

**“I WAS TALKING DIRECTLY TO PARTNERS FROM THE MOMENT I GOT HERE.”**

## **JOSEPH CIACCI | ASSOCIATE | IRVINE**

**Organizing facts and telling stories—that’s really the essence of employment law.**

I was drawn to employment law because the facts are interesting, and the work is fundamentally about storytelling. I grew up playing tabletop role-playing games and doing a lot of writing, and I realized that employment law uses those same skills: organizing facts, shaping narratives, and explaining why they matter. Being able to do that as a career was really exciting to me.

**I looked at the people – and people here were happy.**

When I was looking at firms, I applied broadly to employment law practices. What stood out at Fisher Phillips was the people. They were extremely nice and accommodating, and there was a real emphasis on work-life balance. Everyone I met seemed genuinely happy, at the Irvine office and in other offices. I don’t focus on workload when choosing a place to work. I focus on people. If you see enough happy people, it’s usually a good place to be.

**My summer wasn’t a “demo.” It was a real snapshot of the job.**

The summer associate program stood out because of how much faith the firm places in summers. I spoke

## **Meet Joseph Ciacci**



with students at other firms who weren't given substantive work, but that wasn't my experience at all. I drafted a complete motion to compel arbitration, completed a 20-page research project on PEOs, and even emailed firm leadership directly about my research. I felt like I was actually working here, not just observing. It wasn't a simulation. It was a real preview of what practice at FP looks like.

**I was talking directly to partners from the moment I got here.**

One of the most exciting things about Fisher Phillips is the level of direct partner exposure. There's no "gatekeeping" layer. You work with partners early and often, and they're incredibly generous with their time and knowledge. They're a complete book of information, and you get to learn how they think through real issues in real time. And I've had multiple unofficial mentors step in to offer guidance, work, and opportunities – often without being asked.

**"Kind, helpful, and knowledgeable."**

This is one of the kindest groups of people I've ever worked with. As a first-generation lawyer, I expected something very different. Instead, I found a firm where people invite you into their offices, ask for your input, and actively teach you how to practice law. Even at its size, Fisher Phillips still feels like a small office where people truly want to see you succeed.