, even years, the amount of involvement and responsibility from the start is significant here. Associates who demonstrate ability are quickly given increasing responsibility and more challenging assignments.

What about trial experience?

We know you are eager to gain trial experience and at our firm you will be exposed to trial work quickly and more frequently than at most other firms. If your goal is to actively litigate, Cassidy Schade is the place for you. Although client guidelines may dictate the amount of associate involvement on a matter or trial, many associates get significant trial experience and there is valuable and rewarding experience to be gained from the trial preparation process.

Will I have the opportunity to work directly with clients?

Associates are typically given opportunities to interact with clients through firm sponsored events or other business development activities organized by partners you have assignments with. Interaction with clients is always encouraged!

How will I be given feedback about my work?

Mentor partners provide associates with feedback regarding assigned work. You will also receive a formal annual review.

What if I need to provide feedback?

The firm has an ombudsman program as a resource for associates. Two partners serve as ombudsmen and are available to you as a source of confidential professional development and conflict resolution.