

**KIRKLAND & ELLIS LLP - Chicago**  
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 Hiring Attorney: Ms. Sallie Smylie  
 Address Inquiries To:  
**Ms. Kathleen Smetana**  
**Attorney Recruiting Manager**  
**KIRKLAND & ELLIS LLP - Chicago**  
 200 East Randolph Drive  
 Chicago, IL 60601  
 (312)861-2054 attorney\_recruiting@kirkland.com

Total # offices: **9** Firm size range: **701+**  
 NALP member? **Y** Office size range: **501-700**  
 Total attys in this office: **627**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Bankruptcy - Restructuring	15	16
Corporate	84	126
Employee Benefits	8	5
Intellectual Property Litigation	35	56
Intellectual Property - Transactional	8	14
Litigation	93	116
Real Estate	6	18
Tax	11	9
Trusts, Estate	4	3

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		48 ( 4 )	36 ( 9 )	30
Post-clerkship		10 ( 6 )	5 ( 4 )	4
Entry-level	160,000 /yr	61 ( 47 )	65 ( 53 )	70
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	3077 \$/wk	0 ( )	0 ( )	0
2Ls	3077 \$/wk	70 ( )	85 ( )	54
1Ls	\$/wk			

# 2007 summer 2Ls considered for associate offers: **85** # offers made: **83**  
 Hire school term clerks? **N**  
 1Ls hired? **N** When after 12/1 should 1Ls apply? **NA**  
 Split summers allowed? **Y** If yes, minimum weeks: **8**  
 Comments: **Must spend the first 8 weeks at Kirkland.**  
 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: **A record of outstanding academic achievement, evidence of initiative & desire to assume early responsibility. We value individuals from diverse social, economic, cultural & personal backgrounds.**  
**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**  
 Judicial clerkship bonus? **Y**  
 Comp./prog. credit for judicial clerkship? **Y**  
 Comp./prog. credit for other adv. degrees? **CBC**  
 Other compensation comments:

**PARTNERSHIP DATA:** Two or more tiers? **Y** Partnership track (years): **6**  
 Additional partnership prog. info:

**WORK/LIFE INFORMATION:**

Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**  
 # p-t assoc. **2** (m) **11** (w) ptrs/mbrs. **2** (m) **13** (w) oth. lawy. (m) (w)  
 Elig. for alt. work sched. determined by: **Kirkland Administrative Committe**  
 Paid non-medical parental leave? **Y**  
 Comments: **Our policy accommodates various alternative work schedule options. Additionally, Kirkland attorneys and their partners are invited to attend Kirkland Parenting Link programs.**  
**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?

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**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	3	3	0	1
	Women	0	5	0	0
White	Men	192	203	14	26
	Women	54	93	4	19
Black/African American	Men	4	4	0	1
	Women	2	7	0	3
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	5	11	0	2
	Women	2	13	4	2
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	1	0	0
2 or More Races	Men	1	0	0	0
	Women	1	1	0	0
TOTAL	Men	205	221	14	30
	Women	59	120	8	24
TOTAL NUMBER		264	341	22	54
Disabled	Men	1	0	0	0
	Women	0	1	0	0
Openly GLBT	Men	0	6	0	2
	Women	0	2	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 significantly increasing the participation of women & persons of diverse backgrounds at all levels of the Firm**

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

# schools visited in 2007: **21** # job fairs/consortia attended in 2007: **5**

**BILLABLE HOURS:** 2006 2007

Avg annual assoc. hrs worked:  
 Avg. annual assoc. billable hrs: **1991 1964**  
 Is there a minimum billable hours expectation? **N** If yes, number:  
 Hours policy details: **The Firm does not have a minimum billable hours requirement.**

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: **3.0**  avg. hrs. per attorney: **60**  
 Participation: **42.8%** assoc. **19.4%** ptrs/mbrs **30.0%** other lawyers

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

Sponsor split pub int. summer and/or post-graduate fellowship? **Y**  
 Comments: **We have pledged \$1 million to endow the Kirkland NYC Public Service Fellowships at NYU and Columbia, and are proud supporters of the Public Interest Law Initiative (PILI) Fellowship Program.**

**NARRATIVE:** **Kirkland prides itself on attracting, recruiting and developing the finest legal talent. Our formal and informal training is extensive, and we entrust attorneys with significant client responsibility as soon as they begin their careers. We provide an unparalleled opportunity for young lawyers to learn and grow professionally in a "free market" environment. This free market system gives associates the freedom to choose the matters on which they work and to control their own professional development. Every Kirkland attorney has the opportunity to work on diverse, sophisticated client matters, including pro bono matters, and to participate in a variety of training programs and mentoring relationships.**

**Kirkland offers our summer associates a realistic view of their future as lawyers, and we give them the tools to succeed in the free market system. Our summer program is filled with challenging work, substantive training and exciting social activities.**

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.