Chapman and Cutler LLP
111 West Monroe Street, Chicago, IL 60603-4080
Ph: (312) 845-3000, Fax: (312) 701-2361, www.chapman.com
Hiring Attorney: **Ms. Carol Thompson**
Address Inquiries To:
Mr. John Brinks
Legal Recruiting Coordinator
Chapman and Cutler LLP
111 West Monroe Street
Chicago, IL 60603-4080
(312) 845-3459 legalresumes@chapman.com

Total # offices: **3** Firm size range: **101-250**
NALP member? **Y** Office size range: **101-250**
Total attys in this office: **187**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate and Securities	**24**	**18**
Public Finance	**23**	**22**
Banking	**20**	**11**
Corporate Finance	**20**	**11**
Corporate Litigation	**6**	**5**
Bankruptcy Creditors Rights Litigation	**6**	**3**
Tax	**6**	**4**
Trusts and Estates	**4**	**4**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN 2006	BEGAN WORK IN 2007	EXPECTED 2008
Laterals		**12** (**0**)	**7** (**0**)	**5**
Post-clerkship		**0** (**0**)	**0** (**0**)	**0**
Entry-level	**160,000** /yr	**10** (**10**)	**9** (**9**)	**10**
LLMs (US)		**0** (**0**)	**0** (**0**)	**0**
LLMs (non-US)		**0** (**0**)	**0** (**0**)	**0**
Summer				
Post-3Ls	$/wk	**0** (**0**)	**0** (**0**)	**0**
2Ls	**3,080** $/wk	**11** (**0**)	**10** (**0**)	**10**
1Ls	$/wk	**0**	**0**	**0**

2007 summer 2Ls considered for associate offers: **10** # offers made: **10**
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply?
Split summers allowed? **CBC** If yes, minimum weeks: **6**
Comments: **You must spend the first half of your summer with Chapman.**
Accept applications for 2009 summer program from:
Joint degree students graduating in 2011? **N**
Evening students graduating in 2011? **N**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria:

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **N**
Comp./prog. credit for judicial clerkship? **N**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments: **First-year associates receive a summer stipend and an optional interest-free cash advance.**

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **8.5**
Additional partnership prog. info: **Partnership decisions are made in April.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. 0 (m) **7** (w) **ptrs/mbrs. 1** (m) **4** (w) **oth. lawy. 0** (m) **0** (w)
Elig. for alt. work sched. determined by: **Firm Policy (see comments)**
Paid non-medical parental leave? **Y**
Comments: **Eligibility is dependent upon 30 months of full-time relevant practice experience and good standing with the Firm. Alternate work schedules, per Firm policy, are approved on a case-by-case basis.**
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?

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**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**81**	**0**	**0**	**4**
	Women	**23**	**0**	**0**	**3**
Black/African American	Men	**3**	**3**	**0**	**0**
	Women	**0**	**0**	**0**	**1**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**1**	**1**	**0**	**1**
	Women	**0**	**7**	**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	**86**	**42**	**6**	**5**
	Women	**23**	**29**	**1**	**5**
	TOTAL NUMBER	**109**	**71**	**7**	**10**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**3**	**1**	**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:

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2007: **10** # job fairs/consortia attended in 2007: **3**

BILLABLE HOURS:

	2006	2007
Avg annual assoc. hrs worked:	**2154**	**2210**
Avg. annual assoc. billable hrs:	**1883**	**1890**

Is there a minimum billable hours expectation? **Y** If yes, number: **1850**
Hours policy details: **Minimum billable hours requirement is not applicable to first-year associates.**

Is billable hour credit given for pro bono work? **Y**
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? **Y**
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☐ % firm billable hours: ☒ avg. hrs. per attorney: **14.96**
Participation: **48** % assoc. **29** % ptrs/mbrs **29** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **Y**
Comments: **Public Interest Law Initiative (PILI)**

NARRATIVE: Chapman and Cutler LLP was established in Chicago in 1913 and has grown to over 200 lawyers practicing in Chicago, Salt Lake City and San Francisco. Since the early 1920s, our firm has enjoyed national prominence in the field of public finance and in the representation of the investment banking community, institutional lenders, banks and other capital providers. The firm engages in a diversified financial and general business practice that is not dependent upon a few large clients or on a particular type of legal work.

Our major practice areas are finance-focused and include: Corporate and Securities, Corporate Finance, Banking and Public Finance.

We view our Summer Associate Program, ranked 1st in Chicago in 2007 by American Lawyer, as the most important element of our recruiting and hiring process. For more detailed information about our Firm and our Summer Associate Program, please visit our webiste at www.chapman.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.