

THE ASSOCIATE EXPERIENCE

We believe that an associate's growth is enhanced by immediate client contact and the acceleration of customary associate training methods. It is not uncommon for new KMK associates to have significant experience very early in their career in each of our firm's practice areas. Each associate selects a partner of the firm to act as his/her mentor to monitor the associate's development as a lawyer, to integrate into the firm, and to act as a confidential resource when questions arise.

Because KMK is fairly unique in the level of responsibility we are willing to bestow upon associates, we are very selective in hiring. While we require all candidates to have strong academic backgrounds and leadership skills, we also seek candidates who possess strong communication and entrepreneurial skills and who are comfortable taking on responsibility for a matter.

Assignments / Projects

KMK traditionally has given associates considerably more responsibility and first-hand experience earlier in their careers than associates in other mid-size and large firms are afforded. Generally, associates are assigned to a particular practice area within the firm and work primarily with the other partners and associates in that practice group. Certain associates have, by design, become involved in more than one practice area.

We believe that clients do not want a case or project to be staffed with more people than necessary; therefore, associates are immediately given meaningful assignments and responsibilities, whether they are involved in litigation or other practice areas. Before long, associates are handling matters directly and often are interacting independently with clients and opposing counsel.

"When people ask why I chose KMK, I tell them 'It's the people.' We are a family here. KMK isn't just a firm; it's a state of mind and a way of life. The great trust and responsibility given to Associates is a product of the mentoring Associates receive from the brightest minds in the legal profession. That same trust and responsibility is the reason KMK is able to offer Associates the perfect work-life balance." David T. Bules, Litigation Associate

"One of my fondest memories from my early days at KMK is the feeling of being welcomed. From Day One, I always felt like I could stop by a more senior associate's office or any partner's office to ask questions, and I was often encouraged to do so. Not only was I made to feel welcomed by fellow attorneys, but I also received assistance from the support staff. KMK has the most congenial staff members who were more than willing to help me transition from being a student to an efficient associate." Brandi M. Stewart, Litigation Associate

"As an associate at KMK, you are given a lot of responsibility, but you are never without the support needed in order to succeed. From the top-notch support staff to the firm's open-door policy, help is always just around the corner. Knowing that you can walk down the hall to bounce ideas off of some of the brightest legal minds around puts associates at ease when embarking on their legal career. KMK's family-first environment also allows associates to grow as attorneys without sacrificing what is really important to them." William N. Minor, Litigation Associate

"When I began searching for a legal position after law school, I knew I wanted to practice in litigation and work for a law firm that would provide me with early opportunities to appear in Court -- whether to argue a motion to the Court or to try a case to a jury. After I interviewed at KMK, I was certain that KMK would provide me with the opportunities I sought. My expectations were, in fact, exceeded. Over the last six years, I've served as first and second chair on arbitrations, bench and jury trials and I regularly appear in Court on discovery motions and pre- and post-trial motions. My experiences truly

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have been invaluable." Christy M. Nageleisen, Litigation Partner