

## PROGRAM GUIDELINES

Diversity matters in today's business world. Top talent gravitates to work environments where all are welcome. Reaching an increasingly diverse marketplace requires a team with a wide array of backgrounds and perspectives. Corporate clients demand outside legal counsel that shares their commitment to diversity. Womble Carlyle is dedicated to diversity.

Since its establishment in 2004, the Womble Carlyle Scholars Program has awarded more than \$500,000 to 68 Scholars. Beginning this year, we will annually award scholarships to two diverse second year law students who present solid academic credentials, personal or professional achievement outside the school environment, and a record of significant community service. This program is designed to increase the participation of underrepresented groups in the bar and at Womble Carlyle.

*Specific details of the scholarship are as follows:*

- The scholarship is open to diverse students who are members of underrepresented or minority groups.
- The scholarship is open to diverse students at any ABA accredited law school, although preference may be given to students at law schools in states in which Womble Carlyle has an office.
- The scholarship will be awarded in the amount of \$30,000, payable over two years as follows: \$15,000 in the student's second year of law school and \$15,000 in the student's third year of law school. Womble Carlyle anticipates the scholarship will be taxable to the student recipient.
- The recipient of a Womble Carlyle Scholarship will be required to work at Womble Carlyle as a summer associate for a minimum of 8 weeks during the summer after the student's second year of law school. If the student splits the summer with another firm, the student will be required to work with Womble Carlyle for at least the first eight weeks of Womble Carlyle's summer associate program. The Firm will determine in which office the student works, but every effort will be made to satisfy the student's office preference. The student's salary during the summer will be the same as Womble Carlyle's other Summer Associates in that office.
- If, after participation in the Womble Carlyle summer associate program, the student receives an offer of full-time employment to work at Womble Carlyle as an associate attorney, the student will receive an additional \$10,000 as a signing bonus. The signing bonus will be payable with the student's first paycheck after the commencement of full-time employment as an associate.
- Womble Carlyle reserves the right to revoke any scholarship awarded if circumstances arise or events occur that call into question the eligibility of the recipient, as determined in the sole discretion of the firm. Without limitation, such circumstances or events may include changes in the recipient's academic performance, issues related to the conduct of the recipient (past or present) or decisions of the Firm about the scope or continuity of the Womble Carlyle Scholars Program.



## SUBMISSION DEADLINE

The scholarship application must be submitted to Womble Carlyle by **Thursday, July 31, 2014**. Applicants should note it is their responsibility to ensure that all portions of their application are received by the Firm by the deadlines stated above.

### The Womble Carlyle Scholars Application shall include all of the following:

- Application form (*on next page*)
- Cover letter and current resume. The cover letter should tell us why you are applying for the Womble Carlyle Diversity Scholarship.
- Official transcript of first year grades sent directly from Registrar's office to address below
- Legal writing sample (minimum of 300 words). The writing sample can be either a law school memo or brief submitted for a grade (do not include professor's comments; maximum of 10 pages) or legal work product prepared exclusively by the student (prior to or without input from any supervising attorney)
- Video Presentation of no more than five minutes, the format and content of which will be determined solely by the applicant, which tells us:
  1. How does a diverse legal team impact the client experience?
  2. If you join our Firm, how will you personally help lead the charge to improve diversity and inclusion within our Firm?
  3. Tell us about a civic/community activity that you are passionate about and the reasons for your passion.

All application materials should be sent via email to: [wcsrscholars@wcsr.com](mailto:wcsrscholars@wcsr.com)

### Transcripts should be mailed by the Registrar to:

**Beth Keasler**, *Director of Entry-Level Recruiting & Development*  
Womble Carlyle Sandridge & Rice, LLP  
Suite 3500, 301 S. College Street  
Charlotte, NC 28202



APPLICATION FOR THE WOMBLE CARLYLE SCHOLARS PROGRAM

Full Name

Preferred Name

Permanent Address

City

State

Zip

E-mail Address

School Address *(if different from above)*

City

State

Zip

Telephone

Cell

Law School

GPA

Class Rank

Office Preference *(please list three choices)*

#1

#2

#3

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