



March 24, 2008

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Career Corner

Career Tips

Ten Tips for Successful Salary Negotiation, Part II

6. Think flexibly during the negotiation. While you know what your ideal compensation package would contain, you may have to compromise on certain points. Keep a flexible mind set and be open to counter offers.

7. Know your "bottom line." While you need to be flexible, you must also be aware of what is fair for the work you will be doing. If you are short on experience, you may have to compromise a bit in order to land that first job that will build your experience; but don't try so hard to be accommodating that you sell yourself short. Have confidence that a great job with a super employer will come along.

8. Don't fear silence. Once you have given your response to a question just wait for the response – don't jump in with additional explanations or back-pedaling. Waiting for the response gives the other side time to think and consider, and shows that you are confident of your response.

9. Once an agreement has been reached, you may be tempted to accept the job immediately. While it is always good to thank the employer sincerely and enthusiastically for the offer and to ask when they need to know your

answer, it's important for you to take at least a day or so to think carefully about the job, your responsibilities, your personal financial needs and your goals to make sure this offer is right for you. No need to answer in the heat of the moment; a good employer will respect your need to reflect and be certain.

10. The process of negotiation need not be adversarial; and, in fact, if you feel defensive, that's not a good sign. You aren't looking to wrest concessions from the employer – this person will be your co-worker and colleague very shortly and you don't want hard feelings! Rather, treat the whole experience as simply getting your questions answered, clarifying what you (and the employer) can expect, and making sure both sides are mutually delighted with your acceptance.



Want to make an appointment with a career counselor?

Call the CSO Front Desk at (415) 565-4619.

Alumni Mentor Program Orientation

Friday, 3/28
12:40 – 1:30 p.m.
Room 308, 198 Bldg.

Advance Sign Up Required!

Sign up on:
www.HastingsCareersOnline.com

(AMP orientations are scheduled every week)

Everyday, the Career Services Office receives new listings. Log onto HastingsCareersOnline.com and check often for new postings. Just a few highlights:

SUMMER 2008

California Department of Fair Employment and Housing (San Francisco). Summer Extern. The FEHC conducts administrative hearings and issues decisions in employment, housing and public accommodation discrimination cases prosecuted before it by the Dept. of Fair Employment and Housing. The Commission also hears accusations alleging bias-motivated violence. In addition, the Commission promulgates regulations interpreting the laws within its jurisdiction. The Commission is looking for law students with strong research and writing skills who have a demonstrated interest in civil rights, to work part-time during the remainder of the school year and/or full time for summer 2008. Work-study is available. See HastingsCareersOnline.com for more details. **Years Required:** 1L, 2L, and 3L. **Materials Requested:**

Submit a resume and cover letter to: Judge Caroline L. Hunt, Fair Employment & Housing Commission, 455 Golden Gate Ave., Suite 10600, San Francisco, CA 94102-0855. **Deadline:** 3/28/08

Pacific Legal Foundation

www.pacificlegal.org (Sacramento, CA) Conservative/Libertarian Law Clerk. PLF has availability for full-time summer law clerks in its Sacramento head-quarters. PLF promotes the principles of limited government, private property, individual rights and free enterprise. Law clerks may be assigned to projects in any of our three practice groups: environmental law, private property rights, and individual and economic liberties (including civil rights). Law clerks conduct legal and factual research on pending cases; draft trial court pleadings and appellate amicus curiae briefs; and prepare and submit Public Records Act and Freedom of Information Act requests, retaining responsibility for analyzing and synthesizing the resulting documents and information.

Materials Requested: Resume, cover letter and writing sample. **Years Required:** 1L, 2L. **Contact:** By e-mail: attyjobs@pacifclegal.org. **Paid:** \$11/hr. **Deadline:** 3/31/08

CafePress.com. (Foster City, CA) Summer Legal Internship. Café Press.com is a leading online marketplace that offers sellers complete eCommerce services to independently create and sell a wide variety of products, and offers consumers unique merchandise across virtually every topic. This is the ideal internship for someone who is interested in intellectual property, in-house business affairs marketing and advertising. We are an established start up with a unique

and pioneering business model. As an intern you will get to deal with a number of tasks under the supervision of in-house counsel, including drafting and responding to Cease and Desist letter, reviewing agreements, intellectual property related legal research, on-line compliance matters, marketing/advertising reviews and assisting clients in complying with intellectual property guidelines. Flexible hrs through August/September 2008. **Years Required:** 2L, 3L. **Materials Requested:** Submit a resume to: leonard@cafepress.com and include the job title in the subject line. **Paid:** \$15/hr. **Deadline:** 6/3/08

This Week's Events:

Effective Salary and Benefits Negotiation

Mon., 3/24; 3:40 – 4:30 p.m.
Workshop/Room K

US Department of Justice Honors Program and Summer Program Informational

Tue., 3/25; 3:40 – 4:30 p.m.
Panel/Room K

"Keeping it Real": Minority Attorneys Speak About Life After Law School

Wed., 3/26; 12:40 – 1:30 p.m.
Panel/Room F