MORGAN LEWIS

Morgan, Lewis & Bockius LLP
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Hiring Attorney: **Ms. Deborah S. Davidson**
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Total # offices: **23** Firm size range: **701+**
NALP member? **Y** Office size range: **51-100**
Total attys in this office: **55**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business	3	3
Employee Benefits	3	3
Intellectual Property	1	2
Labor	6	21
Litigation	3	8
Tax	1	1

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN 2009	BEGAN WORK IN 2010	EXPECTED 2011
Laterals		5 ( )	7 ( )	
Post-clerkship		( )	( )	
Entry-level	TBD /yr	1 (1)	3 (3)	1
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	TBD $/wk	3 ( )	( )	2
1Ls	$/wk			

2010 summer 2Ls considered for associate offers: # offers made:
Hire school term clerks? **CBC**
1Ls hired? **TBD** When after 12/1 should 1Ls apply?
Split summers allowed? **Y** If yes, minimum weeks: **6**
Comments: **Allow split with public interest organization (PICS).**
Accept applications for 2012 summer program from:
Joint degree students graduating in 2014? **N**
Evening students graduating in 2014? **N**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria: **We seek individuals with a record of outstanding academic achievement; superior writing; initiative; client service skills; analytical ability; and an ability to succeed in a challenging, collaborative workplace.**

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: **Incentive Compensation Program; stipend paid to incoming fall associates; relocation reimbursement.**

PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info: **Personal and professional development and practice group need are important in determining the timing of consideration for partnership with graduation year a secondary factor.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**
 # p-t assoc. (m) **2** (w) **ptrs/mbrs.** (m) **1** (w) **oth. lawy.** (m) (w)
Elig. for alt. work sched. determined by: **Mutual agreement w/practice group.**
Paid non-medical parental leave? **N**
Comments: **We are committed to maintaining an environment that helps our lawyers and professionals balance personal, client service and firm commitments.**

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **Y**
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	0	1	0	0
	Women	0	1	0	2
White	Men	14	15	4	0
	Women	3	12	0	0
Black/African American	Men	0	0	0	0
	Women	0	3	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	1	0	0
	Women	0	1	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
TOTAL	Men	14	17	4	0
	Women	3	17	0	2
	TOTAL NUMBER	17	34	4	2
Disabled	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
Openly GLBT	Men	0	1	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: **We are committed to having a diverse workplace through our Diversity Committee and our ongoing initiatives (see online narrative).**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010: **2** # job fairs/consortia attended in 2010: **1**

BILLABLE HOURS: **2009** **2010**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **N** If yes, number:
Hours policy details: **No min billable. Attys on alt. sched eligible for pro-rata comp based on same factors as FT.**

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: **2.9** ☐ avg. hrs. per attorney:
Participation: **100** % assoc. **89** % ptrs/mbrs **84** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **Y**
Comments: **The firm sponsors the Morgan Lewis Public Interest and Community Service (PICS) Program and encourages externships at public interest orgs/gov't entities (see online narrative).**

NARRATIVE: Morgan Lewis has been praised for its many industry achievements, including being ranked as one of the top law firms in Corporate Counsel magazine's 2010 listing of "Who Represents America's Biggest Companies?" Founded in 1873, we are recognized today as a leader in the legal industry, offering our clients strong resources in many disciplines including complex litigation, corporate finance, mergers and acquisitions, investment management, labor and employment, employee benefits, and intellectual property matters.

Each summer, we bring together firm leaders and summer associates from our national offices to one location for a "Kickoff" orientation program and a community service event. In addition, every summer associate is given the opportunity to participate in our Public Interest and Community Service (PICS) Program while receiving their firm salary.

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.