

BRINKS HOFER GILSON & LIONE
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 Hiring Attorney: **By Committee**
 Address Inquiries To:
Ms. Mary Kate Driscoll
Director of Recruitment
BRINKS HOFER GILSON & LIONE
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Total # offices: **5** Firm size range: **101-250**
 # offices on form: **5** NALP member? **Y**
 Total # of Attorneys: **159** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Appellate	23	15
Biotech/Pharmaceutical	17	27
Chemical	18	25
Copyright	33	27
Electrical	33	35
Intellectual Asset Management	18	19
International Patent	18	29
International Trade Commission (ITC)	15	11
Licensing	32	38
Intellectual Property Litigation	58	61
Mechanical	31	21
Nanotechnology	20	12
Patent Prosecution	50	74
Trademarks & Unfair Competition	22	23

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		9 (0)	6 (0)	TBD
Post-clerkship		0 (0)	1 (0)	TBD
Entry-level	160.000 /yr	12 (9)	19 (12)	12
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	TBD \$/wk	16 (0)	18 (0)	7
1Ls	TBD \$/wk	0	0	2

2007 summer 2Ls considered for associate offers: **18** # offers made: **10**
 Hire school term clerks? **CBC**
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **Immediately**
 Split summers allowed? **Y** If yes, minimum weeks: **6**
 Comments:
 Accept applications for 2009summer program from:
 Joint degree students graduating in 2011? **Y**
 Evening students graduating in 2011? **Y**
 Judicial clerks? **Y** Students at non-US law schools? **N**
 Hiring Criteria: **Note that our firm specializes in intellectual property law. Please see narrative for detailed hiring requirements.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? **CBC**
 Comp./prog. credit for judicial clerkship? **CBC**
 Comp./prog. credit for other adv. degrees?
 Other compensation comments:

PARTNERSHIP DATA: Two or more tiers? **N** Partnership track (years): **8.00**
 Additional partnership prog. info: **Consideration given at year-end following eight years of full-time employment.**

WORK/LIFE INFORMATION:

Part-time allowed? **CBC** Part-time avail.to entry-level? **N**
 # p-t assoc. **0** (m) **0** (w) ptrs/mbrs. **4** (m) **2** (w) oth. lawy. **1** (m) **0** (w)
 Elig. for alt. work sched. determined by: **Board of Directors**
 Paid non-medical parental leave? **CBC**
 Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

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

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008

As of Feb. 1, 2008	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	2	1	0	0
	Women	0	0	0	1
White	Men	63	45	10	3
	Women	7	13	4	1
Black/African American	Men	0	3	0	1
	Women	0	0	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	3	7	1	1
	Women	0	2	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	1	0	0
TOTAL	Men	68	54	10	5
	Women	7	16	4	3
TOTAL NUMBER		75	70	14	8
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	0	0	0
	Women	1	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: **Brinks Hofer Gilson & Lione values diversity and equal opportunity in our work place and in our practice.**

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

schools visited in 2007 : **16** # job fairs/consortia attended in 2007 : **4**

BILLABLE HOURS:

Avg annual assoc. hrs worked: **2057 1983**
 Avg. annual assoc. billable hrs:
 Is there a minimum billable hours expectation? **Y** If yes, number: **1950**
 Hours policy details:

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

Is there a maximum that will be credited? **CBC** If yes, what?

For bonus consideration, is a pro bono hour equivalent to a billable hour? **CBC**

PRO BONO INFORMATION:

% firm billable hours: avg. hrs. per attorney: **16**
 Participation: **32** % assoc. **36** % ptrs/mbrs **20** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship? **Y**
 Comments:**New associates are given the option of working at a PILI funded agency during the summer following their law school graduation. PILI fellows receive an additional stipend of \$7500.**

NARRATIVE: We seek associates and law students interested in practicing intellectual property law with one of the most prominent firms of this specialty in the country. We represent major corporate clients in patent, trademark, copyright, trade secret, and antitrust matters. We have litigated landmark cases before the U.S. Supreme Court, regional courts of appeal, and in the Federal Circuit. Upon joining the Firm, associates assume significant responsibility for litigation activities and develop proficiency in client counseling, licensing, patent prosecution, and obtaining trademark registrations. Our summer associate program offers students the opportunity to learn the rewards and challenges of intellectual property law by working with attorneys on a variety of challenging and interesting projects. Successful applicants have outstanding undergraduate and law school credentials, plus excellent oral and written communication skills.

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.