

Barnes & Thornburg LLP
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Ms. Deborah A. Snyder
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Total # offices: **11** Firm size range: **501-700**
 NALP member? **Y** Office size range: **51-100**
 Total attys in this office: **93**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business	12	3
Environmental	4	2
Finance, Insolvency & Restructuring	4	2
Governmental Services & Finance	1	0
Health	5	3
Intellectual Property	15	3
Labor & Employment	3	5
Litigation	19	10
Real Estate	2	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		17 (0)	19 (0)	
Post-clerkship		()	()	
Entry-level	110000 /yr	3 (2)	1 (0)	2
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	\$/wk	0 (0)	0 (0)	
2Ls	\$/wk	0 (0)	0 (0)	
1Ls	\$/wk	0	0	

2010 summer 2Ls considered for associate offers: # offers made:
 Hire school term clerks? **CBC**
 1Ls hired? **TBD** When after 12/1 should 1Ls apply?
 Split summers allowed? **N** If yes, minimum weeks:
 Comments:
 Accept applications for 2012 summer program from:
 Joint degree students graduating in 2014?
 Evening students graduating in 2014?
 Judicial clerks? Students at non-US law schools?
 Hiring Criteria: **Talented, enthusiastic, motivated men & women who share our values; have demonstrated outstanding academic achievement; superior writing ability; good character, initiative & interpersonal skills.**
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
 Judicial clerkship bonus? **N**
 Comp./prog. credit for judicial clerkship? **Y**
 Comp./prog. credit for other adv. degrees? **N**
 Other compensation comments: **\$5,000 stipend for bar study; bonus; bar review and exam application fees; moving expenses; CLE and bar meeting allowances.**
PARTNERSHIP DATA: Two or more tiers? **Y**
 Additional partnership prog. info:

WORK/LIFE INFORMATION:

Part-time allowed? **Y** Part-time avail. to entry-level? **CBC**
 # p-t assoc. **1** (m) **0** (w) ptrs/mbrs. **0** (m) **0** (w) oth. lawy. **0** (m) **0** (w)
 Elig. for alt. work sched. determined by: **Department Administrator**
 Paid non-medical parental leave? **Y**
 Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? **Y**
 Evaluations: **Annual** Upward reviews? **N**
 Professional development staff? **Y** Billable hours credit for training time? **Y**
 Rotation for jr. associates between departments/practice groups? **N**
 Is rotation mandatory?

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	47	10	4
	Women	17	9	2
Black/African American	Men	1	0	0
	Women	0	1	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	0	0	0
	Women	1	1	0
Amer. Indian/ Alaska Native	Men	0	0	0
	Women	0	0	0
2 or More Races	Men	0	0	0
	Women	0	1	0
TOTAL	Men	47	10	4
	Women	18	12	2
TOTAL NUMBER		65	22	6
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	1	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: **We are committed to diversity in the workplace, and we value the richness of differences in individuals and cultures.**

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2010: **0** # job fairs/consortia attended in 2010: **0**

BILLABLE HOURS: 2009 2010

Avg annual assoc. hrs worked: **1987 1918**
 Avg. annual assoc. billable hrs: **1779 1713**
 Is there a minimum billable hours expectation? **Y** If yes, number: **1850**
 Hours policy details:

Is billable hour credit given for pro bono work? **CBC**

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? **CBC**
PRO BONO INFORMATION: Firm-wide Office specific
 % firm billable hours: **.85** avg. hrs. per attorney:
 Participation: % assoc. % ptrs/mbrs % 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: The Chicago office of Barnes & Thornburg LLP, comprised of over 90 attorneys with anticipated growth of nearly 50%, serves the full spectrum of business legal needs. Located in the heart of the Loop, Chicago's business district, our Chicago office blends the sophisticated practice of a large firm with the collegiality of a smaller office in a large city. Because of our size, associates gain hands-on experience in the courtroom and in transactions from the start of their careers. The attorneys in the Chicago office practice in most of the departments and practice groups of the firm (with many lawyers practicing in more than one area), and represent a broad and diverse group of local, national and international clients. Some of our clients include: PepsiAmericas; Mercedes-Benz USA, Inc.; Walgreen Co.; JP Morgan Chase; American Medical Association; Dow AgroSciences LLC; Johnson & Johnson; Harley-Davidson Motor Company; & Bank of America.

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.