RALEIGH, NC

ALSTON & BIRD

ALSTON & BIRD LLP
3201 Beechleaf Court, Suite 600, RALEIGH, NC 27604
Ph: 919-862-2200, Fax: 919-862-2260, www.alston.com
Hiring Attorney: **Ms. Michelle Cunningham**
Address Inquiries To:
Ms. Glenda B. Darrell
Recruiting Coordinator
ALSTON & BIRD LLP
3201 Beechleaf Court, Suite 600
Raleigh, NC 27604
919-862-2299 glenda.darrell@alston.com

Total # offices: **6**
NALP member? **Y**

Firm size range: **701+**
Office size range: **11-25**
Total attys in this office: **11**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Bio Tech	1	5
Chemical	1	1
Intellectual Property	3	7
Patent	3	7
Pharmaceutical	2	6
Mechanical Patent	1	1
Tax	0	1

COMPENSATION & EMPLOYMENT DATA:

	2008	BEGAN WORK IN		EXPECTED
Lawyers	Compensation	2006	2007	2008
Laterals		1 (0)	1 (0)	1
Post-clerkship		0 (0)	0 (0)	0
Entry-level	145,000 /yr	0 (0)	0 (0)	1
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	2,800 $/wk	0 ( )	0 ( )	0
2Ls	2,800 $/wk	0 ( )	1 ( )	2
1Ls	2,800 $/wk	2	1	

2007 summer 2Ls considered for associate offers: **1** # offers made: **1**
Hire school term clerks? **N**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **ASAP**
Split summers allowed? **Y** If yes, minimum weeks: **6**
Comments:
Accept applications for 2009 summer program from:
Joint degree students graduating in 2011? **N**
Evening students graduating in 2011? **N**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **We hire students with excellent undergraduate and law school credentials; leadership abilities, self-confidence and a commitment to the practice of law. Law review and/or moot court preferred.**

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. Salary advance offered.**

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **7.00**
Additional partnership prog. info: **Partnership decisions are made on a firmwide basis.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. (m) (w) **ptrs/mbrs.** (m) (w) **oth. lawy.** (m) (w)
Elig. for alt. work sched. determined by: **Alternative Career Path Policy**
Paid non-medical parental leave? **Y**
Comments: **The firm's technology provides the ability to telecommute. Back-up childcare is available.**

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 2008

As of Feb. 1, 2008		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	0	0	0
	Women	0	0	0	0
White	Men	2	6	1	2
	Women	0	1	0	0
Black/African American	Men	0	0	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	0	0	0
	Women	0	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	3	6	1	2
	Women	0	1	0	0
	TOTAL NUMBER	3	7	1	2
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	0	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: **Each year our offices recruit at and sponsor an increasing number of diverse job fairs, minority law student events & bar programs**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2007: **2** # job fairs/consortia attended in 2007: **0**

BILLABLE HOURS: **2006** **2007**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs: **1801** **1778**
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: **3.1** ☒ avg. hrs. per attorney: **60**
Participation: **82** % assoc. **76** % ptrs/mbrs **63** % 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 one of the best places to work in America, 31st best to be exact, according to the Fortune 2008 issue on "The 100 Best Companies to Work For." We are an international law firm with a full-service practice that includes traditional areas of practice as well as more recently developed specialties such as biotechnology, energy, telecommunications, global finance, intellectual property, and homeland security. We also recognize that technology is critical to providing legal services today, as demonstrated in AmLaw Tech's most recent survey that ranked our firm fourth in the quality, use and deployment of technology on behalf of clients. At the same time, we embrace the values that have been at the core of our firm for decades, including service to our communities, mutual respect and fair dealing among all of our lawyers and staff and the highest sense of professionalism in our dealings with clients and lawyers in other firms.

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.