

McDermott At A Glance – 2011 Fall Recruiting

THE MCDERMOTT DIFFERENCE – OUR MULTI-SPECIALTY PLATFORM

McDermott has four business units consisting of Controversies, Regulatory & Governmental Affairs, Tax and Transactions. Within the Firm's business units are core practice groups and many multidisciplinary affinity groups that bring lawyers across practice groups and offices together to collaborate on cutting edge legal issues, as well as on business development opportunities.

CULTURE

McDermott promotes a culture that is entrepreneurial and collegial. A full-service firm, currently numbering over 1,000 lawyers Firm wide, we encourage collaboration across offices and practice groups. We seek out lawyers who seek challenge, want early responsibility and demonstrate the ability to team with others.

OFFICES

McDermott has 9 U.S. offices and 7 European offices: Boston, Brussels, Chicago, Düsseldorf, Houston, London, Los Angeles, Miami, Milan, Munich, New York, Orange County, Paris, Rome, Silicon Valley, and Washington, D.C., as well as a Strategic Alliance with MWE China Law Offices in Shanghai.

PRACTICE HIGHLIGHTS

Controversies

- Our Trial practice includes more than 160 lawyers practicing in the following areas and industries: Airports and Aviation; Appellate Advocacy; Bankruptcy and Creditors' Rights, Class Actions; Construction and Real Estate; Employee Benefits; Environmental; Financial Institutions; Health Care; Hospitality; Insurance; Intellectual Property; International Arbitration; International Trade; Labor, Employment and OSHA; Mass & Toxic Torts; Product Liability; Professional Liability; Securities; Trade Regulation; and White-Collar Criminal Defense.
- More than 110 lawyers have previously served as judicial law clerks.
- Our Trial practice includes members of the American College of Trial Lawyers, former Department of Justice lawyers, former senior staff members in the offices of State Attorney Generals and the U.S. Attorney General, and former members of the U.S. Federal Trade Commission (FTC), Securities and Exchange Commission (SEC), Internal Revenue Service (IRS), Commodity Futures Trading Commission (CFTC) and Department of Energy (DOE).
- Our Intellectual Property practice includes more than 185 lawyers, patent agents and scientific advisors. More than 125 members of our team hold technical and/or scientific degrees, including degrees in electrical engineering, computer engineering, chemical engineering, chemistry, biochemistry, aerospace and computer science, and more than 90 are patent bar members..
- McDermott is consistently ranked as one of the most active firms for patent litigation (both trial and appellate), ITC litigation, patent prosecution and trademarks.
- Our Intellectual Property practice includes client counseling, procurement and licensing in the patent, trademark, trade dress, copyright, trade secret, unfair competition, transactions and asset management, advertising, entertainment and computer law areas.

Regulatory and Governmental Affairs (RGA)

- Our RGA practice includes more than 65 attorneys in 12 distinct practice areas, including Alcohol Beverages and Products; Antitrust and Competition; Energy and Derivatives Markets (including a renewable energy focused practice); Environmental; Government Strategies; International Trade; Agribusiness; Labor and Employment (including OSHA and Immigration practices) and Telecommunications.
- Many of these practices and a number of individual attorneys are ranked nationally and internationally by *Chambers and Partners* as leading practices and practitioners, including Alcohol Beverages and Products, Antitrust and Energy.
- The group regularly seconds associates in client's offices, for hands-on experience, and in our international offices, which allows our associates to develop an international skill set.

Transactions

- Our Corporate Advisory practice includes more than 170 lawyers.
- Most of our corporate lawyers focus on one of these six specific areas: Finance & Banking; Mergers and Acquisitions; Private Equity; Real Estate; Restructuring and Insolvency; and Securities.
- Our Health Industry Advisory practice includes more than 85 lawyers.
- Chambers USA named McDermott's Health Industry Advisory Practice Group "Health Team of the Year" in 2010 and recognized the practice as the only Tier-1 health care practice in the United States in the 2010 and 2011 editions.

Tax

- Our Tax practice includes more than 100 lawyers practicing in all tax-related areas, including corporate, employee benefits, estate and gift tax, state and local taxation, and international matters.
- Our Employee Benefits, Compensation, Labor & Employment practice includes more than 65 lawyers and handles issues that affect 401(k) plans, profit sharing plans, ESOPs, and pension plans (including cash balance and other hybrid pension plans), non-qualified deferred compensation and executive compensation plans, health and welfare benefit plans, employment agreements, and fringe benefit plans.
- Our Private Client practice includes more than 60 lawyers. *Chambers USA* ranked McDermott in Tier-1 for Wealth Management since 2006—and in 2008 and 2011, McDermott was the only firm to achieve a top-tier ranking.
- Our Private Client practice represents hundreds of client families, including many of the wealthiest families in America, on estate planning and wealth management matters. We advise clients on issues such as: business succession; family office operations; foundation management; asset protection; trust management; investment risk reduction; diversification techniques; contested trust, estate & guardianship; and family dispute resolution. Additionally, we encompass a number of special practice groups, including charitable planning, generation-skipping, post-mortem administration, community and marital property, life insurance, etc.

SUMMER PROGRAM

- Our 2011 summer program was 10 weeks long. Next year's program length will be determined in the spring.
- Summer Associates spend their time working on substantive billable & *pro bono* work throughout the course of the summer. The work they receive is similar to what a first-year associate handles.
- Summer Associates receive formal training on a variety of subjects, including our Mock Negotiation Workshop and in some offices, a Mock Trial Program. They also have the opportunity to participate in Judicial Clerkship Mentoring (most offices), presentations from Firm Management and departmental training sessions through McDermott University.
- Summer Associates often accompany McDermott lawyers to observe board meetings, client conference calls, client meetings, arbitrations, court proceedings, etc.

McDERMOTT MINORITY SCHOLARSHIP

McDermott will award two \$15,000 scholarships to second-year minority law students at an ABA-accredited U.S. law school. Applicants must meet McDermott's hiring criteria and demonstrate leadership, community involvement, and a commitment to improving diversity in the legal community. Recipients must also be selected for and participate in a McDermott Summer Program. The application deadline is December 31. Scholarship recipients will be announced by January 31.

JUDICIAL CLERKSHIP BONUS

Associates who join McDermott directly from a clerkship with a United States federal court or the highest court in any state or the District of Columbia will receive a \$50,000 clerkship bonus. Upon completion of two one-year clerkships or one two-year clerkship, the Firm will pay a bonus of \$70,000. The bonus amount for U.S. Supreme Court clerks will be determined on a case-by case basis. For purposes of compensation and promotion eligibility, appropriate associate level credit may be given based on the associate's practice area and length of the clerkship. Business Unit and Practice Group leaders, in consultation with the Chair of the Compensation Committee, will determine placement of an associate within a particular associate level upon completion of a clerkship.

PROFESSIONAL DEVELOPMENT

McDermott is dedicated to investing in our associates' careers and have committed substantial resources toward this end. A key element of this investment is McDermott University, which offers over 250 training courses each year. Through McDermott University, the firm supports a 4-fold coordinated effort to promote quality and excellence: 1.) departmental core skills, 2.) training 3.) mentoring, and 4.) individual career plans.

DIVERSITY

McDermott is committed to a culture that values and nurtures diversity, and has a formalized diversity program with three subcommittees—Gender Diversity, LGBT Diversity, and Racial and Ethnic Diversity—designed to create and sustain an inclusive work environment where diversity of thought and expression from every employee is valued.

- Ranked as a leading law firm for minority lawyers in the *Minority Law Journal* annual Diversity Scorecard.
- Named a "Best Place to Work" for LGBT employees by the Human Rights Campaign (HRC) and earned a 100 percent rating on the HRC Corporate Equality Index.
- Recognized for cutting-edge personnel policies and benefits that enhance work/life balance.

PRO BONO

McDermott recognizes and appreciates the need to give back to the communities of which it is a part and to assist those who are unable to afford legal services. We strongly encourage our lawyers and staff to participate in *pro bono* initiatives, volunteer services and charitable activities, and we recognize lawyer time dedicated to *pro bono* and community service as equivalent to billable hours for all purposes.

- We sponsor three Equal Justice Works Fellowships and two Public Interest Externships each year.
- Since 2006, 100 percent of our summer associates have provided *pro bono* legal services.
- More than 51,000 hours devoted to *pro bono* and community service in 2010, all of which were granted billable credit.
- In 2010, 72 percent of our lawyers provided *pro bono* and community service. Their work was valued at \$20.8 million.
- McDermott has been recognized for its *pro bono* service by the following organizations: The Chicago Legal Clinic, The D.C. Bar *Pro Bono* Program, The Door, Equip for Equality, The Family Defense Center, Human Rights First, Immigration Equality, The Jewish Alliance for Law & Social Action, Orangewood Children's Foundation, The Public Interest Law Initiative and the Sikh Coalition, among others.