DALLAS, TX

PATTON BOGGS

Patton Boggs LLP
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Total # offices: **9** Firm size range: **501-700**
NALP member? **Y** Office size range: **101-250**
Total attys in this office: **104**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business	**39**	**38**
Litigation	**12**	**7**
Intellectual Property	**4**	**4**
Public Policy	**1**	**0**

COMPENSATION & EMPLOYMENT DATA:

	2009	BEGAN WORK IN				EXPECTED
Lawyers	**Compensation**	**2007**		**2008**		**2009**
Laterals		**16**	( )	**14**	(**1**)	**8**
Post-clerkship			( )		( )	
Entry-level	**160,000** /yr	**8**	(**8**)	**9**	(**9**)	**5**
LLMs (US)			( )		( )	
LLMs (non-US)			( )		( )	
Summer						
Post-3Ls	$/wk		( )		( )	
2Ls	**TBD** $/wk	**12**	( )	**13**	( )	**9**
1Ls	**TBD** $/wk	**3**		**3**		**1**

2008 summer 2Ls considered for associate offers: **13** # offers made: **8**
Hire school term clerks? **CBC**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/1**
Split summers allowed? **Y** If yes, minimum weeks: **6**
Comments: **The Dallas office's summer program runs first half only.**
Accept applications for 2010 summer program from:
Joint degree students graduating in 2012? **Y**
Evening students graduating in 2012? **Y**
Judicial clerks? **Y** Students at non-US law schools? **Y**
Hiring Criteria: **We seek applicants who demonstrate high academic achievement and excellence, solid writing and verbal skills, exceptional judgment and ethical standards.**

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 is allotted to entry-level attorneys to alleviate costs associated with moving and taking the bar. Associate bonuses are granted based on performance and hours billed.**
PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **8**
Additional partnership prog. info: **Two-tier partnership, equity and non-equity**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **Y**
 # 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: **Management committee approval.**
Paid non-medical parental leave? **Y**
Comments: **The firm supports a strong alternative work schedule program for all attorneys.**

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? **CBC**
Is rotation mandatory? **N**

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**1**	**4**	**1**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**35**	**24**	**10**	**4**
	Women	**8**	**13**	**0**	**3**
Black/African American	Men	**1**	**1**	**0**	**1**
	Women	**0**	**3**	**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**	**2**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**1**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**38**	**29**	**11**	**5**
	Women	**8**	**18**	**0**	**4**
	TOTAL NUMBER	**46**	**47**	**11**	**9**
Disabled	Men	**0**	**0**	**0**	**UNK**
	Women	**0**	**0**	**0**	**UNK**
Openly GLBT	Men	**0**	**0**	**1**	**UNK**
	Women	**0**	**0**	**0**	**UNK**

(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: **Lavender Law, MABLSA, Sunbelt, Rocky Mnt Minority Fair, IMPACT, NNALSA, LeGal, and Vault/MCCA Diversity Fair.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2008: **33** # job fairs/consortia attended in 2008: **15**

BILLABLE HOURS:

	2007	2008
Avg annual assoc. hrs worked:	**2084**	**1957**
Avg. annual assoc. billable hrs:	**1937**	**1793**

Is there a minimum billable hours expectation? **Y** If yes, number: **1950**
Hours policy details: **1950/1800/1650 tracks available. Pro bono hours exceeding 100-hour requirement considered billable.**

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?
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☒ % firm billable hours: **6.94** ☒ avg. hrs. per attorney: **93**
Participation: **95** % assoc. **61** % ptrs/mbrs **62** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **CBC**
Comments: **We have established a law student scholarship with the National Council of La Raza to award a $10,000 scholarship to underwrite a first-year Hispanic law student in summer employment.**

NARRATIVE: Founded in 1962, Patton Boggs LLP is an international law firm of over 500 attorneys and professional consultants. Litigation, business, public policy, environmental, securities, government contracts, international, foreign government representation and intellectual property are a few of the areas in which we practice. Our decades of experience in Washington and exceptional knowledge of administrative and regulatory agencies greatly enhance the services we are able to provide our clients.

Patton Boggs seeks motivated, responsible lawyers eager to work closely with colleagues and clients on challenging issues. Few firms offer a work environment like Patton Boggs. Individual interests, such as writing, teaching and pro bono activities are encouraged and supported. We value working with lawyers and staff from diverse cultural backgrounds whose individual personalities and styles contribute to an interesting, relaxed, and supportive office environment.

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.