HOUSTON, TX

MWE

McDermott Will & Emery LLP
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Hiring Attorney:
Address Inquiries To:
Ms. Melinda Bell
Recruiting Manager
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Total # offices: **16** Firm size range: **701+**
NALP member? **Y** Office size range: **11-25**
Total attys in this office: **20**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Energy & Commodities Advisory	**7**	**5**
Intellectual Property Litigation	**2**	**2**
IP Prosecution, Transactions & Strategy	**2**	**1**
Antitrust/Competition	**1**	**0**

COMPENSATION & EMPLOYMENT DATA:

	2011	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2009**	**2010**	**2011**
Laterals		**6** (**0**)	**9** (**0**)	**5-6**
Post-clerkship		**0** (**0**)	**0** (**0**)	**0**
Entry-level	**$145,000** /yr	**0** (**0**)	**1** (**0**)	**0**
LLMs (US)		**0** (**0**)	**0** (**0**)	**1**
LLMs (non-US)		**0** (**0**)	**0** (**0**)	**0**
Summer				
Post-3Ls	$/wk	**0** (**0**)	**0** (**0**)	**0**
2Ls	**$2,788** $/wk	**5** (**0**)	**1** (**0**)	**0**
1Ls	$/wk	**0**	**0**	**0**

2010 summer 2Ls considered for associate offers: **1** # offers made: **1**
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply?
Split summers allowed? **CBC** If yes, minimum weeks: **6**
Comments:
Accept applications for 2012 summer program from:
Joint degree students graduating in 2014? **Y**
Evening students graduating in 2014? **Y**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **Excellent academic record, superior writing skills required. Law Review, Journal, Moot Court, relevant work experience, a balance of academic and personal successes looked upon favorably.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments: **Bar exam stipend in most markets, reimbursement of bar review, bar exam, PMBR exam; judicial clerkship bonus and certain moving expenses.**

PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info: **Associates are eligible for consideration of promotion to income partnership upon completion of Level III of the Career Progression and Prof. Dev. System.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. 0 (m) **0** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **0** (w)
Elig. for alt. work sched. determined by: **Business Unit**
Paid non-medical parental leave? **Y**
Comments: **Reduced Time status is not a barrier to promotion to Income Partner, but it may affect the time when an associate will be considered for promotion.**

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Semi-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	**2**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**7**	**6**	**0**	**0**
	Women	**3**	**2**	**0**	**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	**9**	**6**	**0**	**0**
	Women	**3**	**2**	**0**	**0**
	TOTAL NUMBER	**12**	**8**	**0**	**0**
Disabled	Men	**NC**	**NC**	**NC**	**NC**
	Women	**NC**	**NC**	**NC**	**NC**
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: **McDermott has a Gender Diversity Committee, an LGBT Diversity Committee and a Racial and Ethnic Diversity Committee.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010: **2** # job fairs/consortia attended in 2010: **0**

BILLABLE HOURS: **2009** **2010**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? If yes, number:
Hours policy details:

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **N** 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: **2.74** ☒ avg. hrs. per attorney: **47**
Participation: **83** % assoc. **68** % ptrs/mbrs **41** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **Y**
Comments: **McDermott's Charitable Foundation sponsors Equal Justice Works Fellows, young lawyers who work for two years on law reform projects with public interest law firms or agencies.**

NARRATIVE: McDermott Will & Emery is a premier international law firm with a diversified business practice, a commitment to diversity and a commitment to our communities. Numbering more than 1,000 lawyers across 16 offices and a strategic alliance with MWE China Law Offices in Shanghai, McDermott represents more than 60 percent of the Fortune 100 and more than 50 percent of the Fortune 500 companies. McDermott is the 23rd largest law firm globally (AmLaw Global 100, The American Lawyer).

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.