

The Kenneth G. Standard Diversity Internship Program
PepsiCo

New York State Bar Association (NYSBA)

Executive Committee
Chair, 2021 Term
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Diversity Internship Committee

Chair:

Tatiana Medina, Esq.

Members:

Anne Atkinson, Esq.

Naomi K. Hills, Esq.

Barbara Levi, Esq.

Declan McPherson, Esq.

Denisse Mira, Esq.

Steven Nachimson, Esq.

Anthony Radin, Esq.

Howard Shafer, Esq.

Yamicha Stephenson, Esq.

Kenneth Zweig, Esq.

Diversity Internship Program Goals

To increase the representation of lawyers and students from a diverse range of backgrounds in corporate legal departments, and to provide students from a diverse range of backgrounds with an opportunity to experience in-house legal practice. The ultimate goal of the Kenneth G. Standard Diversity Internship Program (“the Program”) is to create a network and forge relationships which will foster greater diversity in corporate legal departments throughout New York State. Through the Program, student interns will be provided a meaningful and appropriately supervised work experience by host companies working in partnership with the NYSBA Corporate Counsel Section’s Diversity Internship Committee (the “Internship Committee”).

Eligible Candidates

Students must be class of 2023 or 2024 from under-represented groups attending a participating law school and capable of fulfilling the requested work hours and responsibilities. A minimum GPA of 2.5, a letter of interest with a discussion about your personal commitment to diversity in the legal field and/or how being from an under-represented group has impacted you, along with a writing sample and the items listed below, will be required upon application. All materials must be submitted in **one pdf**.

Experiences/Skills Required: Candidates must have taken or are enrolled in Federal Income Taxation and possess general interest in the laws of taxation.

Experiences/Skills Preferred: Additional tax coursework or tax related experience.

Host Company: PepsiCo

PepsiCo is a premier consumer products company focused on convenient foods and beverages. PepsiCo's tax department is committed to the Program and prepared to dedicate the time and resources necessary to promote its success.

The intern will work in the Tax Planning Group within PepsiCo's Corporate Tax Department.

The legal internship is expected to be a combination of in-office at the PepsiCo's headquarters in Purchase, NY, and remote work. Student must be within commuting distance of Purchase, NY.

Program's Scope

The Program shall operate during the summer of 2022, and will consist of 350-400 hours per intern, to be completed over a ten-week period. The total Compensation/Stipend for each intern shall be, at a minimum, \$7,000, and depending on the PepsiCo's compensation policy at the time of the internship, may be higher.

The program schedule is as follows:

| Schedule | Dates and Deadlines |
|------------------------------|----------------------------|
| Student Application Deadline | 03/11/2022 |
| Interviews | April |
| Intern Selection | April - May |
| Program Term start date | Late May/early June 2022 |

Student Intern Responsibilities

- Submit the following to the Internship Committee in **one single PDF**:
 - Student Application Form (attached hereto);
 - Letter of interest with a discussion about your personal commitment to diversity in the legal field and/or how being from an under-represented group has impacted you;
 - Resume;
 - Current, unofficial law school transcript (if Fall semester grades were not posted, update the application once grades are released); and
 - Writing sample.
- To be eligible, students must have earned a minimum GPA of 2.5.
- Complete a ten-week internship (350-400 hours; approximately 35-40 hours per week), expected to be a combination of in office and remote work. Student must be within commuting distance of PepsiCo's headquarters in Purchase, NY.
- Attend any Program related meetings/receptions. Currently, one reception in July/August.

- Complete an evaluation of the Diversity Internship Program.

Host Company Responsibilities

- Commit to the sponsorship of the intern.
- Identify a contact person for the Program.
- Screen and interview student candidates during the designated time period.
- Designate an attorney to serve as a mentor for the student intern who will work with, consult, advise, and guide the student intern during his/her tenure with the Host Company in the same manner as they do with other interns and new lawyers.
- Exercise diligence and sensitivity to ensure that meaningful work assignments, equivalent to those assigned to other interns and young lawyers, are delegated to the student intern.
- Evaluate the student intern as they would with any other law intern working for them.
- Complete an evaluation of the Program and provide any information relevant to the Program requested by the Internship Committee.

**New York State Bar Association, Corporate Counsel Section
Kenneth G. Standard Diversity Internship Program
Student Application Form - PepsiCo**

Name: _____

Address: _____

Telephone: _____

Email: _____

Areas of interest (if applicable): _____

I understand that if I am selected to participate in the Diversity Internship Program (“Internship Program”), I shall be bound by its requirements which, in addition to any and all other Internship Program requirements, shall include the following:

- Completion of a ten-week internship (350-400 hours; 35-40 hours per week) with assigned Host Company.
- Attendance at Diversity Internship Program related meetings and/or receptions. Currently, one reception in July/August.
- Completion of an evaluation form rating the Diversity Internship Program.
- Granting to the New York State Bar Association (“NYSBA”), its Corporate Counsel Section and affiliated Committees the unrestricted right and permission to use, re-use, publish and republish my name, image, likeness and/or biography, which may be included intact or in part, through any and all media now or hereafter known, in connection with the activities, services, advertisements, promotion or any other purpose whatsoever related to the Internship Program. Such irrevocable grant of rights shall be effected by submission of this application.

Signature: _____

Date: _____

Application Process

Email the following application materials in one PDF submission to the Internship Committee: 1) Application Form; 2) Letter of interest; 3) Resume; 4) Unofficial, current law school transcript; and 5) Writing sample. Please use the subject line: PepsiCo Internship 2022Application.

Internship Committee - Contact Information:

New York State Bar Association (NYSBA), Corporate Counsel Section
Diversity Internship Committee, Kenneth G. Standard Diversity Internship Program
Contact person: Tatiana Medina, Chair
Email: KGSDDiversityInternshipProgram@gmail.com