AFTER THE BAR EXAM:
STRATEGIES FOR CONDUCTING YOUR POST-JD JOB SEARCH

Office of Career Services
Howard University School of Law

This resource packet contains:
- *After the Bar Exam: Strategies for Conducting Your Job Search*
- Employment Target Survey/Worksheet
- Sample networking and networking follow-up email messages
- Sample Recent Graduate Cover Letter
- Agencies for Temporary Work
- General Legal Career Websites
- Law-Related/Alternative Job Titles
- Voluntary Bar Associations in the District of Columbia
- Voluntary Bar Associations in Maryland
- Voluntary Bar Associations in Virginia
- Class of 2014 Salary Data by Sector (national)
AFTER THE BAR EXAM:  
STRATEGIES FOR CONDUCTING YOUR JOB SEARCH  
Office of Career Services  
Howard University School of Law

1. First Step: Identify Your Employment Targets  
A successful job search strategy begins with the identification of geographic preferences, preferred employment settings (law firm, government agency, public interest organization, etc.) and legal practice areas of interest. See attached survey/worksheet to help you narrow your focus.

2. Develop a Personalized Job Search Strategy  
There is no “cookie cutter” job search strategy for recent graduates. You must develop a personalized approach in order to be successful. Avoid the common pitfalls, such as mass mailings and limiting your search to online job postings. You are welcome to contact the Office of Career Services for an individual counseling session.

3. Update Your Resumé  
Indicate your status regarding the bar examination and admission. Use a heading of “Bar Admission” for this section of your resumé (immediately below your resumé heading). Samples:

**While studying for a state bar exam:**

**While you are waiting for the results of the exam:**
Bar Admission: Sat for the New York State Bar Examination, July 2015; awaiting results.

**When you have passed the bar and waiting to be sworn in:**
Bar Admission: Passed July 2015 New York State Bar Examination; admission pending.

**Once you have been formally admitted to the bar:**
Bar Admission: Admitted to practice in New York State, October 2015.  
OR  
Bar Admission: Admitted to New York State Bar, October 2015.

Aside from your bar exam status, reflect on what has changed since your last resumé update. Remember to include all honors and awards you received at graduation and other internships/externships or major co-curricular updates from your third year. Feel free to have your updated resumé reviewed by the Office of Career Services.
4. **Network**

   More than 20% of law students get jobs through referrals from friends, colleagues and other people they know. This is basically through networking, an art that is misunderstood and seldom used effectively.¹ Now would be a great time to connect or reconnect with former employers, law school alumni, professors, classmates, family and friends. Articulate what you are looking for and let everyone know. Another aspect of networking is to identify and connect with target employers. Set goals – meet one (or more) new person practicing in your area of interest each week. Identify attorneys who practice in your “ideal” job specialties and settings and set up informational interviews. See attached sample of networking and networking follow-up email messages.

5. **Join LinkedIn**

   A great way to expand your network is by joining LinkedIn (www.linkedin.com). In addition to connecting with existing contacts such as family, friends, former colleagues and classmates, you can use some of the site’s features such as groups to identify new contacts and also search for jobs opportunities. Furthermore, a detailed LinkedIn profile can serve as your online résumé viewable to networking contacts and potential employers.

6. **Contact a Legal Temporary Staffing Agency**

   Temporary positions and project-based positions are a great way to gain valuable experience and earn money. Although the trend of primarily hiring graduates who are licensed attorneys for temporary positions is growing, there are, on occasion, paralegal or other positions available for non-licensed graduates. See the attached list of legal temporary staffing agencies that many of our graduates have found to be helpful. Also see the National Directory of Legal Recruiters at http://www.law.howard.edu/1370.

7. **Check job postings on Symplicity and other websites**

   While Symplicity is a great source for recent graduate job postings, you should also explore additional websites (be wary of websites that charge a fee). To search the Symplicity jobs database, follow these steps: Go to your Symplicity home page, select the JOBS tab, then CSM. Keep your search simple; for example, put in “full-time” of “law clerk” as keywords. You can review all of the job postings in the system by not putting in any filters! A list of other legal job websites is contained in this packet.

8. **Use the BYU Law School Job Bulletin website to search for legal jobs in different states**

   BYU serves as a clearinghouse for graduate job postings from law schools nationwide. The site is updated several times a month.

   - Go to [https://www.law2.byu.edu/Career_Services/jobbank/](https://www.law2.byu.edu/Career_Services/jobbank/)
   - Username: jobfind
   - Password: byujobs
   - Select a state from the drop down menu and view job bulletins from law schools in that state

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9. Include law-related and part-time jobs in your search
   You may consider expanding your search while waiting for bar results. Don’t limit your search to “Attorney” positions. Think outside the box and look for other positions in which your legal training can be an asset, e.g. Policy Analyst, EEO Office, Contracts Specialist, Legislative Assistant, etc. See the attached handout of sample non-alternative job titles. Recent graduates should also consider applying for part-time law clerk positions as a way to gain valuable experience, earn money and “get a foot in the door” with a potential full-time employer.

10. Ask for Reciprocity services (between November – July only)
    Reciprocity is a means to access job postings from law school schools outside of the Washington, DC area. Reciprocity requests are limited to one request per school per city. Requests cannot be made from individual graduates, but must be made by the Office of Career Services, so if you are interested in seeking reciprocity, you must contact us first.
    *Please note these restrictions:
    ✓ reciprocity requests are generally not processed during August - October
    ✓ not all reciprocity requests are granted
    ✓ some law schools charge a fee for their services
    ✓ some law schools do not grant online access and require that reciprocity grantees personally visit their career services office
    ✓ in most cases, services are limited to job postings; individual counseling, resumé review, on-campus interviews, or the ability to borrow resources are not allowed

    NALP publishes an alphabetical listing of law schools and reciprocity policies at:
    http://www.nalp.org/reciprocitypolicies?s=reciprocity

11. Check out the federal government’s Recent Graduates Program
    The Recent Graduates Program affords developmental experiences in the Federal Government intended to promote possible careers in the civil service to individuals who have recently graduated from qualifying educational institutions or programs. To be eligible, applicants must apply within two years of degree or certificate completion (except for veterans precluded from doing so due to their military service obligation, who will have up to six years after degree completion to apply). Successful applicants are placed in a dynamic, developmental program with the potential to lead to a civil service career in the Federal Government. The program lasts for 1 year (unless the training requirements of the position warrant a longer and more structured training program). Here are some key provisions of the Recent Graduates Program:
    Recent graduates who have completed, within the previous two years, a qualifying associates, bachelors, masters, professional, doctorate, vocational or technical degree or certificate from a qualifying educational institution. Recent Graduates may be converted to a permanent position (or, in some limited circumstances a term appointment lasting 1-4 years). To be eligible for conversion, Recent Graduates must have: successfully completed at least 1-year of continuous service in addition to all requirements of the Program; demonstrated successful job performance; met the qualifications for the position to which the Recent Graduate will be
To find these positions, go to https://www.usajobs.gov/, and search for Recent Graduates.

12. Consider volunteer/pro bono work
Volunteering for a few hours a week can be a great way to brush up on your legal skills, keep your resumé “current,” and build your network connections while you are continuing your search for permanent employment. Volunteer positions can be listed on your resumé as an experience/work credential.

13. Join bar associations and become involved
Once you are licensed, join a voluntary bar association in your specific geographic region and connect with one or more practice sections of interest. Become active – attend meetings and participate in section and pro bono events as means to build your network connections. Lists of voluntary bar associations in Washington, DC, Maryland and Virginia are attached. For listings of bar associations in other jurisdictions, go to:
http://www.americanbar.org/groups/bar_services/resources/state_local_bar_associations.html

14. Attend CLE programs and legal conferences
Learn more about your areas of interest and network with practicing attorneys at the same time by attending continuing legal education programs and legal conferences. Tip: Volunteering to work the registration table is a great networking method. In many instances, the registration fee will be waived or reduced for volunteers! For ABA conferences, go to:
Employment Target Survey/Worksheet

Geographic Preferences:
- Washington, DC
- Maryland
- Virginia
- New York
- Georgia
- California
- Illinois
- Texas
- Florida
- Other
Additional Considerations:

Employer Setting Preferences:
- Large Law Firm
- Mid-sized Law Firm
- Small Law Firm
- Government
- Public Interest
- Business/In-House
- Judicial
- Academic
- Fellowship
- Other
Additional Considerations:

Practice Area Preferences:
- Admiralty & Maritime Law
- Antitrust Law
- Appellate Practice
- Banking/Commercial Finance Practice
- Bankruptcy Law
- Civil Litigation
- Corporate Practice
- Criminal Law
- Entertainment & Sports Law
- Environmental Law
- Family Law
- Government Contracts Practice
- Government Practice
- Health Care Law
- Immigration Law

Additional Considerations:
Sample Networking Email

Date: November 15, 2011

Subject: Informational Interview Request from Howard University School of Law Graduate

Dear Ms. Andrews:

Professor Wyndell Banks suggested that I contact you and asked me to pass along his regards. I understand that you specialize in housing rights cases and I am particularly interested in learning more about your work in South Boston neighborhoods. I hope to pursue a career in housing litigation and am seeking insights on this career track from experienced attorneys.

During the past year, I was a Student Attorney in the Fair Housing Clinic at Howard Law School, serving as a tester, researcher and adviser. I was assigned to a supervised caseload and handled various issues, including condominium association agreements and landlord/tenant relations. I also studied the fundamentals of Title VI housing discrimination law, practice and procedure. I also served as a summer intern with the Greater Boston Legal Services on eviction and reasonable accommodation cases. I plan to practice in Boston and would greatly appreciate the opportunity to meet with you to discuss your project at the Lawyers' Committee for Civil Rights, as well as the career opportunities that you feel are available locally in housing law.

I realize that you are on a tight schedule and I would greatly appreciate any time that you could spare to meet with me. I will be available to meet with you after the July bar examination. I will give your office a call next week to see if we can arrange a convenient time to talk. Thank you in advance for your help.

Sincerely,

Alexander Jones

Sample Thank You (Follow-Up)*

Dear Ms. Tuchman,

Thank you so much for meeting with me today. It was wonderful to talk with you and to learn more about your work at the Women’s Law Center. I was particularly fascinated to hear about your project addressing the needs of new immigrants from war-torn countries.

I am grateful for the contacts you suggested to me, and will let you know what happens when I follow up with them. I look forward to talking with you again in the future.

Sincerely,

Allison Taylor

*Note that it is also appropriate to send a handwritten thank you note following an informational interview. Many recipients enjoy the personal touch of such a note. But if your handwriting or time constraints make a handwritten note impractical, a thank you email is an appropriate alternative.
July 1, 2014

Rita A. Fields, Esq.
Brown & Associates, LLC
2500-17th Street, NW
Washington, DC 20001

Dear Ms. Fields:

I recently graduated from Howard University School of Law and am contacting you to request consideration for an associate position with your firm. I am currently awaiting my results from the (Month and Year) (State) Bar examination and would be willing to work as a law clerk pending admission to the Bar. I am particularly interested in your firm because of its litigation practice. My work experience in litigation and my legal research and writing abilities would allow me to make immediate and important contributions to the work of your firm.

As you will note on my resume, I have significant work experience in the area of litigation. As a law clerk in the Litigation Division of Kelley & Gabriel, I had the opportunity to draft complaints, answers, interrogatories and requests for document production, and to assist in conducting depositions and preparing exhibits. In addition, I participated in settlement negotiations with opposing counsel and attended meetings with judges regarding our cases. I also had the opportunity to assist my supervising attorney in time-pressed environments such as researching key issues at the courthouse during a trial. I am very familiar with litigation issues and have researched and written several memoranda regarding alimony and child support.

Furthermore, I enjoy working directly with clients. While working as a legal intern with Neighborhood Legal Services, I had the opportunity to represent my own client in his final social security benefits appeal. I met with him personally many times, conducted the full medical and psychological investigation, and prepared his brief with very little supervision. As a result of my advocacy, my client received a favorable decision which included retroactive benefits and a lump sum payment for his disability.

As a law student, I supplemented my work experience with law school courses and co-curricular activities that were focused on litigation. I excelled in all litigation-related upper level courses, including Criminal Procedure, Pre-Trial Litigation Practice and Trial Advocacy. I also participated on the Trial Advocacy Moot Court Team where I further developed my trial/litigation advocacy skills and analytical abilities.

I hope to bring all of these skills to your practice. I look forward to the opportunity to speak with you about an associate position at your earliest convenience. Thank you for your time and consideration.

Sincerely,

Kim B. Johnson

Enclosure
Agencies for Temporary Work (updated Nov. 2014)

Scott C. Hollingsworth, Esq.
Placement Director
Special Counsel
1920 L. Street NW, Suite 550
Washington, DC 20036
202-737-3436
202-776-0084 (fax)
scott.hollingsworth@specialcounsel.com

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Kelly Law Registry
1825 K Street, N.W., Ste. 1010
Washington, D.C. 20006
Direct: 202.466.1108
fax: 202.466.8985
email: crewsab@kellylawregistry.com

Stephanie Shemnitz, Recruiter
Palmer Legal Staffing
Palmer Staffing Services
1211 Connecticut Avenue, NW, Suite 302
Washington, DC 20036
202-464-1000, (Fax) 202-464-1001

Lisa Parzow
Law Resources, Inc.
1140 Connecticut Avenue, NW
Suite 675
Washington, DC 20036
202-371-1270
www.lawresources.com

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stoller@MLAGlobal.com
www.MLAGlobal.com
555-12th Street, NW, Suite 740
Washington, DC 20004

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Adams & Martin Group
A business line of Roth Staffing Companies, L.P.
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(T) 202.350.3976 (F) 202.835.9033 (C) 301-395-9945
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Legal Placement Consultant
Update Legal
2000 L St., NW – Suite 730
Washington, DC 20036
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Email: MWilliams@updatelegal.com
Web: www.updatelegal.com

For complete list of national search firms, go to:
http://www.law.howard.edu/1370. You will be able to search by state from the drop-down box.
GENERAL LEGAL CAREER WEBSITES

- www.lawmatch.com
- www.emplawyernet.com
- www.idealista.org
- www.uslegaljobs.com
- www.lexis.com/xchange/careercenter/default.asp
- www.job-hunt.org/law.shtml
- www.jobs.findlaw.com
- www.lawjobs.com
- www.internships-usa.com
- www.lawschool.westlaw.com
- www.members.aol.com/dcingle/jobs.htm
- www.abanet.org/lsd/jobopp.html:
- www.attorneyjobs.com
- www.martindale.com
- www.careers.martindale.com
- www.nalpdirectory.com
- www.nalp.org
- www.findlaw.com
- www.infirmation.com
- www.legalrecruiter.com
- www.salary.com
- www.monster.com
- www.studyabroad.com

ACADEMIC

- Academic Careers Online www.academiccareers.com:
- Association of American Law Schools www.aals.org

CORPORATIONS

- American Corporate Counsel Association http://jobline.acca.com/index.php
- Corporate Counsel www.corpcounsel.com

FEDERAL GOVERNMENT

- Government Honors & Internship Handout (Password protected. Please contact the career services office for password.)
  www.law.arizona.edu/career/honorhandbook.cfm
Information on Federal Jobs www.fedscope.opm.gov
NALP's Federal Legal Employment Opportunities Guide
www.nalp.org/jobseekers/fedempl.pdf
Government student internships and volunteer opportunities www.studentjobs.gov
The Partnership for Public Service www.ourpublicservice.org
The National Conference of State Legislatures' www.ncsl.org/public/joblegis
PoliTemps http://politemps.com/index.php
Capitol Works http://www.capitolworks.com/

Agencies/Departments:

Central Intelligence Agency - http://www.odci.gov/cia
Environmental Protection Agency - http://www.epa.gov/
Federal Bureau of Investigation - http://www.fbi.gov/
Federal Deposit Insurance Corporation - http://www.fdic.gov/
Senate - www.senate.gov
House of Representatives - www.house.gov
General Accounting Office - www.gao.gov
Library of Congress - www.loc.gov
Agriculture - www.usda.gov
Commerce - www.doc.gov
Defense - www.defenselink.mil
Education - www.ed.gov
Energy - www.doe.gov
Health & Human Services - www.dhhs.gov
Interior - www.doi.gov
Internal Revenue Service - www.irs.gov
Justice - www.usdoj.gov
Labor - www.dol.gov
State - www.state.gov
Transportation - www.dot.gov
Treasury - www.ustreas.gov
CHILD ADVOCACY LAW

- ABA Finding Your Career in Children's Law www.abanet.org/child/childlawcareers
- National Association of Child Advocates www.childadvocacy.org
- National Association of Counsel for Children www.nacchildlaw.org/childrenlaw/jobs.asp
- National Center for Youth Law www.youthlaw.org/jobs.htm
- National Center for Adoption Law and Policy www.adoptionjobsite.org

CONSUMER LAW

- National Consumer Law Center www.consumerlaw.org/jobs

CRIMINAL LAW

- US Office of Personnel Management (do a search for criminal law) www.usajobs.opm.gov
- www.studentjobs.gov (do a search for criminal law)
- http://fedcrimlaw.com
- Texas District and County Attorneys Association www.tdcaa.com
- Prosecutors' Offices Around the County www.co.eaton.mi.us/ecpa/proslist.htm
- National Association of Criminal defense Lawyers www.nacdl.org
- Association of Federal Defenders of America www.afda.org
- National District Attorneys Association www.ndaa.org
- Eaton County Prosecuting Attorney's list of prosecutors nationwide www.prosecutor.info

EDUCATION LAW


EMPLOYMENT LAW

- ABA Labor and Employment Law www.abanet.org/labor
- National Labor Relations Board www.nlrb.gov
- U.S. Department of Labor www.dol.gov

ENERGY

- www.energylawnet.com
ENTERTAINMENT LAW

Entertainment and Sports Law Sites

- www.sportslaw.org - Sports Lawyers Association
- www.showbizjobs.com - Entertainment Law job listings
- Icome.com - A site that provides information about business and legal affairs, jobs and job changes in the television, entertainment, motion picture, internet, new media and dot-com industries.

ENVIRONMENTAL

- Environmental Careers Organization www.ecojobs.com
- Environmental Law and Policy Center www.elpc.org/jobs
- Center for International Environmental Law www.ciel.org
- Environmental Law Institute www.eli.org

HEALTH

- American Health Lawyers Association www.healthlawyers.org
- Texas Hospital Association www.tha.org

INTELLECTUAL PROPERTY & PATENT LAW

- http://www.oppedahl.com - Intellectual Property Resource Information provided by the Law Firm of Oppedahl & Olson LLP - includes general information on patents, copyrights and trademarks
- www.aplf.org - Association of Patent Law Firms
- www.uspto.gov - United States Patent and Trademark Office - lists registered patent attorneys and agents
- www.patbar.com - provides information on the Patent Bar
- www.legalmojo.com - Legal Mojo - The site was started by popular attorney bloggers and takes the clutter out of the job search process.
- Intellectual Property Law Server - Intellectual property job postings as well as IP related services.
INTERNATIONAL

- American Society of International Law
  http://www.asil.org/careers/careerwebsites.html
- Chambers and Partners http://www.chambersandpartners.com/
- Global Career Center www.globalcareercenter.com
- International Career Employment Weekly www.internationaljobs.org
- United Nations System of Organizations www.unsystem.org, SEE ALSO
- http://cils.net/ - Center for International Legal Studies

PUBLIC INTEREST LAW

- www.equaljusticeworks.org - Equal Justice Works
- www.pirg.org - Job site for public interest advocates, attorneys & policy analysts
- www.psid.org - premiere law student site for public interest employment, fellowship and pro bono opportunities
- www.afi.org - Alliance for Justice - contains information on its own fellowships and links to its member organizations, as well as a long list of public interest agencies
- www.citizen.org - Public Citizen - National Non-Profit Public Interest Organization - includes specific fellowships and other job listings

WOMEN

- www.nwlc.org - Information on the National Women's Law Center with mail alerts, issues information and subject search
- www.ncwba.org - includes information on the National Conference of Women’s Bar Association with resources, membership opportunities and links
- www.womensbar.org - Women’s Bar Association of Massachusetts
- www.aauw.org - American Association of University Women - offers fellowships for women
- www.LSRJ.org - Law Students for Reproductive Justice - offers legal
Expand your job search by searching for positions in which the J.D. degree is advantageous!

Law-Related/Alternative Job Titles
Alternative Dispute Resolution
Arbitration Administrator
Arbitrator
Dispute Resolution Professional
Domestic Resolution Specialist
Hearing Officer
Mediator
Ombudsman

Civil Rights
Affirmative Action Officer
ADA Coordinator
ADA Compliance Manager
Children's Advocate
Civil Rights Analyst
Civil Rights Investigator
Conciliation Specialist
Director, Human Relations
Director, Human Resources & Cultural Diversity
Equal Opportunity Compliance Specialist
Equal Employment Opportunity Manager/Officer
Human Rights Administrator

Contract and Procurement
Contract Negotiator
Contract Specialist/Administrator/Officer
Contract Termination Specialist
Industrial Property Manager
Procurement Officer/Analyst
Purchasing Officer/Director

Court Administration
Assistant Circuit/District Executive for Legal Affairs
Bankruptcy Administrator
Bankruptcy Appeals Clerk/Work leader
Bankruptcy Case Administration Manager
Bankruptcy Examiner
Circuit/District Court Executive
Clerk of Court
Court Administrator
Court Analyst
Court Operations Specialist
Deputy Clerk
Disciplinary Administrator
Estate Administrator
Friend of the Court
Guardianship Clerk
Jury Commissioner
Land Commissioner
Legal Documents Officer/Supervisor
Legal Research Director
Parole Officer
Pretrial Services Officer
Probation Officer/Director
Registrar
Reporter of Decisions
Settlement Director
Supervisor of Public Trust Accounts
Support Payments Officer
Training Professional
Violations Bureau Manager

Criminal Justice
Alcohol, Tobacco and Firearms Inspector
Asset Search/Information Investigator
Bank Fraud Investigator
Border Patrol Agent
Child Abuse Investigator
Civilian Complaint Review Board Officer
Compliance Support Inspector
Consumer Safety Inspector
Crime Analyst
Crime Prevention Coordinator
Criminal Investigation
Criminal Justice Administrator/Analyst
Customs Inspector
DEA Special Agent
Economic Crimes Investigator
Enforcement Professional
FBI Special Agent
Fines, Penalties and Forfeiture Specialist
Foreign Service Narcotics Control Officer
Forensic Investigator
Game Law Enforcement Officer
General Investigator/Inspector
Immigration Inspector
Inspector General
Investigations Review Specialist
Law Enforcement Specialist
Legal Investigator
Postal Inspector
Revenue Officer/Agent
Securities Fraud Examiner
Seized Property/Asset Management Specialist
Special Agent (Wildlife)
Treasury Enforcement Agent
Victims Compensation Officer/Claims Analyst

**Education Administration**
Assistant to the President/Chancellor
Director of Federal/State Relations
Grants and Contracts Manager
Judicial Affairs Officer
Laboratory Business manager
Law School Career Counselor
Law School Clinical Program Supervisor
Law School Development/Fundraising Officer
Law School Director of Admissions
Law School Director of Alumni Affairs
Law School Director of Institutional Advancement
Law School Director of Career Services
Law School Director of Continuing Legal Education
Law School Director of Student Affairs
Director of Planned Giving
Technology Licensing Associate

**Education Faculty**
Law School Clinical Program Instructor
Law School Professor
Legal Research & Writing Program Instructor
Paralegal Program Instructor
Undergraduate Business Ethics Teacher
Undergraduate Business Law Professor
Undergraduate Criminal Justice Program Instructor
Undergraduate Environmental Policy Teacher
Undergraduate Law and Anthropology Professor
Undergraduate Law and History Professor
Undergraduate Law and Psychology Professor
Undergraduate Law and Society Professor
Undergraduate Legal Studies Program Coordinator
Undergraduate Legal Studies Program Teacher
Undergraduate Security Assistance Management Instructor

Undergraduate/Graduate Labor Relations Instructor
Undergraduate/Graduate Tax Teacher

**Energy**
Energy Advocate
Energy Conservation Program Specialist
Energy Efficiency Officer
Gas Supply/Regulatory Affairs Professional
Mineral Appeals Analyst
Natural Resources Specialist
Public Utilities Specialist

**Environmental Careers**
Coastal Zone Resource Manager
Conservation Field Representative
Director of Environmental Affairs
Director, Legislative Analysis/Environmental Policy
Environmental/Public Health Advocate
Environmental Compliance Manager
Environmental Policy Analyst
Environmental Protection Specialist
Hazardous Waste Management Consultant
Remediation Protection Specialist
Resource Policy Analyst
Safety and Occupational Health Specialist
Technological Program Hazards Specialist
Trade Association Environmental Staffer

**Financial Services**
Bank Investment Compliance Officer
Bank Probate Administrator/Officer
Bankruptcy Analyst
Benefits Professional
Claims/Settlement/Termination Specialist
Compliance Officer
(Commodities/Securities)
Consumer Affairs Examiner
Corporate Finance Executive
Credit Examiner
Financial Institution Examiner
Financial Services Sales Agent
Futures Trading Investigator
Investment Banking Officer
Legal Fee Auditor
Loan Administrator/Specialist
Loan Workout Officer
Pension Benefits Examiner
Pension Law Specialist
Probate Accountant
Public Finance Consultant
Securities Compliance Examiner
Securities Firm Executive
Securities Transactions Analyst
Trust Business Development Professional
Trust Employee Benefits Administrator
Trust Examiner
Trust Officer/Administrator
Trust Risk Analyst
U.S. Trustee/Assistant U.S. Trustee

Human Resources
Employee Benefit Plan Specialist
Employee Disability Programs Manager
Employee Relations Manager/Specialist
Government Benefits Director
Health Plan Member Services Coordinator
Lawyer Temporary Agency Manager
Legal Career Counselor
Legal Search Consultant
Manpower Development Specialist
Personnel Management Specialist
Public Guardian
Reemployment Rights Compliance Specialist
Retirement System Administrator
Salary Administration Specialist
Veterans Program Specialist

Insurance
Bankruptcy Claims Examiner
Civil Service Retirement Claims Examiner
Claims Representative/Manager
Dependent and Estates Claims Examiner
Document Compliance Specialist
Environmental Claims Specialist
Errors and Omissions Claims Manager
General Claims Examiner
Health Benefits Program Analyst
Health Care Policy Analyst
Health Plan Member Services Coordinator
Insurance Agent
Insurance Fraud Investigator
Litigation Examiner
Loss and Damage Claims Examiner
Pension Investigator
Personal Trust Product Manager
Risk Manager
Social Insurance Administrator/Representative
Social Insurance Claims Examiner
Transportation Claims Examiner
Unemployment Insurance Administrator
Veterans Claims Examiner
Workers' Compensation Claims Examiner
Workers' Compensation Program Specialist

International Affairs/Trade
Commercial Loan Specialist
Customs Entry and Liquidation Specialist
Economic Development Project Officer
Export Administrator
Export Control Specialist
Export Insurance Issuing Specialist
Foreign Affairs Officer
Foreign Service Officer
Foreign Trade Zone Manager
Import Compliance Specialist
International Agency Liaison Officer
International Relations Officer
International Trade Analyst/Specialist
Passport and Visa Examiner
Political Risk Insurance Officer
U.S. and Foreign Commercial Service Officer

Intellectual Property
Copyright Examiner
Intellectual Resource Director
Patent Administrator
Patent Examiner
Patentability Review Examiner
Patent/Technology Licensing Officer
Technology Transfer Director
Trademark Examiner
University Corporate Liaison Officer

Intelligence/National Security
Aviation Security Specialist/Officer
Foreign Assets Control Intelligence Analyst
Foreign Service Diplomatic Security Officer
Industrial Security Specialist/Officer
Information Security Specialist/Officer
Intelligence Officer
Intelligence Research Specialist
Internal Security Specialist/Officer
Personnel Security Specialist/Officer
Physical Security Specialist/Officer
Security Administration Specialist/Officer
Security Classification Specialist/Officer
Security Inspector
Labor Relations
Industrial Relations Manager/Specialist
Labor Investigator
Labor Management Relations Examiner
Labor Negotiator
Labor Relations Manager/Specialist/Analyst
Wage and Hour Law Administrator
Wage and Hour Law Compliance Specialist

Legal Administration
Bar Association Professional
CLE Training Manager/Specialist
Litigation Management Professional
Law Firm Administrator/Executive Director
Law Firm Management Consultant
Law Firm Recruiter
Legal Services Program Executive Director
Pro Bono Coordinator

Legal Documents/Information
Analyst in Social Legislation
Freedom of Information Act/Privacy Act Officer
Law Librarian
Law Library Computer Network Manager
Legal Archivist
Legal Database Manager
Legal Instruments Examiner
Legal Researcher
Litigation Support Specialist

Legislation and Regulatory Affairs
Congressional Affairs Specialist
Governmental Affairs/Relations Positions
Legislative Analyst/Director
Legislative Assistant
Legislative Correspondent
Legislative Program Manager
Legislative Representative
Legislative Staff Director
Lobbyist
Manager of Regulatory Affairs
Policy Advocate
Policy Analyst
Regulations/Rulings Specialist
Regulatory Compliance Director
Regulatory Impact Analyst

Management
Acquisitions/Divestiture Professional
City/County Clerk/Administrator

Elections Administrator Officer
Emergency Management Specialist
Foundation Executive/Program Manager
Grants Management Specialist
Management Analyst
Nonprofit Advocacy Organization Manager
Program Analyst/Officer
Trade/Professional Association Executive

Marketing
Bar Review Regional Director/Administrator
Director of Gift and Estate Planning
Economic Development Positions
(State/Municipal)
Franchise Development Manager
Law Firm Director of Client Relations
Law Firm Business Development Editor
Legal Cost Management Sales Consultant
Public Affairs Specialist

Miscellaneous
Advocacy Coordinator
Child Support Enforcement Case Analyst
Civil Penalties Officer
Corporate Secretary
Ethics Officer
Family Support Magistrate
Food Program Specialist
Hidden Assets Investigator
Internal Affairs Director (State/Local Agencies)
Legal Fee Auditor/Legal Cost Specialist
License Examining Specialist
Municipal Code Enforcement Officer
Professional Licensing Board Compliance Officer
Senior Paralegal
Small Business Advocate
Trade Specialist
Unclaimed Property Administrator/Officer

Publishing/Broadcasting
Acquisitions Editor
Legal Writer/Editor
Law Firm Business Development Editor
Law Correspondent/Reporter
Legal Newspaper/Journal Publisher
Legal Publisher Account
Representative/Executive
Technical Legal Information Specialist
Technical Writer/Editor (Law)
Real Estate/Housing
Director of Real Estate
Housing Advocate
Housing Authority Director/Professional
Housing Service Planner
Land Agent
Land Law Examiner
Land Preservation Director
Land Protection Director/Specialist
Real Estate Auction Project Manager
Realty Specialist/Officer
Tenant's Broker
Title Examiner
Zoning Administrator

Taxation
Estate Tax Examiner
International Tax Analyst
Property & Transaction Taxes Manager
Tax Law Specialist
Tax Manager/Tax Planning Manager
Tax Research Manager

Transportation
Ad measurer
Boating Law Administrator
Highway Safety Specialist
Marine Transportation Policy Analyst
Traffic Management Specialist
Vessel Traffic Specialist
BAR ASSOCIATIONS IN THE DISTRICT OF COLUMBIA

American Association of Jewish Lawyers and Jurists
Web site: www.jewishlawyers.org

2020 K Street, NW
7th Floor
Washington DC 20006-1806
Phone: 202-775-0991
Fax: 202-785-0395
Email:  

Contact(s):
Rhonda Lees, Vice President

Mission Statement: The American Association of Jewish Lawyers and Jurists, U.S. Affiliate of the International Association of Jewish Lawyers and Jurists, is a professional not-for-profit lawyers association dedicated to promoting the rule of law and human rights around the world. To fulfill its mission, the association files amicus briefs, engages in issue advocacy, and sponsors a variety of educational programs.

American Hellenic Lawyers Association
Email:  

Contact(s):
Nicholas Karambelas, Program Chair

Mission Statement: The mission of the American Hellenic Lawyers Society is to provide a forum for meetings and the exchange of ideas among lawyers who are interested in legal, trade, and policy matters involving Greece and Cyprus.

American Immigration Lawyers Association, D.C. Chapter
Web site: www.ailadc.org
Email:  

Contact(s):
Cynthia Rosenberg, Chair
Charles Tievsky, Chair-Elect

Mission Statement: Founded in 1946, the American Immigration Lawyers Association (AILA) is a bar association of more than 7,500 attorneys and law professors who practice and teach immigration law. Member attorneys represent U.S. businesses and industries, foreign students, entertainers, and asylum seekers, often on a pro bono basis. AILA provides its members with conferences and events, continuing legal education, information, news, professional services, and expertise through its 35 chapters and more than 75 national committees.
Asian Pacific American Bar Association of the Greater Washington, D.C. Area

Web site: www.apaba-dc.org

P.O. Box 27223
Washington DC 20038-7223
Email: 

Contact(s):
Christopher Chan, President
Annette Kwok, President-Elect
Jane Nichols, Vice President

Mission Statement: The Asian Pacific American Bar Association (APABA) is the oldest and largest association of Asian Pacific American attorneys in the Washington, DC area. Since APABA was established in 1981, its membership has grown into a diverse group of approximately 300 lawyers, law students, educators, and other interested individuals. APABA serves the professional needs of its members and promotes legal issues of interest to the Asian Pacific American community locally and nationally. In 1993 APABA established the Asian Pacific American Bar Association Educational Fund, a nonprofit organization dedicated to educational efforts such as providing summer fellowships to law students and coordinating a mentor-mentee program. In 1998 APABA, along with the Indian American Bar Association and the area Asian Pacific American Law Student Association, established the Asian Pacific American Legal Resource Center, a referral center for pro bono legal services targeting the needs of Asian Pacific Americans in the metropolitan area.

Association of Nigerian Lawyers, Metropolitan DC

Web site: www.anlaw-mdc.org

P.O. Box 39013
Washington DC 20016
Email: 

Contact(s):
Christien Aguocha, President
Linda Otaigbe, Vice President

Mission Statement: Promote the professional interests of lawyers of Nigerian descent, as well as engage our members in a way that will benefit the legal profession and the community, through education, advocacy, and professional development.

Bar Association of the District of Columbia

Web site: www.badc.org

1016 16th Street NW
Suite 101
Washington DC 20036
Phone: (202) 223-6600
Mission Statement: Founded in 1871 and chartered in 1874, the Bar Association of the District of Columbia is the oldest private voluntary association representing lawyers practicing in the District of Columbia. The organization offers you an opportunity to serve the community through valuable and personally rewarding public service; work with other lawyers in your field of law; expand your knowledge in other fields of law; practice in a jurisdiction containing the nation's highest density of courts, and the largest and most diverse body of practicing attorneys; to improve your practice and help the community by participating in the only Bar Association-sponsored Lawyer Referral Service in the District; to broaden your acquaintances among lawyers and judges of the jurisdiction; and make a contribution toward the improvement of the administration of justice. The Bar Association of D.C. is the voice of the private, practicing attorney in this city. Its officers, staff, and numerous committees and sections are dedicated to making that voice heard in the interest of equal justice and a better community.

Bar Association of the District of Columbia, Young Lawyers Section
Web site: www.badc.org/l4a/pages/index.cfm?pageID=3318

1016 16th Street NW
Suite 101
Washington DC 20036
Phone: (202) 223-6600
Fax: (202) 293-3388
Email: 

Contact(s):
Andrew Bernasconi, Chair
John Warden, Chair-Elect

Mission Statement: The Young Lawyers Section (YLS), which is open to attorneys admitted to practice in the District of Columbia who are less than 37 years of age or have practiced law for five years or less, is dedicated to serving the needs of the District's new and young practitioners. The YLS sponsors educational and career development seminars; oversees pro bono projects such as the Zaccheus Free Legal Clinic and Operation Crackdown; and publishes the District's Civil and Criminal Jury Instructions. In addition, the YLS hosts a number of social events each year, providing attorneys with a way to meet others with like interests.

D.C. Association of Criminal Defense Lawyers
Web site: www.dcacdl.org

503 D Street, NW
Suite 250A
Washington DC 20001
Email: 

Mission Statement: The Mission of the DCACDL Listed below is the mission of the D.C. Association of Criminal Defense Lawyers (DCACDL), an organization formed by criminal defense lawyers in the District of Columbia. To be a unified voice for our members in the criminal defense community in Washington D.C.; To promote continuing legal education to improve the skills and knowledge of lawyers engaged in defending criminal cases; To promote excellence in the practice of criminal law; To ensure the integrity and independence of the criminal defense lawyer; To improve the judicial system and to urge the selection and appointment to the bench of well-qualified and experienced lawyers; To improve the correctional system and to seek more effective rehabilitation opportunities for those individuals convicted of crimes; To promote the protection of the rights of individuals; To provide a forum for criminal defense attorneys to work together to improve the criminal justice system at the judicial, legislative and executive levels; To promote constant improvement in all aspects of the administration of criminal justice.

D.C. Defense Lawyers Association
Email:  

Contact(s):
Adam Smith, President

Mission Statement: The association consists of attorneys who devote substantial time to the defense of civil cases in the courts of the District of Columbia. The association provides for an exchange of information on the procedures and law related to the defense of civil actions. The association seeks to elevate the standards of trial practice, improve the adversary system, work toward elimination of delay in civil litigation, and increase the quality of service that the legal profession renders to the community.

Department of Justice Association of Black Attorneys

U.S. Department of Justice
601 D Street, NW
Patrick Henry Building, Suite 4300
Washington DC 20004
Email:  

Contact(s):
Antolnette Barksdale, Chair
Felicia Sadler, Vice Chair

Mission Statement: The Department of Justice Association of Black Attorneys (DOJABA) represents the interests of attorneys at the Department of Justice in Washington DC, and in United States attorneys’ offices located nationwide.
District of Columbia Bar Sections
Web site: www.dcbar.org/for_lawyers/sections/index.cfm

1101 K Street NW
Suite 200
Washington DC 20005
Email: 

Contact(s):
☑ Thomas Mugavero, Chair
☑ Felicia Battista, Chair-Elect
☑ Candace Smith-Tucker, Contact

Mission Statement: With more than 24,000 members, the 21 sections of the D.C. Bar offer a wide selection of professional activities with more than 600 events and publications produced annually. The 21 sections focus on a variety of practice areas, including environmental law, computers and telecommunications, litigation, intellectual property, health, and international law. For the seasoned practitioner or new attorney, sections provide a myriad of opportunities to advance an individual's specialized interests and network with colleagues. Non-D.C. Bar members may subscribe to a section to learn more about a particular area of law. Subscribers and section members receive mailings, newsletters, and special discounts on programs and publications. Join today and experience the benefits of a D.C. Bar section.

Energy Bar Association
Web site: www.eba-net.org

1900 M Street
Suite 350
Washington DC 20036
Fax: (202) 223-5625
Email: 

Contact(s):
☑ Susan Alice Olenchuk, President
☑ Adrienne Clair, Vice President
☑ Lisa Levine, Executive Director

Mission Statement:

The Energy Bar Association (EBA) is a voluntary association of attorneys and professionals whose mission is to enhance the professional competence of those who practice and administer energy law. The EBA is an international, nonprofit association of attorneys and professionals active in all areas of energy law. It has more than 2500 members, formal chapters in Houston, Mid-West, New Orleans, Northeast, Southern, and Western regions of the United States, with an increasing number of members internationally.
Family Court Trial Lawyers Association

Email: 

Contact(s):
Deborah Cason Daniel, President
Robert Cambridge, Vice President
Stephen Watsky, Vice President

Mission Statement: To provide service to those lawyers who practice before the Superior Court's Family Division, including practices in child abuse and neglect and juvenile justice. The Family Division Trial Lawyers Association (FDTLA) serves to keep members informed of professional and governmental developments affecting them; serves as a representative and advocate before the court and governmental bodies; organizes voluntary, relevant training programs; and participates with other voluntary groups to improve the neglect and juvenile justice systems for the benefit of the community as well as clients.

Federal Bar Association, Capitol Hill Chapter

Web site: www.fbacapitolhill.org/

P.O. Box 75971
Washington DC 20013
Email: 

Contact(s):
Elizabeth Pugh, President
Amy Bowser, President-Elect

Mission Statement: Local chapter of the Federal Bar Association, which, as the national representative and voice of the federal legal practitioner, advances the science of jurisprudence and promotes the welfare, interests, education, and professional development of all attorneys involved in federal law. Today the Federal Bar Association is the leading organization working and acting on behalf of the federal practitioner.

Federal Bar Association, D.C. Chapter

Web site: www.dccfbar.org

P.O. BOX 259
Washington DC 20044-0259
Email: 

Contact(s):
Steven Miller, President
Cary Devorsetz, President-Elect

Mission Statement: Local chapter of the Federal Bar Association, which, as the national representative and voice of the federal legal practitioner, advances the science of jurisprudence and promotes the welfare, interests, education, and professional development of all attorneys involved
in federal law. Today the Federal Bar Association is the leading organization working and acting on
behalf of the federal practitioner.

**Federal Communications Bar Association**

Web site: www.fcba.org

1020 19th Street NW
Suite 325
Washington DC 20036-6101
Fax: (202) 293-4317
Email: 

Contact(s):
- Dean Kiddoo, Co-Chair
- John Logan, Co-Chair
- Harry Martin, Co-Chair
- Laura Phillips, President

**Mission Statement:** The Federal Communications Bar Association is an organization of attorneys
and other professionals, including engineers, consultants, economists and government officials,
involved in the development, interpretation and practice of communications law and policy.

**Greater Washington Area Chapter, Women Lawyers Division, National Bar Association**

Web site: www.gwacbar.org

PO Box 77254
Greater Washington Area Chapter
Washington DC 20013-7254
Email: 

Contact(s):
- Meredith Graves, President
- Shara Chang, President-Elect
- Tracy Agyemang, Contact

**Mission Statement:** Greater Washington Area Chapter of the Women Lawyers Division, National
Bar Association's stated purpose is to address the concerns of the District of Columbia metropolitan
community with emphasis on African-American women in the legal profession. In furtherance of its
purpose, throughout the year, GWAC sponsors many programs for its members and others in the
community. In addition, GWAC members implement a tutoring and enrichment program with girls
from District of Columbia Public Schools, and work with residents of the Washington Center for
Aging Services.

**Hispanic Bar Association of DC**

Web site: www.hbadc.org
Mission Statement: The Hispanic Bar Association of the District of Columbia (HBA-DC) is a network of Hispanic attorneys, professionals, and law students dedicated to the following principles: advancing and developing Latinos in the legal profession; promoting equal justice and opportunity for all Hispanics; educating the Hispanic community about relevant legal issues; promoting the professional development of Hispanic lawyers and law students; encouraging Latinos to enter the legal profession; and promoting the appointment of Hispanics to leadership positions in Federal, state, and local governments, in the judiciary, and in other leadership positions. To put these principles into action, the HBC-DC sponsors and/or conducts numerous and varied activities and programs. For example, the HBA-DC hosts networking opportunities for members, often in cooperation with other bars and professional groups; sponsors seminars on current legal developments; comments on issues affecting Hispanics; evaluates the qualifications of candidates for executive and judicial positions, as well as for vacant positions in the D.C. Bar's Board of Governors and other bar offices, and endorses such candidates when appropriate; gathers and disseminates information on employment opportunities; publishes a newsletter to report on HBA-DC activities; conducts seminars on national and international legal, business and political issues; assists the Hispanic community in obtaining pro bono legal services; advises the membership of opportunities for participation in local government, bar, and civic boards and committees; monitors legislation concerning immigration, bilingual education, welfare reform, budget measures, and other matters that impact the Hispanic community; and sponsors a mentor-mentee program for law students.

Inter-American Bar Association, D.C. Chapter
Web site: www.iaba.org

1211 Connecticut Avenue NW
Suite 202
Washington DC 20036
Fax: (202) 466-5946
Email: 

Contact(s):
Henry Dahl, Representative

Mission Statement: The mission of the Inter-American Bar Association is to promote the rule of law and the administration of justice and uphold the honor of the legal profession.

International Trade Commission Trial Lawyers Association
Mission Statement: Since 1984 the International Trade Commission Trial Lawyers Association (ITCTLA) has been the primary organization informing attorneys around the world about section 337 practice (19 U.S.C. § 1337). Association members receive the 337 Reporter, the only newsletter devoted to articles, case highlights, and news of section 337 practice; present, through committees, the views of the section 337 bar to the commission and Congress; attend educational programs that feature prominent international trade officials and commentators; and meet attorneys who share an interest in section 337 litigation. The association is a nonprofit, nonpartisan educational organization. Members and invited guests meet annually to review developments affecting section 337 and to elect officers to lead the association. Reflecting the diverse professional interests of its members, the association maintains 10 active standing committees. At the end of 1995, after several years of debate and numerous proposals, the statute was amended to respond to a General Agreement on Tariffs and Trade (GATT) panel report that found that section 337 was inconsistent with GATT obligations of the United States. ITCTLA played a leading role in proposing a solution that would comply with U.S. obligations under GATT while still preserving the primary benefits of proceedings under section 337. ITCTLA continues to be active in efforts to improve the administration of section 337 as a remedy to prevent the importation of infringing goods at the border.

Iranian American Bar Association, D.C. Chapter

Web site: www.iaba.us/chapters/washington-d-c/

575 7th Street NW
Washington DC 20004
Phone: (202) 344-4045
Fax: (202) 344-8300
Email: n

Contact(s):
Robert Babayi, President
Salman H Elmi, Contact

Mission Statement: IABA is organized for charitable and educational purposes, including the promotion of the social, economic, professional and educational advancement of the Iranian-American community and the community at large. IABA is a non-religious, independent organization and is not in any way affiliated with any other organization.

LGBT Bar Association of the District of Columbia
Mission Statement: GAYLAW: Gay, Lesbian, Bisexual and Transgender Attorneys of Washington, is an independent nonpartisan bar association serving lesbian, gay, bisexual, and transgender lawyers, law students, and legal professionals in the national capital area. GAYLAW works to advance the rights of lesbians and gay men, to be their voice within the legal community, and to improve their professional lives. A member organization of the National Lesbian and Gay Law Association, GAYLAW acts in coalition with other local and national groups dedicated to lesbian and gay concerns. GAYLAW sponsors frequent educational programs and social hours throughout most of the year, and has an attorney referral service to assist individuals in locating gay- and lesbian-sensitive legal counsel.

Mission Statement: The Metropolitan Washington Employment Lawyers Association (MWELA) has approximately 300 lawyer members, who regularly advise and represent employees in labor, employment, and civil rights disputes. It is the local chapter of the National Employment Lawyers Association, a national organization of more than 3,000 lawyers. MWELA supports the orderly and fair development of employee rights under the law. In this connection, it regularly conducts continuing legal education programs on matters of interest and importance to its members; maintains an index of pleadings and briefs; and provides an electronic mail listserv enabling its members to keep abreast of pertinent developments in the law. Its annual daylong conference is devoted to the latest issues in the practice of employment law. MWELA has also participated as amicus curiae in cases of importance in the local courts.

National Conference of Black Lawyers, D.C. Chapter
Web site: www.ncbl.org/chapters.htm

P.O.Box 1760
Washington DC 20013
Email:  

Mission Statement: Founded in 1968, the National Conference of Black Lawyers (NCBL) serves as the legal arm of the black liberation movement and of all progressive struggles for the upliftment of the poor and people of color. In American courts and legislatures, as well as before the public at large, NCBL fights for the enlargement and protection of all peoples' human rights. Yet, to be clear, it does so with a focus on the need for protecting the human rights of black people of African descent living in the United States.

National Lawyers Guild, D.C. Chapter
Web site: www.dcnlg.org

1322 18th Street NW
3rd Floor
Washington DC 20036
Email:  

Contact(s):
G Rachael Moshman, Chair
James Klimaski, Contact

Mission Statement: The National Lawyers Guild has more than 7,000 legal practitioners who seek basic change in the structure of our political and economic system. The guild unites lawyers, law students, legal workers, and jailhouse lawyers of America in a political and social force in the service of human rights—that they be regarded as more sacred than property interests. The guild brings together all who hold adjustments to new conditions above the veneration of precedent; safeguard and extend the rights of workers, women, farmers, and minority groups; and maintain and protect our civil rights and civil liberties in the face of persistent attack.

Native American Bar Association of Washington, DC
Web site: www.nabadc.com

P.O Box 34236
Washington DC 20043
Email:  

Contact(s):
Joshua Clause, President

Mission Statement: The Native American Bar Association of Washington, DC is open to all attorneys and law students interested in the field of Indian law.
South Asian Bar Association
Web site: www.sabadc.org

PO Box 65349
Washington DC 20035
Email: 

Contact(s):
Kavitha Babu, President
Shuchi Batra, Vice President

Mission Statement: A local association of attorneys of south Asian origin and attorneys whose practice involves south Asia.

Superior Court Trial Lawyers Association
Email: 

Contact(s):
Betty Ballester, President
Patricia Cresta-Savage, Vice President
Joseph Jorgens, Vice President

Mission Statement: Superior Court Trial Lawyers Association (SCTLA) comprises attorneys regularly accepting appointments under D.C.'s Criminal Justice Act. Its members provide skilled and vigorous representation for indigent individuals charged with crimes within the District of Columbia. SCTLA sponsors a continuing legal education program, publishes a quarterly newsletter, disseminates memoranda and model pleadings on topical legal issues, and acts as a conduit for the exchange of views between the Superior Court criminal bench and the Bar. All D.C. Bar members in good standing are eligible for membership in SCTLA.

Trial Lawyers Association of Metropolitan Washington, D.C.
Web site: www.tla-dc.org/dc/

1919 M Street NW
Suite 350
Washington DC 20036
Fax: (202) 775-9040
Email: 

Contact(s):
Karen Evans, President
Victor Long, President-Elect
Mary Zambri, Executive Director

Mission Statement: The Trial Lawyers Association of Metropolitan Washington, DC (TLADC) seeks to promote the administration of justice, uphold the profession of law, and better prepare its members to advance the cause of those who are damaged in person or property and who must seek redress. TLADC assists lawyers engaged in the practice of law for clients who suffer disability,
Injury, or damage to property; and through monthly dinner programs, seminars, and other member services provides information useful in prosecuting personal injury, products liability, medical malpractice, and similar claims. TLADC engages in community service activities to promote consumer rights, and promotes and encourages the adoption of legislation and rules to protect and enlarge the substantive and procedural rights of injured persons.

**Vietnamese American Bar Association of the Greater Washington, DC Area, Inc.**

Web site: www.vabadc.com

33 8th Street NE
Washington DC 20002
Phone:
Email: 

Contact(s):
Alexander Nguyen, President

**Mission Statement:** The Vietnamese American Bar Association of the Greater Washington, DC Area (VABA-DC) exists to promote the professional growth and advancement of the Vietnamese American attorneys, encourage and facilitate the entry of Vietnamese American students into the legal profession, and contribute to the public interest by serving as a voice for the local Vietnamese American community and assisting community members with legal concerns. As part of its mission, VABA-DC collaborates with other Asian American groups on issues that affect our members and our community.

**Washington Bar Association**

Web site: www.washingtonbar.org

P.O. Box 56551
Washington DC 20040
Phone: (202) 289-4247
Fax: (202) 723-8175
Email: 

Contact(s):
William Martin, President
Karen Evans, Vice President
William Robinson, Vice President

**Mission Statement:** The Washington Bar Association, founded in 1925, is an association of lawyers and judges who have gathered together to promote legal interests through the practice of law, the just causes of civil rights, and the economic empowerment for all people; and to ensure social respect, in our governmental institutions and forums, for every citizen. The WBA includes a Young Lawyers Division, consisting of lawyers who are 35 years old or younger or who have practiced law five years or less and a Judicial Council, consisting of judicial officers in the District of Columbia. The
WBA is committed to the concept of equal justice for all under the law. It encourages the upward mobility and promotes the professional advancement of all members in the legal profession.

Washington Bar Association, Young Lawyers Division
Web site: www.washingtonbar.org/yld.htm

Young Lawyers Division
P.O. Box 56551
Washington DC 20004
Fax: (202) 723-8175
Email: 

Contact(s):
Darrian Denman, Chair

Mission Statement: The Washington Bar Association (WBA) is a 71-year-old association of lawyers who have gathered together to promote legal interests through the practice of law, the just causes of civil rights, and the economic empowerment for all people; and ensure social respect, in our governmental institutions and forums, for every citizen. WBA is committed to the concept of equal justice for all under the law. It encourages the upward mobility and promotes the professional advancement of all members in the legal profession.

Washington Council of Lawyers
Web site: www.washingtoncounciloflawyers.org

555 12th Street NW
Suite 210
Washington DC 20004
Fax: (202) 942-5999
Email: 

Contact(s):
Golda Phillip, President
James Rubin, Vice President
Nancy Lopez, Executive Director

Mission Statement: The Washington Council of Lawyers, a voluntary bar association, has worked since 1971 to promote the practice of pro bono and public interest law. Council members represent every sector of the Washington legal community: lawyers and legal assistants from large and small firms, public interest groups, government agencies, and congressional offices, as well as professors of law, law students, and members of law-related professions. The Washington Council is united in its conviction that the legal system must be made to serve the needs of the poor and powerless, as well as the wealthy and powerful. The Washington Council seeks to translate this conviction into action.
Washington Foreign Law Society
Web site: www.wfls.org

P.O. Box 66542
Washington Square
Washington DC 20035
Fax: (202) 350-9561
Email: [ ]

Contact(s):
[ ]Emily Rae, President
[ ]Charles Camp, President-Elect

Mission Statement: The Washington Foreign Law Society was organized in 1952 to promote knowledge and understanding of foreign law, comparative legal issues, and other international legal matters. The society hosts monthly luncheon meetings and other events from September through May, featuring speakers and panels from foreign countries, international institutions, the U.S. government, and area firms. The society’s events provide and opportunity to keep abreast of substantive developments in foreign and international law and to meet and discuss such developments with other members of Washington's internationally diverse legal community.

Washington Metropolitan Area Corporate Counsel Association
Web site: www.wmacca.org

1025 Connecticut Avenue, NW
Suite 200
Washington DC 20036-5425
Email: [ ]

Contact(s):
[ ]Karen Litsinger, President
[ ]Ilene Reid, Executive Director
[ ]Judith Sapir, Representative

Mission Statement: It is the mission of the Washington Metropolitan Area Corporate Counsel Association (WMACCA) to be the preeminent provider of educational programming and networking opportunities for attorneys who practice law as employees in corporations and other private sector organizations in this region. To fulfill this mission, WMACCA will promote the common interests of its members, contribute to their continuing legal education seek to improve understanding of the role and value of the in-house counsel, work with regulatory and government agencies and other officials, as appropriate, to advocate the interests of our membership, and encourage advancements in the standards of corporate legal practice. WMACCA also will provide its members with meaningful opportunities to satisfy their pro bono responsibilities.

Women’s Bar Association of D.C.
Web site: www.wbadc.org
Mission Statement: Founded in 1917, the Women's Bar Association of the District of Columbia (WBA) is one of the country's oldest, largest, and most active women's bar associations. Helping to reshape the profession, the WBA is committed to promoting women as leaders in the legal community. More than 25 committees and practice area forums sponsor a broad range of programs and events that enhance professional and personal development. The association publishes a newsletter five times a year and has an online directory of members. Membership categories exist for members of the bar, those not yet admitted to practice, and law students, and includes both women and men from the D.C. area.
For more information on the local and specialty bar associations listed below, go to [http://www.msba.org/links/md/](http://www.msba.org/links/md/) and click on the association name.

### Local Bar Associations

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<tr>
<td>Lesbian, Gay, Bisexual, and Transgender Bar Association of Maryland</td>
<td>The Simon E. Sobeloff Law Society (D.C. Chapter)</td>
</tr>
<tr>
<td>Maryland Association for Justice</td>
<td>South Asian Bar Association</td>
</tr>
<tr>
<td>Maryland Criminal Defense Attorney's Association</td>
<td>The Waring Mitchell Law Society of Howard County</td>
</tr>
<tr>
<td>Maryland Defense Counsel, Inc.</td>
<td>Women's Bar Association of Maryland</td>
</tr>
<tr>
<td>Maryland Hispanic Bar</td>
<td>The Women's Law Center of Maryland</td>
</tr>
<tr>
<td>Maryland Lawyers for the Arts</td>
<td></td>
</tr>
</tbody>
</table>
BAR ASSOCIATIONS IN VIRGINIA

The Virginia State Bar
Eighth & Main Building
707 East Main Street, Suite 1500
Richmond, VA 23219-2800
(804) 775-0500
http://www.vsb.org/

Local & Statewide Bar Associations

For more information on the local and specialty bar associations listed below, go to http://www.vsb.org/site/conferences/clba/view/local-statewide-bar-associations and click on the association name.

For information on all other local or statewide bar associations, please contact the CLBA Coordinator, Paulette Davidson, at 804-775-0521 or clba@vsb.org.

27th Circuit Bar Association
The Alexandria Bar Association
Alleghany-Bath-Highland Bar Association
American Academy of Matrimonial Lawyers - Virginia Chapter
Amherst-Nelson County Bar Association
Arlington County Bar Association
Asian Pacific American Bar Association of Virginia, Inc.
Augusta County Bar Association
Bedford County Bar Association
Botetourt County Bar Association
Bristol Bar Association
Brunswick County Bar Association
Buchanan County Bar Association
Campbell County Bar Association
Caroline County Bar Association
Carroll County Bar Association
Charlottesville-Albemarle Bar Association
Charlottesville-Albemarle County Criminal Bar Association
Chesapeake Bar Association
Chesterfield County Bar Association
Clarke County Bar Association
Colonial Bar Association
Colonial Heights Bar Association
Culpeper County Bar Association
Danville Bar Association
Dickenson County Bar Association
Eastern Shore Bar Association
Emporia-Greensville Bar Association
Fairfax Bar Association
Fairfax Law Foundation
Fauquier County Bar Association
Floyd County Bar Association
Fluvanna County Bar Association
Franklin County Bar Association
Franklin-Southampton Bar Association
Fredericksburg Area Bar Association
Giles County Bar Association
Goochland County Bar Association
Grayson-Galax Bar Association
Greater Peninsula Women’s Bar Association
Greater Richmond Intellectual Property Law Association
Greater Richmond Juvenile Bar Association
Halifax Bar Association
Hampton Bar Association, Inc.
Hanover County Bar Association
Harrisonburg-Rockingham Bar Association
Henrico County Bar Association
Hill Tucker Bar Association (formerly the Richmond Chapter, ODBA)
Hispanic Bar Association of Virginia
Hopewell Bar Association
Isle of Wight County Bar Association
Lee County Bar Association
Local Government Attorneys of Virginia
Loudoun County Bar Association
Louisa County Bar Association
Lunenburg County Bar Association
Lynchburg Bar Association
Madison-Greene Bar Association
Martinsville-Henry County Bar Association
McLean Bar Association
Mecklenburg County Bar Association
Metro Richmond Family Law Bar Association
Metropolitan Richmond Women’s Bar Association
Middle Peninsula Bar Association
Montgomery-Radford Bar Association
Newport News Bar Association
Norfolk & Portsmouth Bar Association
Northern Neck Bar Association
Northern Virginia Bankruptcy Bar Association
Northern Virginia Black Attorneys Association
Northern Virginia Chapter, Federal Bar Association
Old Dominion Bar Association
Orange County Bar Association
Page County Bar Association
Patrick County Bar Association
Peninsula Bar Association
Petersburg Bar Association
Piedmont Bar Association
Pittsylvania County Bar Association
Portsmouth Bar Association
Powhatan Bar Association
Prince George County Bar Association
The Prince William County Bar Association, Inc.
Pulaski County Bar Association
Rappahannock County Bar Association
Richmond Bar Association (The Bar Association of the City of Richmond)
Richmond Chapter, Federal Bar Association
Richmond Criminal Bar Association
Roanoke Bar Association
Rockbridge-Buena Vista Bar Association
Russell County Bar Association
Salem-Roanoke County Bar Association
Scott County Bar Association
Shenandoah County Bar Association
Smyth County Bar Association
South Hampton Roads Bar Association
Suffolk Bar Association
Sussex County Bar Association
Tazewell County Bar Association
Tenth Judicial Circuit Bar Association
Tidewater Bankruptcy Bar Association
Tidewater Chapter, Federal Bar Association
Virginia Academy of Elder Law Attorneys
Virginia Association of Black Women Attorneys
Virginia Association of Commonwealth's Attorneys
Virginia Association of Criminal Defense Lawyers
Virginia Association of Defense Attorneys
The Virginia Bar Association
Virginia Beach Bar Association
Virginia Creditors Bar Association
Virginia Law Foundation
Virginia Real Estate Attorneys League
Virginia State Bar
Virginia Trial Lawyers Association
Virginia Women Attorneys Association (statewide)
  Charlottesville Area Chapter
  Fredericksburg Area Chapter (*NEW)
  Hampton Roads Chapter
  Loudoun Chapter
  New River Valley Chapter
  Northern Virginia Chapter
  Prince William Chapter
  Richmond Chapter
  Roanoke Chapter
Warren County Bar, Inc.
Washington County Bar Association
Washington Metropolitan Area Corporate Counsel Association
Williamsburg Bar Association
Winchester-Frederick County Bar Association
Wise County & City of Norton Bar Association
Wythe County Bar Association
York County-Poquoson Bar Association

The Virginia Bar Association

Phone: (804) 644-0041
Fax: (804) 644-0052
Mail: 701 E. Franklin Street, Suite 1120, Richmond, VA 23219
Email: thevba@vba.org http://www.vba.org/displaycommon.cfm?an=1

VBA Divisions
Law Practice Management Division
Young Lawyers Division

VBA Sections
Administrative Law
Appellate Practice
Bankruptcy Law
Business Law
Civil Litigation
Construction & Public Contracts Law
Corporate Counsel
Criminal Law
Domestic Relations
Elder Law
Environment, Natural Resources & Energy Law
Health Law
Intellectual Property & Information Technology Law
Judicial
Labor Relations & Employment Law
Real Estate
Taxation
Transportation Law
Wills, Trusts & Estates

Section Membership Application
(for current VBA members)

VBA and Section Membership Application
(for new members)

VBA Committees
Commission on the Needs of Children
Committee on Special Issues of National & State Importance
Federal Judgeships/Eastern District
Federal Judgeships/Western District
Joint Alternative Dispute Resolution Committee
Judiciary Committee
Nominations to Virginia Commissions & Appellate Courts
Virginia Family Law Coalition
NALP SALARY SURVEYS

Median Starting Salaries for First-Year Associates by Law Firm Size

<table>
<thead>
<tr>
<th>Year</th>
<th>FIRM SIZE (Number of Lawyers)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2-10</td>
</tr>
<tr>
<td>2012</td>
<td>—</td>
</tr>
<tr>
<td>2013</td>
<td>—</td>
</tr>
<tr>
<td>2014**</td>
<td>—</td>
</tr>
</tbody>
</table>

** Preliminary

Note: Medians for each size range are based on firms in that size range responding to the survey for the year specified. Some medians appear to decline; this is mostly a result of variation in the respondent pool from year to year, particularly in the largest size category, which has grown considerably over the life of the Associate Salary Survey. However, starting in 2009, some firms in some markets reduced salaries.

Median Salaries for Lawyers by Type of Public Service Organization and Years of Experience — 2004-2014

<table>
<thead>
<tr>
<th>Civil Legal Services</th>
<th>Years of Experience</th>
<th>2004</th>
<th>2006</th>
<th>2008</th>
<th>2010</th>
<th>2012</th>
<th>2014</th>
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</thead>
<tbody>
<tr>
<td>Entry-level</td>
<td>$34,000</td>
<td>$36,000</td>
<td>$40,000</td>
<td>$42,000</td>
<td>$42,800</td>
<td>$44,600</td>
<td></td>
</tr>
<tr>
<td>5 years</td>
<td>40,000</td>
<td>43,300</td>
<td>48,000</td>
<td>49,400</td>
<td>50,200</td>
<td>51,000</td>
<td></td>
</tr>
<tr>
<td>11-15 years</td>
<td>51,900</td>
<td>55,000</td>
<td>60,000</td>
<td>62,500</td>
<td>64,900</td>
<td>65,000</td>
<td></td>
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</tbody>
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<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Entry-level</td>
<td>$39,000</td>
<td>$43,300</td>
<td>$47,400</td>
<td>$47,500</td>
<td>$50,500</td>
<td>$50,400</td>
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<tr>
<td>5 years</td>
<td>50,000</td>
<td>54,700</td>
<td>60,000</td>
<td>60,300</td>
<td>62,800</td>
<td>63,000</td>
<td></td>
</tr>
<tr>
<td>11-15 years</td>
<td>65,000</td>
<td>65,500</td>
<td>75,000</td>
<td>76,200</td>
<td>78,600</td>
<td>84,500</td>
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</tbody>
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</tr>
</thead>
<tbody>
<tr>
<td>Entry-level</td>
<td>$40,000</td>
<td>$43,900</td>
<td>$45,700</td>
<td>$50,000</td>
<td>$50,000</td>
<td>$51,100</td>
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<tr>
<td>5 years</td>
<td>52,000</td>
<td>54,500</td>
<td>60,000</td>
<td>62,300</td>
<td>61,400</td>
<td>63,600</td>
<td></td>
</tr>
<tr>
<td>11-15 years</td>
<td>69,300</td>
<td>73,000</td>
<td>77,500</td>
<td>81,500</td>
<td>76,700</td>
<td>80,000</td>
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</tr>
</thead>
<tbody>
<tr>
<td>Entry-level</td>
<td>$36,700</td>
<td>$40,000</td>
<td>$41,000</td>
<td>$45,000</td>
<td>$45,000</td>
<td>$46,000</td>
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<td>5 years</td>
<td>46,300</td>
<td>52,000</td>
<td>53,800</td>
<td>53,600</td>
<td>56,300</td>
<td>59,000</td>
<td></td>
</tr>
<tr>
<td>11-15 years</td>
<td>64,000</td>
<td>65,000</td>
<td>69,200</td>
<td>70,900</td>
<td>75,000</td>
<td>75,000</td>
<td></td>
</tr>
</tbody>
</table>

Note: Findings are based on a nationwide survey conducted by NALP among civil legal services organizations, offices of public defenders, local prosecuting attorneys, and public interest organizations. A total of 362 organizations completed the 2014 survey.