

Patton Boggs LLP
 1801 California Street, Suite 4900, Denver, CO 80202
 Ph: 303-894-6162, Fax: 303-894-9239, www.pattonboggs.com

Total # offices: 9 Firm size range: 501-700
 NALP member? N Office size range: 26-50
 Total attys in this office: 44

Hiring Attorney: Mr. Mark Goldschmidt
 Address Inquiries To:
Ms. Angela Welsh
 Regional Human Resources/Recruiting Mgr.
 Patton Boggs LLP
 1801 California Street, Suite 4900
 Denver, CO 80202
 303-894-6162 awelsh@pattonboggs.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Administrative/Regulations	1	8
Corporate & Securities	5	3
Environmental	5	2
Government Contracts	1	3
Health	2	2
Intellectual Property	4	4
Litigation	5	12
Oil & Gas	2	0
Public Policy	2	1

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		3 (2)	5 (2)	TBD
Post-clerkship		()	()	
Entry-level	155,000 /yr	3 ()	0 ()	TBD
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	\$/wk	(1)	(1)	1
1Ls	\$/wk	1	1	1

2010 summer 2Ls considered for associate offers: 1 # offers made: 0
 Hire school term clerks? **CBC**
 1Ls hired? **N** When after 12/1 should 1Ls apply? **12/1**
 Split summers allowed? **CBC** If yes, minimum weeks: **8**
 Comments: **First half - splits only**
 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 applicants with proven top academic achievement, solid writing and verbal skills, exceptional judgment and ethical standards and a team player attitude.**
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; non-equity and equity**

WORK/LIFE INFORMATION:

Part-time allowed? **Y** Part-time avail.to entry-level? **Y**
 # 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: **Practice Management Committee.**
 Paid non-medical parental leave? **Y**
 Comments: **The firm supports a strong alternative work schedule program for all interested 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? **Y**
 Is rotation mandatory? **N**

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	0	0
	Women	0	0	0
White	Men	18	8	2
	Women	2	8	2
Black/African American	Men	0	0	0
	Women	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	0	2	0
	Women	0	1	0
Amer. Indian/ Alaska Native	Men	0	0	0
	Women	0	0	0
2 or More Races	Men	NC	1	0
	Women	NC	1	0
TOTAL	Men	18	10	2
	Women	2	10	2
TOTAL NUMBER		20	20	4
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	0	0
	Women	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 Mtn 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: 2265 2263
 Avg. annual assoc. billable hrs: 2005 2075
 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: Few firms offer a work experience like Patton Boggs. A deeply rooted philosophy of ours - Our Power is in Our People - makes Patton Boggs an ideal home for attorneys wishing to explore personal affinities and cultivate individual talents. Our training, professional development and career development programs provide extensive support to associates as they grow and progress. First year associates are not assigned to a particular practice department. During their first year they are encouraged to work on projects in a variety of areas and are then, at the completion of that year, asked to join a department.

We seek to hire hard-working, motivated individuals with a strong work ethic and solid judgment. If you are a self-starter who values opportunity over guarantees and originality over conformity, then Patton Boggs could be the firm for you.

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.