NIXON PEABODY

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Total # offices: **17** Firm size range: **701+**
NALP member? **Y** Office size range: **11-25**
Total attys in this office: **24**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Brands & Creation	**1**	**1**
Intellectual Property Litigation	**5**	**4**
Patent	**4**	**9**

COMPENSATION & EMPLOYMENT DATA:

	2010	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2008**	**2009**	**2010**
Laterals		**1** ( )	**3** ( )	**tbd**
Post-clerkship		**0** ( )	**0** ( )	
Entry-level	**145,000** /yr	**0** (**0**)	**1** (**1**)	**1**
LLMs (US)		**0** ( )	**0** ( )	
LLMs (non-US)		**0** ( )	**0** ( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	**2,800** $/wk	**2** (**0**)	**1** (**0**)	**2**
1Ls	$/wk			

2009 summer 2Ls considered for associate offers: **1** # offers made: **1**
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply?
Split summers allowed? **N** If yes, minimum weeks:
Comments:
Accept applications for 2011 summer program from:
Joint degree students graduating in 2013? **N**
Evening students graduating in 2013? **N**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria: **Academic excellence, strong writing skills, analytical ability, judgment, demonstration of leadership, initiative, self-confidence. Prior work experience and diversified outside activities.**

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: **Entry-level associates receive Bar stipend. Annual bonus available to eligible associates & counsel.**

PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info: **May be considered for non-equity partnership after practicing in the profession min. of 7 yrs, and for laterals, generally 2 yrs at the firm. Average yrs of practice before elevation is between 8-9 yrs.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**
 # 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: **Flexible Work Schedule Committee**
Paid non-medical parental leave? **Y**
Comments: **Our flexible work schedule policy allows attorneys to structure an individualized work schedule that meets the needs of clients, practice group, and attorney's personal professional development.**

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **Y**
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 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**7**	**7**	**0**	**1**
	Women	**2**	**3**	**1**	**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**	**1**	**2**	**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	**8**	**8**	**3**	**1**
	Women	**2**	**3**	**0**	**0**
	TOTAL NUMBER	**10**	**11**	**3**	**1**
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: **We support recruiting and retention of minority and GLBT attorneys through several firm-wide affinity groups.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2009: **0** # job fairs/consortia attended in 2009: **1**

BILLABLE HOURS: **2008** **2009**
Avg annual assoc. hrs worked: **2092** **2205**
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **Y** If yes, number: **1850**
Hours policy details: **Includes billable, pro bono, and other legal related work for bonus program consideration.**

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? **Y**
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☒ % firm billable hours: **3.5** ☒ avg. hrs. per attorney: **51**
Participation: **94** % assoc. **77** % ptrs/mbrs **75** % 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: As a summer associate, you will receive individual attention and a high quality work experience. You will work along side lawyers and with clients and will learn first-hand why our attorneys are known for their realistic, strategic, and thoughtful approach to client issues and giving summer associates clear, practical guidance. By the end of your stay, you will have a full understanding of the type of work you would handle as a junior associate. You will also experience our work environment and will find it is open, diverse, friendly, and collegial. We believe that people who enjoy coming to work are people our clients enjoy working with. We seek law students who like working with people who have a "let's get it done together" attitude and who want to be at a firm where individuality and diversity are valued. To learn more about our firm, our summer associate program and associate opportunities, visit us at www.nixonpeabody.com.

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.