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Dear 1L Minority Students:

I am writing to you to introduce myself and to let you know about a 1L employment opportunity at Gray Plant Mooty.

My name is Inchan Hwang and I was a minority 1L at the University of Minnesota Law School in the fall of 2002. I was born in Korea but had lived in various places before law school, including New Jersey; Tokyo, Japan; and Illinois. Being new to Minnesota, I was not sure whether I wanted to stay in Minnesota after graduation. I considered moving back to Chicago or even moving out to New York. At the time, I was not sure where I wanted to be after graduation.

I also remember that this was a tough time for me, as a law student, especially as grades were handed back and the Minnesota winter onslaught was in full swing. In particular, I remember thinking about summer employment and that, as a 1L, my job search would not be easy.

I had not given much thought to applying for jobs in Minnesota until I received an invitation from Gray Plant Mooty to apply to its 1L Minority Summer Associate Program. I quickly asked around about the firm, and people generally had good things to say. When I applied, Gray Plant Mooty made me feel welcome, gave my application serious consideration and ultimately offered me one of its 1L Summer Associate positions. While I was working that summer, I saw that Gray Plant Mooty was committed in its policies *and* actions to creating an open workplace that accommodates its employees and their diverse backgrounds without reservation. I also realized that one did not have to practice in a large city to have a satisfying practice. I felt that working for Gray Plant Mooty would allow me to do interesting work with people I enjoy working with and respect, and to have a work-life balance I probably could not have at a large firm in New York or Chicago. After my 1L summer, I accepted a position as a 2L Summer Associate because I knew that if I stayed in Minnesota, I wanted to work at Gray Plant Mooty. Upon my graduation in May 2005, I joined Gray Plant Mooty as an associate. I have (happily) found that living and working in Minnesota was the right decision for me in spite of my reservations as a 1L.

Gray Plant Mooty will be hiring up to two minority 1L summer associates through the firm's 1L Minority Summer Associate Program. Gray Plant Mooty places all 1L students in the same role as traditional 2L Summer Associates. The work is challenging, rewarding and offers 1L's a truly valuable experience. For additional information or to apply for the program, please contact our Recruiting Administrator, Linda Spotts at linda.spotts@gpmlaw.com.

Gray Plant Mooty will also participate in the Minnesota Minority Clerkship Program coordinated by the Minnesota State Bar Association. Information and applications for the State Bar Clerkship Program can be found online at <http://www2.mnbar.org/committees/minority-clerkship/>. Interested students are encouraged to apply for both programs. Students applying to both programs will be given full consideration in each.

I strongly encourage you to apply for these positions. Cover letters, resumes and writing samples are requested by noon on **Wednesday, January 21, 2009**, along with the most recent copy of your law school and undergraduate transcript. Your entire application will be given serious consideration.

If you have any questions, please feel free to call me at 612/632-3310.

Sincerely,

Inchan Hwang