BARNES & THORNBURG

Barnes & Thornburg LLP
750 17th Street N.W., Suite 900, Washington, DC 20006
Ph: (202) 289-1313, Fax: (202) 289-1330, http://www.btlaw.com
Hiring Attorney: **Mr. D. William Moreau, Jr.**
Address Inquiries To:
Ms. Deborah A. Snyder
Manager of Recruiting & Diversity
Barnes & Thornburg LLP
11 South Meridian Street
Indianapolis, IN 46204
(317) 231-7289 dsnyder@btlaw.com

Total # offices: **11** Firm size range: **501-700**
NALP member? **Y** Office size range: **11-25**
Total attys in this office: **22**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business	**2**	**1**
Energy, Telecommunications & Utilities	**0**	**1**
Environmental	**2**	**0**
Governmental Services & Finance	**4**	**1**
Intellectual Property	**2**	**6**
Labor & Employment	**1**	**0**
Litigation	**1**	**1**

COMPENSATION & EMPLOYMENT DATA:

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

2010 summer 2Ls considered for associate offers: # offers made:
Hire school term clerks? **CBC**
1Ls hired? When after 12/1 should 1Ls apply?
Split summers allowed? 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. 0 (m) **0** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 2** (m) **1** (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**	**0**
	Women	**0**	**0**	**1**	**0**
White	Men	**8**	**0**	**6**	**0**
	Women	**4**	**0**	**2**	**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	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**1**	**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**	**0**	**6**	**0**
	Women	**4**	**0**	**4**	**0**
	TOTAL NUMBER	**12**	**0**	**10**	**0**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**1**	**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 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:	**1676**	**1594**
Avg. annual assoc. billable hrs:	**1488**	**1433**

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: Since its establishment in 1982, our office has been the Washington representative, advisor and advocate for clients located throughout the United States and in foreign countries. Our Washington lawyers concentrate their practice primarily on governmental relations, including transportation and energy regulation; legislative representation; intellectual property rights protection; international law and trade regulation; trade association matters; environmental law; federal and state disability law; and banking and finance. Our experienced attorneys assist clients in obtaining rulings from administrative agencies, seeking remedial legislation, and pursuing a broad range of litigation before federal administrative agencies and in the various courts in Washington, D.C., Maryland and Virginia. The Washington Office combines a collegial, small-firm atmosphere with the resources, collective experience and capacity of a large firm.

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.