McDermott Will & Emery LLP - NY
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Hiring Attorney: **Mr. John J. Calandra**
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Legal Recruiting Manager
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Total # offices: **15** Firm size range: **701+**
NALP member? **Y** Office size range: **101-250**
Total attys in this office: **162**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate/Real Estate	**45**	**25**
Private Client	**2**	**4**
Employee Benefits	**1**	**0**
Health	**1**	**0**
Intellectual Property	**8**	**2**
Litigation	**21**	**36**
Tax	**7**	**10**

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**2**	**0**	**0**
White	Men	**65**	**30**	**0**	**5**
	Women	**15**	**30**	**2**	**12**
Black/African American	Men	**0**	**2**	**0**	**0**
	Women	**1**	**3**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**3**	**1**	**0**	**2**
	Women	**1**	**6**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**0**	**1**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**68**	**34**	**0**	**7**
	Women	**17**	**41**	**2**	**12**
	TOTAL NUMBER	**85**	**75**	**2**	**19**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**2**	**1**	**0**	**0**
	Women	**1**	**0**	**0**	**0**

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

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN 2007	BEGAN WORK IN 2008	EXPECTED 2009
Laterals		**22** ( )	**10** ( )	**5**
Post-clerkship		( )	( )	**1**
Entry-level	**TBD** /yr	**14** (**13**)	**17** (**15**)	**8**
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	**$2,596** $/wk	**18** (**13**)	**5** ( )	**19**
1Ls	**$2,596** $/wk	**5**	**5**	**0**

2008 summer 2Ls considered for associate offers: **13** # offers made: **13**
Hire school term clerks? **CBC**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **December 1**
Split summers allowed? **Y** If yes, minimum weeks: **8**
Comments:
Accept applications for 2010 summer program from:
Joint degree students graduating in 2012? **Y**
Evening students graduating in 2012?
Judicial clerks? **Y** Students at non-US law schools?
Hiring Criteria: **Excellent academic record, superior writing skills required. Law Review, Journal, Moot Court, relevant work experience, a balance of academic and interpersonal 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** Partnership track (years): **6.50**
Additional partnership prog. info: **5,6 and 6 associates were promoted to Income Partner in 2009, 2008, 2007 respectively.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. 0 (m) **2** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **0** (w)
Elig. for alt. work sched. determined by: **Department Chair**
Paid non-medical parental leave? **Y**
Comments: **McDermott's reduced time policies allow for promotion to Income Partnership and Capital Partnership while working on a reduced-time basis.**

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

BENEFITS: see www.nalpdirectory.com

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 & Ethnic Diversity Committee.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2008: **21** # job fairs/consortia attended in 2008: **3**

BILLABLE HOURS: **2007** **2008**
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: **4.12** ☒ avg. hrs. per attorney: **53**
Participation: **73** % assoc. **46** % ptrs/mbrs **29** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **Y**
Comments: **Each year, McDermott Will & Emery sponsors two incoming lawyers during their summer externship and two Equal Justice Works Fellows during their two-year fellowship both at public interest 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 1,100 lawyers, McDermott represents more than 75 percent of the Fortune 100 and more than 50 percent of the Fortune 500 companies. McDermott is the 24th largest law firm globally. Chambers USA: America's Leading Lawyers for Business (June 2008) recognized a number of our practices and nearly 100 McDermott lawyers as "leaders in their field." Representative clients include: Amgen, Inc.; Constellation Energy; Exxon Mobil Corporation; Dell, Inc.; Merrill Lynch & Co. Inc.; Morgan Stanley; Motorola, Inc.; and Orica Limited.

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.