

Q: Does the firm ever hire lawyers at the entry level, who did not go through the summer program?

A: Of course. Sometimes, our groups or offices have hiring needs that cannot be met with candidates from the summer program. In those cases, we schedule in-office interviews for those groups or offices, from among entry-level candidates we have identified.

Q: Are all of your lawyers either associates or principals in the firm?

A: No. We hire to meet our clients' needs, and sometimes we need lawyers on a temporary basis, or on a project basis, so we may hire "contract" attorneys to meet such needs. Additionally, since the firm rarely brings a "lateral" attorney directly into the principalship, and since some attorneys remain as valued members of our team outside the principals' ranks, we have established attorney classes such as "Senior Attorney" and "Senior Counsel." And, some of our most highly-valued lawyers, with the sharpest legal minds and the greatest expertise, are those "retired" principals who remain active contributors to the firm as "Of Counsel" attorneys.

Q: Is the compensation set in advance for each of those attorney classes?

A: With the exception of the Associate Salary Schedule, compensation is not set in advance but is determined on a case-by-case basis.

Q: If I want to be considered for an entry-level position, but I did not go through the Summer Associate Program, who do I contact?

A: Michael P. McGee, Hiring Chair
Miller, Canfield, Paddock and Stone, P.L.C.
150 West Jefferson, Suite 2500
Detroit, Michigan 48226-4415

Q: If I want to be considered as a lateral hire, what does Miller Canfield want to know about me?

A: We want to know all we can, to make an informed decision about whether your experience, practice area, client base, career objectives and values make a good fit with our firm. You should provide us with detailed resume information as well as a description of what you think you will bring to the table at Miller Canfield.

Q: Who should I contact if I want to be considered as a lateral hire?

A: Michael P. McGee, Hiring Chair
Miller, Canfield, Paddock and Stone, P.L.C.
150 West Jefferson, Suite 2500