



2015 NATIONAL LGBT BAR ASSOCIATION-PRUDENTIAL FELLOWSHIP PROGRAM

The National LGBT Bar Association is pleased to announce a partnership with Prudential Financial, Inc. (Prudential) and Genova Burns LLC (Genova Burns) to provide a fellowship opportunity to a highly-motivated law school student. Through this partnership, we will select a law school student to be the 2015 National LGBT Bar Association-Prudential Law Fellow.

The Fellow will be hired to the position of a 2L Summer Fellow at Genova Burns for the summer following the Fellow's second year of law school in 2015, and upon satisfactory completion of the summer program, will be expected to begin work at Genova Burns on a date to be determined by the firm.

Following satisfactory completion of the Summer Fellow program at Genova Burns, the Fellow may be hired to the position of full-time first year Fellow and/or Associate at Genova Burns and will be expected to begin work on a date to be determined between the Fellow and Genova Burns. This date is expected to be set after law school graduation and completion of the July 2016 bar examination. At the end of the Fellow's second law firm year, assuming satisfactory performance at the law firm and a demonstrated interest in working in a core practice area in the Prudential Law Department, the Fellow will be given the opportunity to be located in the Prudential Law Department's Newark, New Jersey office or other office in the greater New York City metropolitan area for up to one year (the "Fellowship Year").

During the Fellowship Year, the Fellow will continue to be solely employed, compensated and supervised by Genova Burns. If the Fellow performs satisfactorily, in the judgment of Genova Burns, during the Fellowship Year, the Fellow will be expected to return to Genova Burns at the end of the Fellowship Year. Employment at all times under this program will be "at-will," meaning that the Fellow or Genova Burns may discontinue the employment relationship at any time, and for any reason. Genova Burns and its affiliates are Equal Opportunity/Affirmative Action Employers and are committed to diversity in our workforce.

About the National LGBT Bar Association, Prudential and Genova Burns

The National LGBT Bar Association is a national association of lawyers, judges and other legal professionals, law students, activists and affiliated lesbian, gay, bisexual and transgender legal organizations. The LGBT Bar promotes justice in and through the legal profession for the LGBT community in all its diversity.

Prudential is a multinational financial services leader with operations in the United States, Asia, Europe, and Latin America. Leveraging its heritage of life insurance and asset management expertise, Prudential is focused on helping individual and institutional customers grow and protect their wealth. The company's well-known Rock symbol is an icon of strength, stability,

expertise and innovation that has stood the test of time. Prudential's businesses offer a variety of products and services, including life insurance, annuities, retirement-related services, mutual funds, asset management, and real estate services. For more information, please visit www.prudential.com.

Genova Burns LLC is a law firm with over 80 lawyers maintaining seven offices in Newark, Red Bank, Camden, and Jersey City, New Jersey, as well as New York City, Philadelphia and Washington DC. Founded over twenty five years ago, the firm works with many premier business interests spanning the region between Wall Street and Center City, Philadelphia. The firm provides special competencies across a broad range of practice areas including trial and appellate practice in federal and state courts, aviation and aircraft law, business law and commercial transactions, casino, hospitality and resort development, commercial real estate and redevelopment law, complex commercial litigation, corporate political activity and election law, cyber security and privacy litigation, education law, e-discovery counseling and litigation, employment litigation and counseling, energy law, environmental law, franchise law and litigation, health and hospital law, intellectual property law, labor law, land use and approvals law, public contract law and bid protest litigation, and white collar criminal defense and corporate internal investigations. For more information, please visit www.genovaburns.com.

Primary Responsibilities

The Fellow will join Genova Burns in its Newark, New Jersey office in the summer of 2015 following successful completion of his or her second year of law school.

Typically, Genova Burns hires a number of second-year law students to work as Summer Associates for a ten-week period lasting from early June to mid-August. The firm recruits entry level Associates, in part, through this Summer Associate program, so Summer Associates are expected to meet or show the potential to meet the hiring standards the firm applies when considering attorneys for full-time positions.

Each Summer Associate is assigned an Associate Mentor who can provide guidance and support and discuss long-term career goals. The firm also provides opportunities for Summer Associates to socialize with members of the firm through a number of firm-sponsored social outings and professional events throughout the summer.

Genova Burns makes every effort to expose Summer Associates to as many of the firm's practice areas as possible. There is no formal "rotation" system among practice groups: instead, Summer Associates receive their assignments through a Summer Associate Coordinator. Although Associates will receive assignments according to the current needs of the firm, assignments are made with an appreciation of the need for training and with the goal to provide the broadest exposure to the firm's practice areas as possible. Whenever possible, the firm tries to accommodate each Summer Associate's interest in specific areas of the law to the extent that opportunities present themselves during the summer.

Summer Associates will receive regular feedback throughout the summer and a more complete evaluation at the conclusion of the program.

Qualifications

- Minimum law school GPA of 3.0 (on a 4.0 scale).
- A 2L law student at the time of application, and will be completing his/her second year of a JD program at an ABA-accredited law school by May 2015.
- Possess financial or business-related experience or demonstrated interest.
- Excellent oral and written communication abilities.
- Strong conceptual thinking and legal analytical skills.
- Strong interpersonal and social skills.
- Strong organizational, time management and project management skills.
- Ability to work and think independently.
- Forward thinking ability with a risk management perspective.
- Strong ethics and moral code.
- Ability to efficiently multitask, manage priorities and meet deadlines.
- Ability to effectively interact with individuals at all levels.
- Ability to make accurate and time sensitive decisions.
- Assess a range of situations and identify appropriate response and attention
- Prior work experience in the financial services or insurance industry is a plus.
- Member of the National LGBT Bar Association.

How to Apply

To apply, you must submit a cover letter (which should include a personal statement as set forth below), resume, list of three references, writing sample and transcript to prudential@lgbtbar.org.

The cover letter should also include a personal statement that highlights one of the following topics that have not been captured in the candidate's resume:

- 1) a discussion of how diversity and inclusion in the workplace or in the academic environment has had a personal impact;
- 2) an example of a time when the candidate faced a challenging project or assignment (work-related, community service, school-related, etc.) that required working with others in a team (including the issues, resolutions and overall result); or
- 3) a discussion of how participation in the National LGBT Bar Association-Prudential Fellowship Program will benefit and enhance the candidate's experience at Genova Burns.

Please write "Prudential Fellowship" in the subject line of all correspondence. All materials must be received by **5:00 p.m. EDT on January 5, 2015**. Finalists must be available to participate in phone interviews in January 2015. Selected candidates will be invited for in-person interviews in Newark, NJ in early February 2015, with offers to be made shortly thereafter.