DLA PIPER

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Total # offices: **69** Firm size range: **701+**
NALP member? **Y** Office size range: **11-25**
Total attys in this office: **14**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate	**3**	**3**
Litigation	**3**	**5**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN 2009	BEGAN WORK IN 2010	EXPECTED 2011
Laterals		**0** ( )	**1** (**0**)	**TBD**
Post-clerkship		**0** ( )	**0** ( )	**TBD**
Entry-level	**160000** /yr	**0** ( )	**1** (**0**)	**0**
LLMs (US)		**0** ( )	**0** ( )	
LLMs (non-US)		**0** ( )	**0** ( )	
Summer				
Post-3Ls	$/wk	**0** ( )	**0** ( )	**0**
2Ls	**2800** $/wk	**0** ( )	**0** ( )	**2**
1Ls	$/wk	**0**	**0**	**0**

2010 summer 2Ls considered for associate offers: **0** # offers made:
Hire school term clerks? **N**
1Ls hired? **TBD** When after 12/1 should 1Ls apply?
Split summers allowed? **N** If yes, minimum weeks:
Comments:
Accept applications for 2012 summer program from:
Joint degree students graduating in 2014? **N**
Evening students graduating in 2014? **N**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **Generally we consider the top 1/4 to top 1/3 of the class from schools at which we recruit; other considerations include undergrad record, prior work experience, and demonstrated motivation and ability.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **CBC**
Other compensation comments: **Art. III Federal & Appellate clerkship bonus (market based); reimbursement for bar review course; salary advance; associate bonus program**

PARTNERSHIP DATA: Two or more tiers? **N**
Additional partnership prog. info:

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **Y**
 # p-t assoc. 0 (m) **0** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **1** (w)
Elig. for alt. work sched. determined by: **Alternative Work Schedule Policy**
Paid non-medical parental leave? **Y**
Comments: **Global joint CEO and US co-chair, Lee Miller, is a member of Project for Attorney Retention (PAR). Our Alternative Work Schedule Program incorporates PAR's best practices for flexibility in the law firm environment.**

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **N**
Professional development staff? **Y** Billable hours credit for training time? **N**
Rotation for jr. associates between departments/practice groups? **N**
Is rotation mandatory?

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**1**	**2**	**0**	**0**
	Women	**1**	**0**	**0**	**0**
White	Men	**4**	**3**	**1**	**0**
	Women	**0**	**1**	**1**	**0**
Black/African American	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**5**	**5**	**1**	**0**
	Women	**1**	**1**	**1**	**0**
	TOTAL NUMBER	**6**	**6**	**2**	**0**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:
Activities to increase the presence and retention of under-represented groups:
☒ Minority job fairs ☒ Bar sponsored programs
☒ Outreach to law student groups ☒ Firm diversity committee
☒ Directed mentoring efforts ☒ Rec. at schools w/large min. pop.
Comments: **The D&I dept. collaborates with recruiting and professional development to integrate D&I goals into respective programming.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010: **29** # job fairs/consortia attended in 2010: **6**

BILLABLE HOURS: **2009** **2010**
Avg annual assoc. hrs worked: **2109** **2247**
Avg. annual assoc. billable hrs: **1753** **1857**
Is there a minimum billable hours expectation? **Y** If yes, number:
Hours policy details: **Entry-year: 1500 billables, 300 training & 250 pro bono; All others: 1850-2150, 200-400 other hrs**

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **Y** If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☒ % firm billable hours: **5.46** ☒ avg. hrs. per attorney: **70.96**
Participation: **94.02** % assoc. **89.57** % ptrs/mbrs **79.43** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **Y**
Comments: **PILI which provides fellowships for law students and new graduates who want to work at public interest law agencies in Chicago; DC Bar Pro Bono Program's Graduate Student Fellowship Program.**

NARRATIVE: DLA Piper's vision is to become the leading global business law firm. You will spot our name in the news alongside the legal triumphs of blue-chip corporations and white-hot start-ups alike. Our core practices in the US are Corporate and Finance, Litigation, Real Estate, Intellectual Property and Government Affairs. We are committed to creating a culture that is inclusive of all people, where everyone has an opportunity to succeed and where pathways to success are transparent. Through our pro bono work and our community outreach, we encourage active participation in the communities where we live and do business. We also encourage good stewardship of our environment. For the past three years, DLA Piper achieved global certification of compliance with ISO 14001 - a worldwide standard for environmental management that measures our commitment to operating in a responsible way. Please visit www.dlapiperlegalcareers.us.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.