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: **51-100**
Total attys in this office: **95**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business	**33**	**36**
Litigation	**13**	**10**
Intellectual Property	**2**	**1**
Public Policy	**1**	**0**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN 2009	BEGAN WORK IN 2010	EXPECTED 2011
Laterals		**4** (**0**)	**2** (**0**)	**5**
Post-clerkship		( )	( )	
Entry-level	**160,000** /yr	**4** (**4**)	**3** (**3**)	**5**
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	**TBD** $/wk	**9** ( )	**3** ( )	**5**
1Ls	**TBD** $/wk	**1**	**1**	**2**

2010 summer 2Ls considered for associate offers: **3** # offers made: **3**
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:
Accept applications for 2012 summer program from:
Joint degree students graduating in 2014? **N**
Evening students graduating in 2014? **N**
Judicial clerks? **Y** Students at non-US law schools? **N**
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 taking the bar. Additionally, the firm offers relocation assistance on a case-by-case basis for certain pre-approved moving**
PARTNERSHIP DATA: Two or more tiers? **Y**
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) **1** (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?
Professional development staff? **Y** Billable hours credit for training time?
Rotation for jr. associates between departments/practice groups?
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	**1**	**3**	**1**	**2**
	Women	**0**	**0**	**0**	**3**
White	Men	**35**	**19**	**8**	**1**
	Women	**7**	**11**	**1**	**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**	**1**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**1**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**1**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
TOTAL	Men	**38**	**24**	**9**	**2**
	Women	**7**	**16**	**1**	**3**
	TOTAL NUMBER	**45**	**40**	**10**	**5**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**0**	**0**	**0**	**0**
	Women	**1**	**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: **Lavender Law, MABLSA, IMPACT, LeGal, NNALSA, Sunbelt /Rocky Mntn Dvrsty Job Fair; Sponsor Vault/MCCA Dvrsty Fair; Founding firm Anapata.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010 : **25** # job fairs/consortia attended in 2010: **15**

BILLABLE HOURS: **2009** **2010**
Avg annual assoc. hrs worked: **2175** **2125**
Avg. annual assoc. billable hrs: **2014** **1870**
Is there a minimum billable hours expectation? **Y** If yes, number: **1950**
Hours policy details: **1950/1800/1650 tracks available CBC. Pro bono hours exceeding 100-hour requirement are billable.**

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **Y** If yes, what? **150**
For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☒ % firm billable hours: **7.08** ☒ avg. hrs. per attorney: **95.92**
Participation: **94.74** % assoc. **59.77** % ptrs/mbrs **47.44** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **N**
Comments: **$10K scholarship w/NCLR for 1L Hispanic/Latino law student summer employment; PB Foundation Pub Pol Fellowship to exceptional law students spending summer working on pub pol in non-profit or govt agency.**
NARRATIVE: 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. 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. Individual interests, such as writing, teaching and pro bono activities are encouraged and supported.

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.