

Stinson Morrison Hecker LLP
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 Stinson Morrison Hecker LLP
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Total # offices: 8 Firm size range: 251-500
 NALP member? Y Office size range: 101-250
 Total attys in this office: 188

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008

As of Feb. 1, 2008	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	1	0
	Women	0	0	0
White	Men	0	0	0
	Women	0	0	0
Black/African American	Men	0	1	0
	Women	0	1	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	0	0	1
	Women	1	3	0
Amer. Indian/ Alaska Native	Men	1	0	0
	Women	0	0	0
2 or More Races	Men	0	0	0
	Women	0	0	0
TOTAL	Men	99	31	13
	Women	15	21	9
TOTAL NUMBER		114	52	22
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	0	0
	Women	1	1	0

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Bankruptcy & Creditors' Rights	5	2
Business Litigation*	24	19
Corporate Finance	15	8
Employment & Labor Law/Emp. Benefits	14	5
Environmental	7	1
Financial Services	10	7
General Business	11	3
IP & Technology	7	9
Product Liability	6	2
Real Estate/Public Law & Finance	7	13
Tax, Trusts & Estates	9	4
*includes four separate practice divisions	0	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		16 (0)	8 (1)	5
Post-clerkship		1 (0)	1 (0)	0
Entry-level	105,000 /yr	5 (4)	10 (9)	9
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	1,800 \$/wk	0 (0)	0 (0)	0
2Ls	1,800 \$/wk	12 (0)	11 (0)	16
1Ls	1,800 \$/wk	1	4	1

2007 summer 2Ls considered for associate offers: 15 # offers made: 14

Hire school term clerks? CBC

1Ls hired? TBD When after 12/1 should 1Ls apply? Dec. 1

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: We emphasize integrity, good judgment, a high energy level and superior intellect. We view academic achievement as one indicator of a person's potential for achievement.

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): 7

Additional partnership prog. info:

WORK/LIFE INFORMATION:

Part-time allowed? N Part-time avail.to entry-level? N

p-t assoc. 0 (m) 1 (w) ptrs/mbrs. 0 (m) 1 (w) oth. lawy. 1 (m) 4 (w)

Elig. for alt. work sched. determined by:

Paid non-medical parental leave? Y

Comments:

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?

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: We value the many benefits of an inclusive law firm, one that includes lawyers from diverse backgrounds and cultures.

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

schools visited in 2007: 20 # job fairs/consortia attended in 2007: 5

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: 1850

Hours policy details:

Is billable hour credit given for pro bono work? CBC

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-wide Office specific

% firm billable hours: avg. hrs. per attorney:

Participation: % assoc. % ptrs/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: SUMMER PROGRAM: SMH's program provides summer associates the opportunity to sample as many areas of the firm's practice and to work with as many attorneys as possible. The experience that students derive from working on our clients' transactions and lawsuits is the centerpiece of our program. During the course of a summer, our summer associates work directly with attorneys on projects that may involve client contact, factual investigations, witness interviews, negotiations, hearings, depositions, trials and closings.

ASSOCIATE COMPENSATION/BONUSES: For associates who exceed 1950 hours, the firm pays a billable hours bonus which is calculated by multiplying the associate's annual base salary by the percentage by which the associate's billable hours exceed the 1850 hour target. Additionally, associates who meet the 1850 target are also eligible for discretionary bonuses based on various criteria. For more information see www.stinson.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.