

**MULTI-OFFICE DATA
AKRON, OH**

Roetzel & Andress
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Hiring Attorney: Mr. John M. Coyne, Esq.
Address inquiries To:
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Summer Associate Program Administrator
Roetzel & Andress
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Akron, OH 44308
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Total # offices: 10 Firm size range: 101-250
offices on form: 10 NALP member? Y
Total # of Attorneys: 231 Reporting for: All Offices

ROETZEL & ANDRESS

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008

As of Feb. 1, 2008		Ptvs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	1	3	0	0
	Women	1	1	0	0
White	Men	111	45	3	0
	Women	22	31	4	0
Black/African American	Men	2	3	0	0
	Women	2	2	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	0	1	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	1	0	0	0
	Women	0	0	0	0
TOTAL	Men	114	50	3	3
	Women	25	35	4	10
TOTAL NUMBER		139	85	7	13
Disabled	Men	0	0	0	0
	Women	1	0	0	0
Openly GLBT	Men	0	0	0	0
	Women	0	0	0	0

PRIMARY PRACTICE AREAS:	# Pts/Mbrs	# Assoc. & Oth. Lawy.
Business Litigation	28	22
Business Services	22	8
Medical Defense	13	3
Transportation/Product Liability/Risk Mng	12	16
Environmental	3	3
Public Law and Finance	13	4
Real Estate	23	18
Labor, Employment, Workers' Comp	17	10
Bankruptcy, Creditors' Rights	4	4
Intellectual Property	4	3

COMPENSATION & EMPLOYMENT DATA:

Laborals	22	35	30
Post- clerkship	()	()	()
Entry-level	90,000* yr	5 (4)	10 (8)
LLMs (US)	()	()	()
LLMs (non-US)	()	()	()
Post-3Ls	\$/wk	()	()
2Ls	1,539 \$/wk	12 ()	13 ()
1Ls	\$/wk	()	()

2007 summer 2Ls considered for associate offers: 13 # offers made: 10
Hire school term clerks? N
1Ls hired? N When after 12/1 should 1Ls apply? N/A
Split summers allowed? N If yes, minimum weeks:
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: High academic achievement, strong work ethic, common sense problem solving skills, R&A cultural traits. *2008 entry-level compensation to be updated.
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: Stipend - \$5,000

PARTNERSHIP DATA: Two or more tiers? Y Partnership track (years): 8-10
Additional partnership prog. info:

WORK/LIFE INFORMATION:
Part-time allowed? N Part-time avail. to entry-level? N
p-t assoc. 0 (m) 0 (w) pts/mbrs. 0 (m) 0 (w) oth. lawy. 0 (m) 0 (w)
Elig. for alt. work sched. determined by: CBC
Paid non-medical parental leave? N
Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? Y
Evaluations: Annual Upward reviews?
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

(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: Roetzel & Andress participates in a local minority summer internship program.

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2007: 13 # job fairs/consortia attended in 2007: 0
BILLABLE HOURS: 2006 2007
Avg annual assoc. hrs worked: 2100 2100
Avg. annual assoc. billable hrs: 1900 1900
Is there a minimum billable hours expectation? Y If yes, number:
Hours policy details: varies by practice group

Is billable hour credit given for pro bono work? N
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? N
PRO BONO INFORMATION:
 % firm billable hours: avg. hrs. per attorney:
Participation: % assoc. % pts/mbrs % 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: Roetzel & Andress mainly hires second year law students for our Summer Associate program, selecting candidates who have high academic achievement, strong work ethic, common sense problem solving skills, and R&A cultural traits. Our program allows students to work closely with attorneys in a broad scope of areas of law, and encourages them to attend hearings, depositions and client meetings. Summer associates receive a variety of assignments including research, memo writing and drafting of pleadings and motions. Attorneys prepare written evaluations of each summer associate's work product and provide constructive feedback throughout the project. The Summer Associate Coordinator meets regularly with each associate to discuss his/her progress. At the conclusion, students are evaluated based upon work product, communication, compatibility and the future needs of the firm. R&A encourages a balance between professional development and personal lives.