



A Guide for Potential Hosts to the Corporate Scholars Program

Summer 2026 Legal Internships

Are you considering hosting a talented law student intern through the ACC National Capital Region Corporate Scholars Program? This guide is designed especially for general counsels and in-house legal leaders who want to support the next generation of legal professionals, enhance their department's diversity, and benefit from the energy and insight of accomplished law students. Apply before January 31, 2026 at: <https://accnationalcapitalregion.com/survey.php?id=63>

Program Background

Since its inception in 2003, the Corporate Scholars Program has paired promising law students with legal departments in the National Capital Region. Launched with the assistance of a grant from the Minority Corporate Counsel Association (MCCA), the program has welcomed over 200 students to date. In 2026, we invite you to join us as we welcome our 23rd class of scholars.

Who Should Apply?

We encourage organizations—both for-profit and not-for-profit, from all industries, and of all sizes — to participate.

What is Meant by Diversity and Who is the Program Designed to Attract?

The program has always defined diversity in its broadest sense, not simply to convey ideas about race and ethnicity, gender identity and sexual orientation, and other “protected classes,” but also concepts of socio-economic background and the student's individual educational and career path. It means reaching populations within law schools that may lack access to and/or knowledge of in-house legal practice, such as students whose family backgrounds lack professional careers, college degrees, or exposure to the law. Further, diversity means obtaining a pool of applicants who are reflective of the workforce in general and the communities that lawyers serve. We welcome all who are interested in the Program to apply. We have branded the Program as the Corporate Scholars Program to convey the profile of the interns we invite to participate – students with strong grades, strong writing skills, possible previous work experience, and professional maturity.

Legal Experience for Scholars

As a host, you'll provide a meaningful introduction to in-house practice. Scholars should end the internship with substantive exposure to corporate and legal advocacy, insight into the intersection of business and legal advice, and a work product they can use as a writing sample.

Participating Law Schools

For Summer 2026, students will be selected from American University, Catholic University, George Mason University, George Washington University, Georgetown University, Howard University, University of Baltimore, University of the District of Columbia, University of Maryland, University of Richmond, University of Virginia, and College of William & Mary.

Application & Selection Timeline

- Student applications deadline: Monday, January 5, 2026
- Host applications deadline: Friday, January 31, 2026
- Finalist interviews: Saturday, February 8, 2026 (via ZOOM)
- Matches announced: by mid-March, 2026

Students apply without knowing the identity of the participating organizations. Our leaders then select finalists, conduct interviews, and make preliminary matches.

Matching Process

Our leaders make matches based on student interests, preferences, and background, as well as host organization profiles and desired assignments. Location and practical logistics are considered to ensure reasonable commutes. Host organizations will not be given a choice from our pool. Both the student and host will meet to confirm fit before finalizing placement.

Students agree in advance to complete any application and hiring process conducted by the organization with which they matched, which may include background checks, fitness checks, or other evaluations conducted during the organization's standard hiring process.

Due to timing, hosts must meet with potential interns and complete any such checks or evaluations within two weeks of the match and let us know as soon as possible if it prevents you from accepting the match.

The Corporate Scholars Program leaders will try to resolve any concerns. If the host's concerns are not resolved, the host will not be required to accept the intern.

Internship Duration and Expectations

- Internship Start Date: no later than June 1, 2026 (earlier start possible by agreement)
- Duration: 10 weeks (full-time commitment)
- Scholars may not split summer positions unless they fully meet Scholars Program obligations

Funding Structure

Students will be paid \$12,000 for the summer. The program is supported by the Corporate Scholars Fund, administered by the Greater Washington Community Foundation. Host organizations are expected to contribute to the stipend, with a sliding scale based on size and type:

- \$12,000 – For-profit entities with 25+ attorneys
- \$9,000 – For-profit entities with 15–24 attorneys
- \$6,000 – For-profit entities with 5–14 attorneys
- \$3,000 – For-profit entities with 1–4 attorneys and all not-for-profit organizations

By submitting an application, hosts agree to pay at least the amount that applies to its size and status. A host may offer an explanation as to why it cannot pay at the requested level, and the request will be considered by the leaders. If a host contributes less than \$12,000, the Fund covers the remainder up to \$12,000 per Scholar.

Payroll and HR Logistics

Once matches are finalized, hosts must take the steps necessary to employ the student for the 10-week internship period. We will arrange for the Fund to remit the required level of funding (if any) for the internship to the host organization, which then will pay the student. Students should be paid the full stipend amount (less applicable income taxes and their share of other payroll taxes/deductions) over the course of the 10 weeks by their host per the host's usual payroll practices and timetables. Hosts must pay their share of all applicable payroll taxes and not deduct this amount from the stipend.

Your HR department should be able to help you structure this arrangement, but here are some suggestions that we have received from previous hosts:

- If the organization receives the grant, you can book it by adding it to the Legal Department's salary expense account. For each payroll period, you would then offset the department's salary expense account credit by the amount paid to the Scholar.
- It may be easiest to set the Scholar up as a full-time, temporary, hourly employee. Inform the Scholar that they will work 40 hours per week. (If the amount of funding in 2026 is \$12,000 that would mean a rate of pay of \$30 per hour.) If you use this structure and the Scholar works overtime, the organization will have to pick up that expense.
- Because the Scholar's period of internship may include one or more legal/federal holidays, the Scholar should be paid for those holidays from the amount of the grant or host funds.
- Have a discussion up front with the Scholar about how you will handle any other missed days – e.g., for illness or other exigent circumstances. Because we require that the full amount of the grant be used for the internship, there are two choices: (1) require the Scholar to make up the day; or (2) agree to pay even for missed days (assuming these do not become excessive).
- Hosts will be required to submit a statement to ACC National Capital Region at the conclusion of the internship confirming that the full amount of the support received from the Fund was used for the internship.

If you have any questions, please contact Nathaly Lescano at Nathaly.Lescano-ncr@accglobal.com.

Post-Internship Requirements

Following the internship, hosts submit evaluations and feedback to help us continually improve the program. Documentation for tax purposes and a confirmation letter to the Greater Washington Community Foundation are also required.

Future Opportunities

There is no requirement to offer employment beyond the internship, but you may choose to invite your Scholar for additional employment after summer. Funding and oversight for further internships are outside the scope of the program.

Contact Us

Please reach out with any questions or to discuss how your legal department can become a host:

- Diane Ennist, Corporate Scholars Program Co-Chair, dme2@comcast.net
- Daniel Enos, Corporate Scholars Program Co-Chair, daniel.r.enos@gmail.com
- Richard Spitalnik, Corporate Scholars Program Co-Chair, Richard.Spitalnik@cbre.com
- Nathaly Lescano-Maravi, ACC NCR Manager of DEI Programs and Initiatives, (571) 488-8261, Nathaly.Lescano-ncr@accglobal.com

Apply before January 30, 2026 at: <https://accnationalcapitalregion.com/survey.php?id=52>.