WINSTON-SALEM, NC

KILPATRICK STOCKTON

Kilpatrick Stockton LLP
1001 West Fourth Street, Winston-Salem, NC 27101
Ph: (336) 607-7300, Fax: (336) 607-7500, www.ksrecruits.com
Hiring Attorney: **Mr. Wab P. Kadaba**
Address Inquiries To:
Ms. Katie D. Nowell
Entry Recruiting Coordinator
Kilpatrick Stockton LLP
1100 Peachtreet Street NE, Suite 2800
Atlanta, GA 30309-4530
(404) 541-6817 knowell@kilpatrickstockton.com

Total # offices: **9** Firm size range: **251-500**
NALP member? **Y** Office size range: **26-50**
Total attys in this office: **50**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate, Finance and Real Estate	**2**	**2**
Intellectual Property	**6**	**13**
Litigation	**14**	**13**

COMPENSATION & EMPLOYMENT DATA:

	2010		BEGAN WORK IN				EXPECTED
Lawyers	**Compensation**		**2008**		**2009**		**2010**
Laterals			**3**	( )	**1**	( )	
Post-clerkship				( )		( )	
Entry-level	**TBD**	/yr	**8**	(**7**)		( )	**2**
LLMs (US)				( )		( )	
LLMs (non-US)				( )		( )	
Summer							
Post-3Ls		$/wk		( )		( )	
2Ls	**TBD**	$/wk	**2**	(**1**)	**6**	(**3**)	**5**
1Ls	**TBD**	$/wk	**4**				**1**

2009 summer 2Ls considered for associate offers: **6** # offers made: **6**
Hire school term clerks? **N**
1Ls hired? **TBD** When after 12/1 should 1Ls apply? **Before February 15th**
Split summers allowed? **Y** If yes, minimum weeks: **7**
Comments:
Accept applications for 2011 summer program from:
Joint degree students graduating in 2013? **Y**
Evening students graduating in 2013? **N**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **We seek students who have demonstrated academic excellence (top 20%) and possess strong analytical and interpersonal skills. Participation and leadership in extra curricular activities preferred.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **CBC**
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**
Additional partnership prog. info: **Candidates are considered for partnership once they meet the published criteria including elements of leadership and client development.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. 1 (m) **3** (w) **ptrs/mbrs. 2** (m) **0** (w) **oth. lawy. 1** (m) **0** (w)
Elig. for alt. work sched. determined by: **Reduced Hours Partner/ Dept. Chair**
Paid non-medical parental leave? **Y**
Comments: **We view our reduced hours policy as an important tool in retaining key contributors. It is flexible by design to promote alternative work arrangements to meet the needs of our attorneys and clients.**

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Semi-Annual** Upward reviews? **N**
Professional development staff? **Y** Billable hours credit for training time? **Y**
Rotation for jr. associates between departments/practice groups? **N**
Is rotation mandatory?

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**18**	**4**	**1**	**1**
	Women	**4**	**19**	**2**	**4**
Black/African American	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**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**	**0**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**18**	**20**	**2**	**1**
	Women	**4**	**5**	**1**	**4**
	TOTAL NUMBER	**22**	**25**	**3**	**5**
Disabled	Men	**NC**	**NC**	**NC**	**NC**
	Women	**NC**	**NC**	**NC**	**NC**
Openly GLBT	Men	**NC**	**NC**	**NC**	**NC**
	Women	**NC**	**NC**	**NC**	**NC**

(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: **Our commitment to diversity is embedded in our core values leading us to pursue initiatives for a more fulfilling work environment for all.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2009: **3** # job fairs/consortia attended in 2009: **2**

BILLABLE HOURS: **2008** **2009**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **Y** If yes, number: **1950**
Hours policy details: **Separate bonuses are paid for billable hours, pro bono and non-billable investment time.**

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **Y** If yes, what? **50**
For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☒ % firm billable hours: **4.2** ☒ avg. hrs. per attorney: **70**
Participation: **99** % assoc. **90** % ptrs/mbrs % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **Y**
Comments: **Fellowships at legal aid organizations, pro bono programs and district attorney and federal defender offices are available for associates for up to a year.**

NARRATIVE: Kilpatrick Stockton is an international law firm with nearly 500 attorneys in nine offices across the globe - Atlanta, Augusta, Charlotte, Dubai, New York, Stockholm, Raleigh, Washington, and Winston-Salem. The firm emphasizes professional development, diversity, social responsibility, and a commitment to providing opportunities for lawyers with an entrepreneurial spirit. Since 1999, Kilpatrick Stockton continues to use a progressive professional development model comprised of merit-based compensation, reduced hours plans and an intensive coaching program. The caliber of talent our firm recruits is evident in our superior client service, international recognition, and commitment to the community. Kilpatrick Stockton's attorneys are well known for receiving national recognition for their many high-profile case wins and professional accomplishments. We had a record-breaking ninety-three Kilpatrick Stockton attorneys honored by their peers in The Best Lawyers in America® 2010.

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.