HOUSTON, TX

LOCKE LORD

Locke Lord Bissell & Liddell LLP - Houston
3400 Chase Tower, 600 Travis Street, Houston, TX 77002-3095
Ph: (713) 226-1200, Fax: (713) 223-3717, www.lockelord.com
Hiring Attorney: **Mrs. Hanna Norvell/ Mr. Charlie Baumann**
Address Inquiries To:
Ms. Alexandra Press
Manager of Attorney Recruiting
Locke Lord Bissell & Liddell LLP
3400 Chase Tower, 600 Travis Street
Houston, TX 77002-3095
(713) 226-1316 apress@lockelord.com

Total # offices: **12**
NALP member? **Y**
Firm size range: **701+**
Office size range: **101-250**
Total attys in this office: **162**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate & Transactions	**35**	**37**
Finance, Banking & Real Estate	**9**	**10**
Intellectual Property	**7**	**8**
Litigation	**26**	**28**

DEMOGRAPHIC INFORMATION - CURRENT YEAR **2008**

As of Feb. 1, 2008		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	2	4	0	NC
	Women	0	3	0	NC
White	Men	68	34	6	NC
	Women	7	17	8	NC
Black/African American	Men	1	3	0	NC
	Women	0	1	0	NC
Nat. Hawaiian/ Other Pacific Is.	Men	0	1	0	NC
	Women	0	1	0	NC
Asian	Men	2	2	0	NC
	Women	0	1	1	NC
Amer. Indian/ Alaska Native	Men	0	0	0	NC
	Women	0	0	0	NC
2 or More Races	Men	0	0	0	NC
	Women	0	0	0	NC
TOTAL	Men	73	44	6	NC
	Women	7	23	9	NC
TOTAL NUMBER		80	67	15	0
Disabled	Men	0	0	0	NC
	Women	0	0	0	NC
Openly GLBT	Men	0	0	0	NC
	Women	0	0	0	NC

(See www.nalpdirectory.com for historical comparisons.)

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN 2006	BEGAN WORK IN 2007	EXPECTED 2008
Laterals		10 ( )	10 ( )	TBD
Post-clerkship		( )	( )	
Entry-level	160,000.00 /yr	11 (8)	13 (13)	11
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	3,076.00 $/wk	( )	( )	
2Ls	3,076.00 $/wk	24 (5)	20 (2)	31
1Ls	3,076.00 $/wk	13	17	6-10

2007 summer 2Ls considered for associate offers: **20** # offers made: **15**
Hire school term clerks? **N**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **Immediately**
Split summers allowed? **Y** If yes, minimum weeks: **6**
Comments:
Accept applications for 2009 summer program from:
Joint degree students graduating in 2011? **Y**
Evening students graduating in 2011? **Y**
Judicial clerks? **Y** Students at non-US law schools? **Y**
Hiring Criteria: **Excellent academic credentials and desire and potential to develop into an outstanding attorney. Ability to work well in team-oriented environment is important.**

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: **The firm pays parking and travel expenses for summer associates.**

PARTNERSHIP DATA: Two or more tiers? **N** Partnership track (years): **8.5**
Additional partnership prog. info: **The Firm hires its associates with the goal of mentoring and training them to partnership.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. 0 (m) **0** (w)**ptrs/mbrs. 0** (m) **0** (w)**oth. lawy. 0** (m) **1** (w)
Elig. for alt. work sched. determined by: **All except equity partners & temps**
Paid non-medical parental leave? **Y**
Comments: **Flextime is available to all attorneys other than equity partners and contract or temporary attorneys, as long as client needs and Firm operations are not unduly impaired as a consequence.**

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

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: **The Firm is committed to diversity recruitment and actively seeks qualified minority and women candidates. (See online directory)**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2007: **15** # job fairs/consortia attended in 2007: **3**

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: **2000**
Hours policy details:

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **Y** If yes, what? **100**
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:
Participation: **63** % assoc. **37** % ptrs/mbrs **25** % other lawyers

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

NARRATIVE: **Locke Lord Bissell & Liddell LLP is a full-service, national law firm of approximately 700 attorneys with offices in Atlanta, Austin, Boston, Chicago, Dallas, Houston, London, Los Angeles, New Orleans, New York, Sacramento and Washington, D.C. Locke Lord was formed in 2007, after the combination of Texas-based Locke Liddell & Sapp and Chicago-based Lord Bissell & Brook.**

With an expanded geographic scope, and a national reputation in complex litigation, regulatory and transactional work, Locke Lord is focused on achieving client success as a team. Our clients range from Fortune 500 companies and middle market public and private companies to start-ups and emerging businesses.

We pride ourselves on building a collaborative relationship in order to craft creative solutions for immediate problems, and designing and executing plans to achieve long-term strategic goals.

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.