

BUILDING A CAREER STARTS WITH THE RIGHT SUMMER

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FP was the perfect place for me.

I had previously spent about three years as an immigration paralegal, working on business and family immigration matters. I especially loved the employment side of immigration, working with HR professionals and understanding how immigration issues intersect with broader employment concerns. When I learned about Fisher Phillips, it immediately stood out. It combined a strong immigration practice with deep experience across employment law, offering more resources and a broader platform to grow.

They learned what I was interested in – and made it happen.

The summer program gave me the tools to act as an associate. I wasn't just placed into substantive work – I was matched with opportunities that mattered to me. Because immigration was my main interest, leadership helped connect me with immigration attorneys in offices across the firm. I was able to try different types of work, work with different teams, and still focus on what motivated me to go to law school in the first place.

I felt like I really made an impact.

I worked on litigation research, drafted memos, and

Meet Sophia Cromwell



handled a range of immigration matters, including H-1Bs, O-1s, National Interest Waivers and responses to USCIS requests for evidence. I also had the opportunity to do pro bono work through Kids in Need of Defense, attending immigration court hearings to help ensure children were treated fairly. That made the work feel real. I truly felt like I made an impact.

I was one of one – but never felt alone.

I was the only summer associate in the Cleveland office, but I never felt isolated. I was part of a broader summer program and built relationships across the firm. Compared to friends who went to other firms, what stood out was the access and connection. I wasn't lost in a crowd, but I still had a national network.

My colleagues were along for the ride with me.

After that summer, one of the most meaningful moments for me was the day I passed the bar exam. The entire office celebrated. People were excited not just because I could get to the nitty gritty of the work, but for me as a person and my future career as a practicing attorney. It hit home because they really saw my transition from law student to attorney and gave me support all along the way.

There's always someone to help you find the answer.

The culture at FP is extremely collaborative, positive, and lively. There's never a boring day, and there's always someone to talk through a question with. It feels like a small firm with a national platform. If you don't know the answer, there's always someone – or a resource – to help you find it.