

**MULTI-OFFICE DATA
NEW YORK, NY**

NIXON PEABODY

NIXON PEABODY LLP - MULTI-OFFICE
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Total # offices: **19** Firm size range: **701+**
 # offices on form: **19** NALP member? **N**
 Total # of Attorneys: **785** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Affordable Housing	9	7
Brands Creation	8	9
Class Action Defense	14	18
Energy and Environmental	16	5
Financial Restructuring and Bankruptcy	9	6
Global Finance	20	19
Government Investigation/White Collar	11	10
Health Services	15	8
Insurance	16	19
Intellectual Property Litigation	13	10
Labor	36	34
Litigation	33	72
Patent	19	24
Private Clients	11	16

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN		EXPECTED
		2007	2008	2009
Laterals		100 ()	136 ()	tbd
Post-clerkship		2 ()	2 ()	tbd
Entry-level	Varies /yr	40 (33)	37 (33)	42
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	Varies \$/wk	43 (5)	51 (3)	52
1Ls	Varies \$/wk	8	2	1

2008 summer 2Ls considered for associate offers: **50** # offers made: **46**
 Hire school term clerks? **N**
 1Ls hired? **N** When after 12/1 should 1Ls apply?
 Split summers allowed? **CBC** If yes, minimum weeks: **6**
 Comments: **First six weeks required.**
 Accept applications for 2010 summer program from:
 Joint degree students graduating in 2012? **N**
 Evening students graduating in 2012? **N**
 Judicial clerks? **Y** 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** Partnership track (years): **7-9**
 Additional partnership prog. info:

WORK/LIFE INFORMATION:
 Part-time allowed? **CBC** Part-time avail.to entry-level? **CBC**
 # p-t assoc. **1 (m) 26 (w) ptrs/mbrs. 5 (m) 3 (w) oth. lawy. 1 (m) 13 (w)**
 Elig. for alt. work sched. determined by: **Flexible Work Schedule Committee**
 Paid non-medical parental leave?
 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 2009

As of Feb. 1, 2009	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	3	6	3	2
	Women	0	5	0	1
White	Men	297	139	53	12
	Women	65	115	27	29
Black/African American	Men	2	8	2	1
	Women	2	18	0	2
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	6	10	1	3
	Women	2	17	1	2
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	1	2	0	0
	Women	0	0	0	0
TOTAL	Men	309	165	59	18
	Women	69	155	28	34
TOTAL NUMBER		378	320	87	52
Disabled	Men	1	0	2	0
	Women	0	1	0	0
Openly GLBT	Men	7	4	1	0
	Women	3	5	1	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 2008: **30** # job fairs/consortia attended in 2008: **6**
BILLABLE HOURS: 2007 2008
 Avg annual assoc. hrs worked: **2024 1914**
 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 billable hours: **2.9** avg. hrs. per attorney: **45**
 Participation: **90** % assoc. **47** % ptrs/mbrs **68** % 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: Nixon Peabody is a full-service, international law firm and is recognized as a "Global 100" firm, one of the largest in the world. With over 800 attorneys collaborating across 21 major practice areas in 19 locations, the firm's size, diversity, and advanced technological resources enable it to offer comprehensive legal services to individuals and organizations of all sizes in local, state, national, and international matters.

Our dynamic culture offers a cooperative environment crafted to support diversity, professional and personal growth as evidenced by being recognized by the Human Rights Campaign as a Best Places to work in 2008 and 2007 and named by FORTUNE® Magazine as one of the 100 Best Places to Work For® in 2008, 2007 and 2006.

Please 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.