

SOUTH BEND, IN

BARNES & THORNBURG

Barnes & Thornburg LLP
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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: **57**

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	0	0
White	Men	28	4	12	1
	Women	4	4	3	0
Black/African American	Men	0	0	0	0
	Women	0	1	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	1	0	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	28	5	12	1
	Women	4	5	3	0
TOTAL NUMBER		32	10	15	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 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: **2098 2072**
 Avg. annual assoc. billable hrs: **1870 1825**
 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 South Bend Office, with over 50 attorneys, is the largest law firm in the city with roots dating back to 1926. Clients served by the office include publicly and closely held corporations, partnerships, family businesses and individuals, banks, municipalities and manufacturers with local, national and international reach. Offices are located downtown in the 1st Source Bank Center/Marriott Riverside Hotel complex.

South Bend, 90 miles east of Chicago, with a metropolitan area population of 267,000, combines the lifestyle of a smaller community with the cultural and economic attractions found in larger cities. South Bend's economic base is a stable mix of large and small industries with a highly developed retail, healthcare and services economy. New centers enhancing the area's reputation for innovation and ingenuity include Innovation Park at Notre Dame, Ignition Park and Midwest Institute for Nanoelectronic Discovery (MIND).

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.

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business	7	8
Environmental	0	2
Finance, Insolvency & Restructuring	2	1
Governmental Services & Finance	1	0
Health Care	1	0
Intellectual Property	1	0
Labor & Employment	3	4
Litigation	13	9
Real Estate	4	1

COMPENSATION & EMPLOYMENT DATA:

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

2010 summer 2Ls considered for associate offers: **1** # offers made: **1**

Hire school term clerks? **CBC**

1Ls hired? **TBD** 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?

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: **\$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) 1 (w)** ptrs/mbrs. **0 (m) 1 (w)** oth. lawy. **0 (m) 3 (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