ALSTON & BIRD

ALSTON & BIRD LLP
4721 Emperor Blvd., Suite 400, Durham, NC 27703
Ph: 919-862-2200, Fax: 919-862-2260, www.alston.com
Hiring Attorney: **Mr. Matthew P. McGuire**
Address Inquiries To:
Ms. Chandra N. Clouden
Attorney Hiring Manager
ALSTON & BIRD LLP
101 South Tryon Street, Suite 4000
Charlotte, NC 28280-4000
704-444-1096 chandra.clouden@alston.com

Total # offices: **9** Firm size range: **701+**
NALP member? **Y** Office size range: **11-25**
Total attys in this office: **14**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Intellectual Property Patents	**2**	**5**
Litigation & Trial Practice	**2**	**3**
Tax	**0**	**2**

COMPENSATION & EMPLOYMENT DATA:

	2011	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2009**	**2010**	**2011**
Laterals		**6** (**0**)	**1** (**0**)	**3**
Post-clerkship		**1** (**0**)	**0** (**0**)	**0**
Entry-level	**135,000** /yr	**0** (**0**)	**2** (**2**)	**2**
LLMs (US)		**0** (**0**)	**0** (**0**)	**0**
LLMs (non-US)		**0** (**0**)	**0** (**0**)	**0**
Summer				
Post-3Ls	**N/A** $/wk	**0** (**0**)	**0** (**0**)	**0**
2Ls	**TBD** $/wk	**0** (**0**)	**2** (**0**)	**2**
1Ls	**TBD** $/wk	**0**	**1**	**0**

2010 summer 2Ls considered for associate offers: **2** # offers made: **2**
Hire school term clerks? **N**
1Ls hired? **TBD** When after 12/1 should 1Ls apply? **12/1**
Split summers allowed? **Y** If yes, minimum weeks: **6**
Comments: **First half required**
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 look for students with maturity, self-confidence, leadership ability, and a serious commitment to the practice of law, as well as strong academic credentials and a record of achievement.**

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: **$160,000 base salary for Patent Bar members. Reimbursement for moving and bar expenses. Eligible for merit based bonus. The firm also offers a salary advance.**

PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info: **Seven years to non-equity partnership status. Partnership decisions are made on a firm-wide basis.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. 0 (m) **11** (w) **ptrs/mbrs. 0** (m) **1** (w) **oth. lawy. 7** (m) **6** (w)
Elig. for alt. work sched. determined by: **Alternative Career Path Committee**
Paid non-medical parental leave? **Y**
Comments: **These are firm-wide numbers. In addition, each office provides a form of daycare service and the ability for attorneys to telecommute.**

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? **N**
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**	**UNK**
	Women	**0**	**0**	**0**	**UNK**
White	Men	**4**	**3**	**1**	**UNK**
	Women	**0**	**2**	**1**	**UNK**
Black/African American	Men	**0**	**0**	**0**	**UNK**
	Women	**0**	**1**	**0**	**UNK**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**UNK**
	Women	**0**	**0**	**0**	**UNK**
Asian	Men	**0**	**1**	**0**	**UNK**
	Women	**0**	**0**	**0**	**UNK**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**UNK**
	Women	**0**	**0**	**0**	**UNK**
2 or More Races	Men	**0**	**0**	**0**	**UNK**
	Women	**0**	**1**	**0**	**UNK**
TOTAL	Men	**4**	**4**	**1**	**2**
	Women	**0**	**4**	**1**	**0**
	TOTAL NUMBER	**4**	**8**	**2**	**2**
Disabled	Men	**NC**	**NC**	**NC**	**NC**
	Women	**NC**	**NC**	**NC**	**NC**
Openly GLBT	Men	**0**	**0**	**0**	**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: **Each offices recruits at and sponsors a number of diverse job fairs, minority law student events and bar programs nationwide.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010: **15** # job fairs/consortia attended in 2010: **7**

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: **Billable hours bonus payable at 1900 hours with up to 50 pro bono hours counting towards 1900 goal.**

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **Y** If yes, what? **50**
For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☒ % firm billable hours: **3.4** ☒ avg. hrs. per attorney: **59**
Participation: **91** % assoc. **92** % ptrs/mbrs **81** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **N**
Comments:

NARRATIVE: Alston & Bird LLP is an international law firm serving clients worldwide. The principles upon which we were founded 118 years ago - service to our communities, mutual respect, and hard work - remain at the core of our business practices today. We are also very proud to be recognized as one of the best places to work in America, ranking 13th on FORTUNE'S 2011 "The 100 Best Companies to Work For" list. Alston & Bird has received this honor for 12 consecutive years! Our full service practice includes traditional areas of the law as well as specialties such as biotechnology, energy, telecommunications, global finance, intellectual property and homeland security. Our commitment to our founding values, as well as to excellence in the practice of law, is evident in the lawyers and other professionals we recruit to be a part of our great organization. For more information, please visit our website.

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.