

FINALS TO THE FIRM[®] SEMINARS

The Top Ten Things New Associates Should Know!

Finals to the Firm, LLC
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What Does Finals to the Firm Offer?

The Finals to the Firm seminar and book give law students, summer associates and new associates practical tips to assist them in their transition from law school to the law firm. We have given the seminar since 1999 and Matthew Bender (a LexisNexis Group Company) originally published our *From Finals to the Firm* book in 2003. (We are currently writing the second edition for a new publisher.) Both the seminar and book are upbeat and provocative. We use humorous, real-life anecdotes to make young attorneys and law students laugh as they learn how to navigate law firm life. Question and answer sessions throughout the seminar allow the audience to become an active part of the presentation and to get their questions answered live.

Why is Finals to the Firm Different?

Our status as “younger” attorneys allows us to connect well with students and speak casually, yet informatively. Further, we have discovered through discussions with students who have attended our live seminars that these ten lessons are equally applicable to those going to non-law firm legal jobs. It was this positive feedback that motivated us to publish the book.

The result is a fresh look at law firm life that is not repetitive of any law school class or clinic or CLE course. Further, the information is presented in a candid, easy-to-understand fashion. Readers and attendees have found the book and seminar to each offer informative, inspirational and insightful advice that will lead to a more rewarding law firm experience. Further, a review of the book in the *NALP Bulletin* is just one example that verifies that the many law firm recruitment managers, law firm professional development directors and law school career development officers who have reviewed the book, found it an invaluable resource worthy of sharing!

Our Book

In 2003, Matthew Bender & Co. released our book, which was born out of the seminar, entitled: *From Finals to the Firm: The Top 10 Things New Law Firm Associates Should Know*. This 72-page book is a quick read and is written in a humorous, informal tone, yet offers provocative and practical tips that will assist law students and younger associates in their transition from law school to the law firm. The book also includes a “[Bonus Chapter](#)” exclusively for summer associates.

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Our Seminar

We are former large-firm senior associates and we developed the seminar in order to help younger attorneys avoid some of the pitfalls and “trial by fire” type learning they can face at the firm. Since 1999, we have delivered our original Finals to the Firm seminar nationwide, including seminars at the law schools of **Georgetown, Stanford, Harvard, George Washington, Loyola-New Orleans, the University of Florida, and the University of Pennsylvania**. We have also given seminars at regional **LexisNexis Conferences, the National BLSA Annual Convention, and at the WBA Job Fair**. We have received overwhelmingly positive feedback from the law students, attorneys and law school career counselors who have attended our seminar.

The Top Ten

1. Find An “Angel”
2. Be Your Own “Angel”
3. T.I.E.
4. The Staff Is It!
5. J.U.S.T. A.S.K.
6. Be A Complete Player
7. Think Outside The Box
8. C.Y.A.
9. Go Get The Belt
10. Learn The Business of Practicing

Booking a Seminar or Ordering Copies of Our Book

Please contact us for availability and current honorarium fees (we also normally charge for reasonable travel expenses). E-mail: bookings@finalstofirm.com. To order copies of our book, please visit our online bookstore at <http://www.finalstofirm.com>.

Some Testimonials

“‘From Finals to the Firm’ is a valuable resource for summer and new associates. I found helpful advice for new lawyers in every chapter, including the bonus chapter for summer associates! I gave each of the summer associates a copy, and they really appreciated it.”

- Thomas L. Driscoll, Esq.
Former Partner, Foley & Lardner

“An unusually good book. It takes seriously the problem of surviving as a young associate in today's competitive environment while keeping sight of the need for young lawyers to grow in knowledge and skills. It is realistic without being Machiavellian, supportive while recognizing the need, sometimes, for tough love. This book can be recommended to any new law firm associate who wants to be “in the know.”

- Professor Todd Rakoff
Harvard Law School

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About Us

All affiliations are listed for informational purposes only. The seminar and book reflect our personal views and should not be attributed to our former, current or future employers.

CALVIN GLADNEY graduated cum laude from Harvard Law School in 1997 and received a B.S. from Cornell University in 1994. He is admitted to the District of Columbia and the California and New York state bars. He was the General Counsel of BRIDGE HOUSING CORPORATION, one of the nation's leading affordable housing developers. Prior to BRIDGE, he was the first Counsel and Senior Development Director of the NATIONAL CAPITAL REVITALIZATION CORPORATION (NCRC), where he provided legal advice to the CEO and was instrumental in the review, negotiation and acquisition of a \$500 million portfolio of real estate assets. Prior to his tenure at NCRC, he spent the first four years of his legal career as a real estate and finance associate in the Washington, D.C. office of Los Angeles-based LATHAM & WATKINS, focusing on all aspects of transactional real estate legal work, including commercial acquisitions and sales, bond and debt financings and high-end commercial leasing. During law school, he was a summer associate at HOGAN & HARTSON LLP in Washington, D.C. and clerked at OLSHAN, GRUNDMAN, FROME & ROSENZWEIG, a corporate and securities boutique located in New York City. E-mail: calvin@finalstofirm.com.

RAYMOND MILLIEN received his J.D. from the George Washington University Law School in 1997 and his B.S. from Columbia University in 1992. He was General Counsel of OCEAN TOMO, LLC, a merchant bank focused on intellectual property assets. Previously, he was VP and Group IP Counsel at AMERICAN EXPRESS, and a senior associate in the Washington, D.C. office of DLA PIPER US LLP, where he focused his practice on all aspects of intellectual property law. He is admitted to the New York, Virginia, Illinois and District of Columbia bars, and is registered to practice before the United States Patent and Trademark Office. He started his legal career with the Washington, D.C. IP specialty firm STERNE, KESSLER, GOLDSTEIN & FOX PLLC, and clerked during law school at the Washington, D.C. office of St. Louis-based THOMPSON COBURN LLP. Prior to attending law school, he was a Software Design Engineer with the GENERAL ELECTRIC COMPANY and a graduate of their Edison Engineering Program. He serves as a lecturer for the BAR/BRI[®] Patent Bar Review course, has published several articles in the field of patent law, served as an Adjunct Professor of Legal Writing and Oral Advocacy at the GWU Law School and been a Professorial Lecturer of IP Law at the GWU School of Engineering. E-mail: raymond@finalstofirm.com.