

DLA Piper LLP (US)
 401 B Street, Suite 1700, San Diego, CA 92101-4297
 Ph: (619) 699-2700, Fax: (619) 699-2701, www.dlapiper.com

Total # offices: **69** Firm size range: **701+**
 NALP member? **Y** Office size range: **101-250**
 Total attys in this office: **116**

Hiring Attorney: **Mr. Charles Deem**

Address Inquiries To:

Ms. Laurel Megna

Legal Recruiting Manager

DLA Piper LLP (US)

401 B Street, Suite 1700

San Diego, CA 92101-4297

(619) 699-3668 laurel.megna@dlapiper.com

| PRIMARY PRACTICE AREAS: | # Ptrs/Mbrs | # Assoc. & Oth. Lawy. |
|------------------------------|-------------|-----------------------|
| Finance | 2 | 2 |
| Firm Management | 1 | 0 |
| Government Affairs | 1 | 0 |
| Labor & Employment | 2 | 3 |
| Real Estate | 1 | 2 |
| Tax | 3 | 0 |
| Trusts & Estates | 2 | 6 |
| Corporate & Securities | 13 | 17 |
| Intellectual Property & Tech | 10 | 13 |
| Litigation | 15 | 23 |
| | | |
| | | |
| | | |

COMPENSATION & EMPLOYMENT DATA:

| Lawyers | 2011 Compensation | BEGAN WORK IN | | EXPECTED |
|----------------|-------------------|---------------|---------|----------|
| | | 2009 | 2010 | 2011 |
| Laterals | | () | 6 () | TBD |
| Post-clerkship | | () | 1 () | |
| Entry-level | 160,000 /yr | 5 (5) | 2 (2) | |
| LLMs (US) | | () | () | |
| LLMs (non-US) | | () | () | |
| Summer | | | | |
| Post-3Ls | \$/wk | () | () | |
| 2Ls | 3,076 \$/wk | 5 () | 4 () | TBD |
| 1Ls | \$/wk | | | |

2010 summer 2Ls considered for associate offers: **4** # offers made: **4**

Hire school term clerks? **N**

1Ls hired? **TBD** When after 12/1 should 1Ls apply? **January**

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: **A stipend and reimbursement for expenses**

associated with a state bar examination; Art. III Federal & Appellate clerkship

bonus (market based) and 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. (m) **2** (w) ptrs/mbrs. **1** (m) **1** (w) oth. lawy. **4** (m) **8** (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 | 0 | 1 | 0 |
| | Women | 0 | 2 | 0 | 0 |
| White | Men | 38 | 20 | 11 | 0 |
| | Women | 9 | 13 | 5 | 0 |
| Black/African American | Men | 0 | 0 | 0 | 0 |
| | Women | 2 | 0 | 0 | 0 |
| Nat. Hawaiian/ Other Pacific Is. | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| Asian | Men | 3 | 2 | 0 | 0 |
| | Women | 0 | 2 | 1 | 0 |
| Amer. Indian/ Alaska Native | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| 2 or More Races | Men | 0 | 1 | 0 | 0 |
| | Women | 0 | 2 | 0 | 0 |
| TOTAL | Men | 42 | 23 | 12 | 3 |
| | Women | 9 | 21 | 9 | 1 |
| TOTAL NUMBER | | 51 | 44 | 21 | 4 |
| Disabled | Men | 0 | 0 | 0 | 0 |
| | Women | 1 | 0 | 0 | 0 |
| Openly GLBT | Men | 0 | 0 | 0 | 0 |
| | Women | 1 | 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: **Our 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.