

Barnes & Thornburg LLP
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 Hiring Attorney: **Ms. Terri L. Bruksch**
 Address Inquiries To:
Ms. Deborah A. Snyder
Manager of Recruiting & Diversity
Barnes & Thornburg LLP
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Total # offices: **11** Firm size range: **501-700**
 NALP member? **Y** Office size range: **101-250**
 Total attys in this office: **227**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business	29	9
Energy, Telecommunications, Utilities	4	3
Environmental	5	5
Finance, Insolvency & Restructuring	4	7
Governmental Services & Finance	12	7
Health Care	1	2
Intellectual Property	17	23
Labor & Employment	11	17
Litigation	40	23
Real Estate	6	2

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		5 ()	6 ()	
Post-clerkship		0 ()	0 ()	
Entry-level	100000 /yr	8 (7)	10 (7)	5
LLMs (US)		0 ()	0 ()	
LLMs (non-US)		0 ()	0 ()	
Summer				
Post-3Ls	\$/wk	0 ()	0 ()	
2Ls	1900 \$/wk	8 (4)	7 (4)	6
1Ls	1900 \$/wk	5	2	3

2010 summer 2Ls considered for associate offers: **7** # offers made: **6**
 Hire school term clerks? **CBC**
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **when grades are in**
 Split summers allowed? **N** If yes, minimum weeks:
 Comments:

Accept applications for 2012 summer program from:
 Joint degree students graduating in 2014? **Y**
 Evening students graduating in 2014? **Y**
 Judicial clerks? **N** Students at non-US law schools? **N**
 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: **\$1,900 start-up allowance for summer associates; \$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) **2** (w) oth. lawy. **1** (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
	Women	0	0	0
White	Men	107	30	24
	Women	18	18	15
Black/African American	Men	4	1	0
	Women	0	4	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	0	2	1
	Women	0	1	0
Amer. Indian/ Alaska Native	Men	0	0	0
	Women	0	0	0
2 or More Races	Men	0	1	0
	Women	0	0	0
TOTAL	Men	111	34	24
	Women	18	23	17
TOTAL NUMBER		129	57	41
Disabled	Men	0	0	0
	Women	0	0	1
Openly GLBT	Men	1	0	0
	Women	0	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 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: **4** # job fairs/consortia attended in 2010: **2**

BILLABLE HOURS:

Avg annual assoc. hrs worked: **2107** **2074**
 Avg. annual assoc. billable hrs: **1830** **1836**
 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: Our Indianapolis Office is located in the 17-story historic Barnes & Thornburg Building, which sits in the very center of Indiana's capital city. Our Indianapolis attorneys practice in each of the firm's departments and practice groups (with many lawyers practicing in more than one area), and represent a broad and diverse group of state, regional, national and international clients, ranging from individuals, entrepreneurial concerns, civic organizations, Fortune 500 companies and major multinational corporations. In short, our Indianapolis practice offers the full spectrum of legal services, clientele and challenging engagements that one expects from a thriving, full-service firm in a large metropolitan area. For more detailed information on our practice, mission, summer and associate programs, and other matters important to our firm, please refer to our website at <http://www.btlaw.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.