

TALKING POINTS FOR SUMMER PROGRAM WEBCAST

The Finish Line, Inc.

- Company – 700 stores over 48 states, 85 Man Alive, 1000 corp employees (incl DC), approx 15k field employees
- Legal Department - Six attorneys (mostly from large local law firms) + GC
- Attorneys sub-divided by areas of responsibility (creates plenty of diversity for intern assignments)

Program Overview

- Unpaid internship (Fall/Spring/Summer)
- 60 hours/credit, so 2-3 credits per semester, 120-180 hours/semester
 - Typically, 10 hours per week for 12 weeks or 12 hours per week for 10 weeks
 - Interns need to block off several hours over 2 days (need consistency)
- Approach local law school(s)
 - City only has 1 truly “local” law school
 - Point of entry: Career Planning & Placement Office (with potential assistance from the appropriate Dean)
 - Assure law school of WIN-WIN-WIN approach and strict adherence to their established requirements
 - Target 2Ls & 3Ls – more experience = more potential value to organization (minimize “teaching” time)
- Intern as “Junior Member” of Legal department
 - Diverse assignments (complexity grows as a result of past performance & increased attorney confidence) & meeting attendance (internal and external)
 - Ensure attorney feedback of intern work product (cost of resource allocation)
 - Types of assignments: legal research, drafting, document review, issue resolution, etc
 - Access to perks: ACC events, attend department events, etc

Internal Resources

- Time commitment for monitoring attorney
 - Monitor intern assignments, internal & external communication issues, manage expectations (intern, attorneys & Law school)
 - Intern journal review & end of year evaluations
- Supporting attorney leadership – need department “buy-in” (teaching & mentoring)
- Misc support (administrative support, HR orientation, etc)

Program Benefits

- Introduction to in-house corporate legal environment from varying perspectives
- Improved analytical thinking skills (focus on true issues), legal research & memo writing
- Social interaction with attorneys, networking opportunities, CLE events, etc
- Function as a professional – become part of corporations culture

Metrics

- Monitoring Attorney tracks all work assignments/ weekly follow up with intern
- Intern journal – daily recap of activities and experiences plus reaction
- Regular feedback from attorneys of intern work product