

**MULTI-OFFICE DATA
ALBUQUERQUE, NM**

MODRALL SPERLING

Modrall Sperling Roehl Harris & Sisk, P.A.
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Total # offices: **2** Firm size range: **51-100**
offices on form: **2** NALP member? **Y**
Total # of Attorneys: **82** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Public Finance	3	0
Probate, Tax	6	1
Corporate, Banking, Real Estate	4	1
Employment	4	6
Commercial	4	6
Tort, Product Liability	7	6
Creditors Rights	4	1
Lobbying	4	0
Environmental	5	1
Natural Resources	5	3
Class Action/ Mass Tort	3	4
Water	2	2

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008		BEGAN WORK IN		EXPECTED
	Compensation		2006	2007	2008
Laterals			()	1 ()	
Post-clerkship			()	2 ()	
Entry-level	78000	/yr	5 (5)	3 (1)	3
LLMs (US)			()	()	
LLMs (non-US)			()	()	
Summer					
Post-3Ls	1511	\$/wk	0 ()	1 ()	0
2Ls	1511	\$/wk	8 ()	5 (0)	11
1Ls	1511	\$/wk	1	2	0

2007 summer 2Ls considered for associate offers: **6** # offers made: **6**

Hire school term clerks? **Y**
1Ls hired? **TBD** When after 12/1 should 1Ls apply? **January 1**
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? **Y**
Hiring Criteria: **We look for talented team players with diverse backgrounds, excellent communication skills, congenial, hard-working, self-motivated, with potential to inspire colleagues and clients.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

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

PARTNERSHIP DATA: Two or more tiers? **N** Partnership track (years): **7**
Additional partnership prog. info: **Will be considered for shareholder status during the calendar year of the seventh anniversary of their joining the firm and passing the New Mexico Bar.**

WORK/LIFE INFORMATION:

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

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? **N**
Evaluations: **Annual** Upward reviews? **N**
Professional development staff? **N** Billable hours credit for training time? **N**
Rotation for jr. associates between departments/practice groups? **CBC**
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	6	0	1	0
	Women	5	3	0	1
White	Men	32	12	0	7
	Women	6	13	2	2
Black/African American	Men	0	1	0	0
	Women	0	0	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	0	0	0	0
Amer. Indian/ Alaska Native	Men	1	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	39	13	1	7
	Women	11	16	2	4
TOTAL NUMBER		50	29	3	11
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
- Outreach to law student groups
- Directed mentoring efforts
- Bar sponsored programs
- Firm diversity committee
- Rec. at schools w/large min. pop.

Comments: **We encourage applications by minority candidates and apply our normal hiring criteria.**

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

schools visited in 2007: **19** # job fairs/consortia attended in 2007: **0**

BILLABLE HOURS:

Avg annual assoc. hrs worked: **1547 1773**
Avg. annual assoc. billable hrs: **1249 1459**
Is there a minimum billable hours expectation? **Y** If yes, number: **1800**
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? **25**
For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**

PRO BONO INFORMATION:

% firm billable hours: avg. hrs. per attorney: **69**
Participation: **43** % assoc. **57** % ptrs/mbrs **0** % 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: Our firm currently consists of 82 attorneys and is the largest law firm in New Mexico, with offices in Albuquerque and Santa Fe. We bring a diversity of backgrounds, talents and interests to our legal practice, which, combined with an atmosphere of compatibility and mutual respect, leads to stimulating legal practice and satisfying lifestyles. Our diversity is reflected in the fact that our 81 lawyers come from over 30 different law schools. Our practice is divided into three departments that are subdivided into practice groups - administrative law, banking, bankruptcy, commercial and corporate law, education law, energy, environmental, natural resources, Indian affairs, insurance law, employment, legislative lobbying, malpractice, personal injury, products liability, public finance, real estate, tax and estate planning, and workers' comp. More than half of our practice involves litigation, with concentrations in the commercial, natural resources.

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.