KILPATRICK STOCKTON

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Total # offices: **10** Firm size range: **501-700**
NALP member? **Y** Office size range: **11-25**
Total attys in this office: **16**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate	**1**	**3**
Financial Services and Real Estate	**3**	**3**
Intellectual Property	**1**	**1**
Litigation	**1**	**1**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN 2007	BEGAN WORK IN 2008	EXPECTED 2009
Laterals		**2** ( )	**2** ( )	
Post-clerkship		( )	( )	
Entry-level	**TBD** /yr	**3** (**3**)	( )	
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	**1** ( )	
2Ls	**2,300** $/wk	( )	**1** ( )	
1Ls	$/wk	**1**		

2008 summer 2Ls considered for associate offers: **1** # offers made: **1**
Hire school term clerks? **N**
1Ls hired? **TBD** When after 12/1 should 1Ls apply?
Split summers allowed? **Y** If yes, minimum weeks: **7**
Comments: **First half required.**
Accept applications for 2010 summer program from:
Joint degree students graduating in 2012? **Y**
Evening students graduating in 2012? **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? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **Y**
Other compensation comments: ***The starting salary for Patent Associates is $160,000.**

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **7.50**
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) (w) **ptrs/mbrs.** (m) **1** (w) **oth. lawy.** (m) (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 or 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 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**3**	**4**	**3**	**0**
	Women	**2**	**0**	**0**	**0**
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	**1**	**1**	**0**	**0**
	Women	**1**	**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	**4**	**5**	**3**	**0**
	Women	**3**	**1**	**0**	**0**
	TOTAL NUMBER	**7**	**6**	**3**	**0**
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 ☒ Bar sponsored programs
☒ Outreach to law student groups ☒ Firm diversity committee
☐ Directed mentoring efforts ☒ Rec. at schools w/large min. pop.
Comments:

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2008: **3** # job fairs/consortia attended in 2008: **2**

BILLABLE HOURS: **2007** **2008**
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 approved non-billable 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: **3.8** ☒ avg. hrs. per attorney: **61.4**
Participation: **97** % assoc. **89** % 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 and other federal and state pro bono programs are available for associates for up to six months and for summer associates for up to ten weeks.**

NARRATIVE: Kilpatrick Stockton has approximately 500 attorneys in ten offices - Atlanta, Augusta, Charlotte, Dubai, London, New York, Stockholm, Raleigh, Washington, and Winston-Salem. Since 1874, we have provided trusted counsel to clients worldwide. The firm emphasizes professional development, diversity and creating opportunities for lawyers with an entrepreneurial spirit. Eighty-five Kilpatrick Stockton attorneys were recognized as "Best Lawyers in America 2009" - this represents nearly 20% of the firm's attorneys.
The firm's attorneys are well known for receiving national recognition for their many high-profile case wins and professional accomplishments. In 2008, the National Law Journal named Kilpatrick Stockton partner Keith Harper one of the nation's 50 most influential minority lawyers, and partner Charlie Henn was one of only six attorneys across the nation to be named a "2008 Lawyer of the Year" by Lawyers USA.

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.