

PHOENIX, AZ

BRYAN CAVE

BRYAN CAVE LLP - PHOENIX

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Hiring Attorney: Ms. Pamela S. Gates and Mr. George C. Chen

Address Inquiries To:

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Recruiting and Professional Development Manager

BRYAN CAVE LLP

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Total # offices: **16**
 NALP member? **Y**

Firm size range: **701+**
 Office size range: **51-100**
 Total attys in this office:

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	10	20
Environmental	7	11
Real Estate	3	8
Corporate, Finance, Securities	1	5
Intellectual Property	1	3
Mexico Practice	0	4
Bankruptcy	1	3
Labor & Employment	1	3
Tax	1	1

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		7 ()	3 ()	5
Post-clerkship		()	()	
Entry-level	125,000 /yr	3 (3)	6 (6)	5
LLMs (US)		1 ()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	N/A \$/wk	()	()	
2Ls	2,400 \$/wk	8 ()	8 ()	6
1Ls	2,400 \$/wk		1	1

2007 summer 2Ls considered for associate offers: **8** # offers made: **7**

Hire school term clerks? **CBC**

1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/1**

Split summers allowed? **CBC** If yes, minimum weeks: **8**

Comments:

Accept applications for 2009 summer program from:

Joint degree students graduating in 2011? **N**

Evening students graduating in 2011? **N**

Judicial clerks? **Y** Students at non-US law schools? **N**

Hiring Criteria: **Excellent law school & undergraduate performance, relevant work experience, strong writing & leadership skills and a desire to succeed in a challenging, team oriented and congenial environment.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? **CBC**

Comp./prog. credit for judicial clerkship? **CBC**

Comp./prog. credit for other adv. degrees? **CBC**

Other compensation comments: **Bar review course; bar exam expenses; sign-on bonus; moving expenses; membership dues; parking/transportation subsidy; performance bonus program; fee sharing program; technology subsidy**

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **8.50**

Additional partnership prog. info:

WORK/LIFE INFORMATION:

Part-time allowed? **CBC** Part-time avail. to entry-level? **N**

p-t assoc. **0** (m) **3** (w) ptrs/mbrs. **0** (m) **0** (w) oth. lawy. **0** (m) **0** (w)

Elig. for alt. work sched. determined by: **Flex-time policy guidelines.**

Paid non-medical parental leave? **Y**

Comments: **The Firm is committed to retaining its valuable lawyers and to supporting their efforts to balance their professional and personal demands by offering flexible work schedules.**

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? **N**

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	1	1	3	1
	Women	0	1	0	2
White	Men	18	17	7	2
	Women	1	13	2	1
Black/African American	Men	0	1	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	0	0	0
	Women	0	0	0	1
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	1	0	0
	Women	0	0	0	0
TOTAL	Men	20	20	10	3
	Women	1	14	2	4
TOTAL NUMBER		21	34	12	7
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: **Bryan Cave's dedication to diversity includes Executive Committee level responsibility for our diversity initiatives.**

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

schools visited in 2007: **21** # job fairs/consortia attended in 2007: **0**

BILLABLE HOURS: 2006 2007

Avg annual assoc. hrs worked:

Avg. annual assoc. billable hrs:

Is there a minimum billable hours expectation? **Y** If yes, number: **1900**

Hours policy details:

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

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

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

PRO BONO INFORMATION: Firm-wide Office specific

% firm billable hours: avg. hrs. per attorney: **39**

Participation: **71** % assoc. **48** % ptrs/mbrs **67** % 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: Bryan Cave challenges the best to do the best. It's what our clients expect. It's what we deliver. We seek bright, well-rounded leaders, whose top-tier grades from premier law schools as well as professional experience and community activities demonstrate an ability to handle an innovative, diverse, ever-changing and sophisticated practice. Our "One Firm" practice offers excellent legal service through its seamless web of advanced technology, worldwide administrative governance, and 22 team-oriented client service groups. If you seek a true professional's life with a premier global law firm, then join our 135-year tradition of delivering superior legal service to Fortune 100 companies, major and mid-sized publicly and privately held companies, start-ups, private clients, government agencies, and pro bono beneficiaries. For more information about Bryan Cave and our Phoenix office, see our listing at www.nalpdirectory.com or visit us at www.bryancave.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.