

# WINSTON-SALEM, NC

# WOMBLE CARLYLE

Womble Carlyle Sandridge & Rice, PLLC  
 One West Fourth Street, Winston-Salem, NC 27101  
 Ph: 336-721-3600, Fax: 336-721-3660, www.wcsr.com  
 Hiring Attorney: Mr. Rory Whelehan  
 Address Inquiries To:  
**Ms. Beth Keasler**  
 Director of Entry-Level Recruiting and Development  
 Womble Carlyle Sandridge & Rice, PLLC  
 301 S. College St., Ste. 3500  
 Charlotte, NC 28202  
 704-331-4979 recruiting@wcsr.com

Total # offices: 11 Firm size range: 501-700  
 NALP member? Y Office size range: 101-250  
 Total attys in this office: 148

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Antitrust, Regulatory and Government	2	0
Bankruptcy	2	0
Business Litigation	8	3
Capital Markets	6	2
Corporate Securities	7	3
Employee Benefits	4	0
Environmental, Energy and Toxic Tort	1	0
Health Care	1	1
Intellectual Property	6	5
Labor & Employment	1	1
Product Liability Litigation	23	44
Real Estate Development	5	1
Tax, Trusts & Estates	8	2

### COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		( )	( )	
Post-clerkship		( )	( )	
Entry-level	115,000 /yr	1 ( )	3 ( )	5
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	2016 \$/wk	6 ( )	4 ( )	4
1Ls	1764 \$/wk	5	5	5

# 2009 summer 2Ls considered for associate offers: 4 # offers made: 3  
 Hire school term clerks? N  
 1Ls hired? Y When after 12/1 should 1Ls apply? 12/1  
 Split summers allowed? Y If yes, minimum weeks: 6  
 Comments:

Accept applications for 2011 summer program from:  
 Joint degree students graduating in 2013? Y  
 Evening students graduating in 2013? Y  
 Judicial clerks? Y Students at non-US law schools? N  
 Hiring Criteria: **Excellent academics req'd. Candidates with strong written & oral comm. skills, bus. exp., and Law Review considered. We value integrity, high ethical standards, strong work ethic, client devotion, and maturity.**  
**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: **\$3,000 reimbursement for bar expenses.**

Reasonable relocation expenses for entry-level & lateral attorneys. Annual CLE & professional organizations allowance, professional dues.

**PARTNERSHIP DATA:** Two or more tiers? Y  
 Additional partnership prog. info: **New associates are eligible for partnership consideration after 8 yrs of service. Lateral attorneys are credited with yrs of service based in part on the number of yrs of practice.**

**WORK/LIFE INFORMATION:**  
 Part-time allowed? Y Part-time avail. to entry-level? **CBC**  
 # p-t assoc. (m) 7 (w) ptrs/mbrs. 17 (m) 9 (w) oth. lawy. 1 (m) 16 (w)  
 Elig. for alt. work sched. determined by: **CBC**  
 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? N  
 Is rotation mandatory? N

**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
	Women	1	0	1
White	Men	61	13	16
	Women	18	10	22
Black/African American	Men	1	0	0
	Women	0	2	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	1	0
Asian	Men	0	0	0
	Women	0	0	0
Amer. Indian/ Alaska Native	Men	1	0	0
	Women	0	0	0
2 or More Races	Men	0	0	0
	Women	0	1	0
TOTAL	Men	63	13	16
	Women	19	14	23
TOTAL NUMBER		82	27	39
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	0	0
	Women	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: **WCSR is committed to leadership in attracting, developing, and retaining a diverse workforce of highly talented professionals.**

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

# schools visited in 2009: 13 # job fairs/consortia attended in 2009: 1

### BILLABLE HOURS:

Avg annual assoc. hrs worked: 2363 2371  
 Avg. annual assoc. billable hrs: 1850 1771  
 Is there a minimum billable hours expectation? Y If yes, number: 1800  
 Hours policy details:

Is billable hour credit given for pro bono work? N

Is there a maximum that will be credited? 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: 1.5  avg. hrs. per attorney: 21.2  
 Participation: 69 % assoc. 50 % ptrs/mbrs 9 % other lawyers

### PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship?

Comments:

**NARRATIVE:** You deserve more from your legal practice than becoming part of the pack. Entrepreneurial spirit that encourages individual thinking and rewards innovation. Relationships that grow into lifelong friendships and rewarding professional partnerships. Mentors to help you succeed. Respect for your family life. Opportunities to contribute to your community in a way that fits your interests and values. Rewards that honor your individual contributions to the firm, the community and the law.

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 550 South Main Street, Suite 400, Greenville, SC 29601  
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Total # offices: 11 Firm size range: 501-700  
 NALP member? Y Office size range: 11-25  
 Total attys in this office: 25

Hiring Attorney: Mr. Rory Whelehan  
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PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Antitrust, Regulatory and Government	1	0
Bankruptcy	2	2
Business Litigation	4	0
Capital Markets	1	0
Corporate & Securities	2	0
Environmental, Energy and Toxic Tort	1	1
Health Care	1	0
Product Liability Litigation	4	1
Real Estate Development	2	2

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		( )	( )	
Post-clerkship		( )	( )	
Entry-level	100,000 /yr	1 ( )	1 ( )	0
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	1550 \$/wk	2 ( )	2 ( )	1
1Ls	1357 \$/wk	2	1	1

# 2009 summer 2Ls considered for associate offers: 2 # offers made: 0  
 Hire school term clerks? N  
 1Ls hired? Y When after 12/1 should 1Ls apply? 12/1  
 Split summers allowed? Y If yes, minimum weeks: 6  
 Comments:

Accept applications for 2011 summer program from:  
 Joint degree students graduating in 2013? Y  
 Evening students graduating in 2013? Y  
 Judicial clerks? Y Students at non-US law schools? N  
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Judicial clerkship bonus? Y  
 Comp./prog. credit for judicial clerkship? Y  
 Comp./prog. credit for other adv. degrees? Y  
 Other compensation comments: **\$3,000 reimbursement for bar expenses.**

Reasonable relocation expenses for entry-level & lateral attorneys. Annual **CLE & professional organizations allowance, professional dues.**

**PARTNERSHIP DATA:** Two or more tiers? Y  
 Additional partnership prog. info: **New associates are eligible for partnership consideration after 8 yrs. Laterally hired attorneys are credited with years of service based in part on the number of yrs of practice.**

**WORK/LIFE INFORMATION:**  
 Part-time allowed? Y Part-time avail.to entry-level? **CBC**  
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 Elig. for alt. work sched. determined by: **CBC**  
 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? N  
 Is rotation mandatory? N

**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
	Women	0	0	0
White	Men	13	4	0
	Women	3	2	1
Black/African American	Men	1	0	0
	Women	1	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	0	0	0
	Women	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0
	Women	0	0	0
2 or More Races	Men	0	0	0
	Women	0	0	0
TOTAL	Men	13	4	0
	Women	5	2	1
TOTAL NUMBER		18	6	1
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	0	0
	Women	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: **WCSR is committed to leadership in attracting, developing, and retaining a diverse workforce of highly talented professionals.**

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

# schools visited in 2009: 13 # job fairs/consortia attended in 2009: 1

**BILLABLE HOURS:**

2008 2009  
 Avg annual assoc. hrs worked: 2363 2371  
 Avg. annual assoc. billable hrs: 1850 1771  
 Is there a minimum billable hours expectation? Y If yes, number: 1800  
 Hours policy details:

Is billable hour credit given for pro bono work? N  
 Is there a maximum that will be credited? 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: 1.5  avg. hrs. per attorney: 21.2  
 Participation: 69 % assoc. 50 % ptrs/mbrs 9 % 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:** You deserve more from your legal practice than becoming part of the pack. Entrepreneurial spirit that encourages individual thinking and rewards innovation. Relationships that grow into lifelong friendships and rewarding professional partnerships. Mentors to help you succeed. Respect for your family life. Opportunities to contribute to your community in a way that fits your interests and values. Rewards that honor your individual contributions to the firm, the community and the law.

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Total # offices: 11 Firm size range: 501-700  
 NALP member? Y Office size range: 51-100  
 Total attys in this office: 60

Hiring Attorney: Mr. Rory Whelehan  
 Address Inquiries To:  
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PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Antitrust, Regulatory and Government	0	1
Business Litigation	11	10
Capital Markets	3	5
Corporate & Securities	6	5
Employee Benefits	1	1
Environmental, Energy and Toxic Tort	2	1
Health Care	1	1
Intellectual Property	2	0
Labor & Employment	1	0
Real Estate Development	3	1
Tax, Trusts & Estates	2	0

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		( )	( )	
Post-clerkship		( )	( )	
Entry-level	115,000 /yr	1 ( )	1 ( )	2
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	1783 \$/wk	4 ( )	2 ( )	4
1Ls	1560 \$/wk	1	3	2

# 2009 summer 2Ls considered for associate offers: 2 # offers made: 2  
 Hire school term clerks? N  
 1Ls hired? Y When after 12/1 should 1Ls apply? 12/1  
 Split summers allowed? Y If yes, minimum weeks: 6  
 Comments:  
 Accept applications for 2011 summer program from:  
 Joint degree students graduating in 2013? Y  
 Evening students graduating in 2013? Y  
 Judicial clerks? Y Students at non-US law schools? N  
 Hiring Criteria: **Excellent academics req'd. Candidates with strong written & oral comm. skills, bus. exp., and Law Review considered. We value integrity, high ethical standards, strong work ethic, client devotion, and maturity.**  
**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**  
 Judicial clerkship bonus?  
 Comp./prog. credit for judicial clerkship?  
 Comp./prog. credit for other adv. degrees?  
 Other compensation comments: **\$3,000 reimbursement for bar expenses.**  
**Reasonable relocation expenses for entry-level & lateral attorneys. Annual CLE & professional organizations allowance, professional dues.**  
**PARTNERSHIP DATA:** Two or more tiers? Y  
 Additional partnership prog. info: **New associates are eligible for partnership consideration after 8 yrs. Laterally hired attorneys are credited with years of service based in part on the number of yrs of practice.**  
**WORK/LIFE INFORMATION:**  
 Part-time allowed? Y Part-time avail. to entry-level? **CBC**  
 # p-t assoc. (m) 7 (w) ptrs/mbrs. 17 (m) 9 (w) oth. lawy. 1 (m) 16 (w)  
 Elig. for alt. work sched. determined by: **CBC**  
 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? N  
 Is rotation mandatory? N

**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	1
	Women	0	0	0	0
White	Men	23	9	0	3
	Women	13	6	7	0
Black/African American	Men	0	0	0	0
	Women	0	0	1	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	1	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	23	10	0	4
	Women	13	6	8	1
TOTAL NUMBER		36	16	8	5
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: **WCSR is committed to leadership in attracting, developing, and retaining a diverse workforce of highly talented professionals.**

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

# schools visited in 2009: 13 # job fairs/consortia attended in 2009: 1

**BILLABLE HOURS:** 2008 2009

Avg annual assoc. hrs worked: 2363 2371  
 Avg. annual assoc. billable hrs: 1850 1771  
 Is there a minimum billable hours expectation? Y If yes, number: 1800  
 Hours policy details: 1800 Billable

**2200 Total**

Is billable hour credit given for pro bono work? N  
 Is there a maximum that will be credited? 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: 1.5  avg. hrs. per attorney: 21.2  
 Participation: 69 % assoc. 50 % ptrs/mbrs 9 % other lawyers

**PUBLIC INTEREST FELLOWSHIPS** (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship?  
 Comments:

**NARRATIVE:** You deserve more from your legal practice than becoming part of the pack. Entrepreneurial spirit that encourages individual thinking and rewards innovation. Relationships that grow into lifelong friendships and rewarding professional partnerships. Mentors to help you succeed. Respect for your family life. Opportunities to contribute to your community in a way that fits your interests and values. Rewards that honor your individual contributions to the firm, the community and the law.

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 NALP member? Y Office size range: 26-50  
 Total attys in this office: 50

Hiring Attorney: Mr. Rory Whelehan

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PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Antitrust, Regulatory and Government	11	4
Bankruptcy	1	1
Business Litigation	5	4
Capital Markets	1	3
Corporate & Securities	1	0
Employee Benefits	1	0
Environmental, Energy and Toxic Tort	1	0
Intellectual Property	2	1
Real Estate Development	7	5
Tax, Trusts & Estates	2	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED 2010
		2008	2009	
Laterals		( )	( )	
Post-clerkship		( )	( )	
Entry-level	130,000 /yr	2 ( )	1 ( )	0
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	2016 \$/wk	2 ( )	1 ( )	0
1Ls	1764 \$/wk	1		0

# 2009 summer 2Ls considered for associate offers: 1 # offers made: 1

Hire school term clerks? N

1Ls hired? Y When after 12/1 should 1Ls apply? 12/1

Split summers allowed? Y If yes, minimum weeks: 6

Comments:

Accept applications for 2011 summer program from:

Joint degree students graduating in 2013? Y

Evening students graduating in 2013? Y

Judicial clerks? Y Students at non-US law schools? N

Hiring Criteria: Excellent academics req'd. Candidates with strong written & oral comm. skills, bus. exp., and Law Review considered. We value integrity, high ethical standards, strong work ethic, client devotion, and maturity.

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: \$3,000 reimbursement for bar expenses.

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PARTNERSHIP DATA: Two or more tiers? Y

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Comments:

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Evaluations: Annual Upward reviews? N

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	Women	7	7	2	1
Black/African American	Men	0	0	0	0
	Women	0	0	1	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	1	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	25	7	0	0
	Women	7	9	2	1
TOTAL NUMBER		32	16	2	1
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	0	0	0
	Women	0	0	0	0

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**Womble Carlyle Sandridge & Rice, PLLC**  
 271 17th Street NW, Suite 2400, Atlanta, GA 30363  
 Ph: 404-872-7000, Fax: 404-888-7490, www.wcsr.com

Total # offices: **11** Firm size range: **501-700**  
 NALP member? **Y** Office size range: **51-100**  
 Total attys in this office: **61**

Hiring Attorney: **Mr. Rory Whelehan**  
 Address Inquiries To:  
**Ms. Beth Keasler**  
**Director of Entry-Level Recruiting and Development**  
**Womble Carlyle Sandridge & Rice, PLLC**  
 301 S. College St., Ste. 3500  
 Charlotte, NC 28202  
 704-331-4979 recruiting@wcsr.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
<b>Bankruptcy</b>	<b>1</b>	<b>0</b>
<b>Business Litigation</b>	<b>4</b>	<b>4</b>
<b>Capital Markets</b>	<b>9</b>	<b>6</b>
<b>Corporate &amp; Securities</b>	<b>9</b>	<b>4</b>
<b>Environmental, Energy and Toxic Tort</b>	<b>1</b>	<b>0</b>
<b>Health Care</b>	<b>1</b>	<b>1</b>
<b>Intellectual Property</b>	<b>10</b>	<b>4</b>
<b>Product Liability Litigation</b>	<b>6</b>	<b>2</b>

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		( )	( )	
Post-clerkship		( )	( )	
Entry-level	<b>115,000</b> /yr	<b>1</b> ( )	<b>1</b> ( )	<b>1</b>
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
<b>Summer</b>				
Post-3Ls	\$/wk	( )	( )	
2Ls	<b>1783</b> \$/wk	<b>2</b> ( )	<b>3</b> ( )	<b>2</b>
1Ls	<b>1560</b> \$/wk	<b>3</b>	<b>2</b>	<b>2</b>

# 2009 summer 2Ls considered for associate offers: **3** # offers made: **2**  
 Hire school term clerks? **N**  
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/1**  
 Split summers allowed? **Y** If yes, minimum weeks: **6**  
 Comments:

Accept applications for 2011 summer program from:  
 Joint degree students graduating in 2013? **Y**  
 Evening students graduating in 2013? **Y**  
 Judicial clerks? **Y** Students at non-US law schools? **N**  
 Hiring Criteria: **Excellent academics req'd. Candidates with strong written & oral comm. skills, bus. exp., and Law Review considered. We value integrity, high ethical standards, strong work ethic, client devotion, and maturity.**  
**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: **\$3,000 reimbursement for bar expenses.**

**Reasonable relocation expenses for entry-level & lateral attorneys. Annual CLE & professional organizations allowance, professional dues.**

**PARTNERSHIP DATA:** Two or more tiers? **Y**  
 Additional partnership prog. info: **New associates are eligible for partnership consideration after 8 yrs. Laterally hired attorneys are credited with years of service based in part on the number of yrs of practice.**

**WORK/LIFE INFORMATION:**  
 Part-time allowed? **Y** Part-time avail. to entry-level? **CBC**  
 # p-t assoc. (m) **7** (w) ptrs/mbrs. **17** (m) **9** (w) oth. lawy. **1** (m) **16** (w)  
 Elig. for alt. work sched. determined by: **CBC**  
 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? **N**  
 Is rotation mandatory? **N**

**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	<b>0</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>0</b>
White	Men	<b>32</b>	<b>11</b>	<b>0</b>
	Women	<b>6</b>	<b>5</b>	<b>2</b>
Black/African American	Men	<b>2</b>	<b>1</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>1</b>
Nat. Hawaiian/ Other Pacific Is.	Men	<b>0</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>0</b>
Asian	Men	<b>0</b>	<b>0</b>	<b>0</b>
	Women	<b>1</b>	<b>0</b>	<b>1</b>
Amer. Indian/ Alaska Native	Men	<b>0</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>0</b>
2 or More Races	Men	<b>0</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>0</b>
TOTAL	Men	<b>34</b>	<b>12</b>	<b>0</b>
	Women	<b>7</b>	<b>5</b>	<b>3</b>
TOTAL NUMBER		<b>41</b>	<b>17</b>	<b>3</b>
Disabled	Men	<b>0</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>0</b>
Openly GLBT	Men	<b>0</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>1</b>

(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: **WCSR is committed to leadership in attracting, developing, and retaining a diverse workforce of highly talented professionals.**

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

# schools visited in 2009: **13** # job fairs/consortia attended in 2009: **1**

**BILLABLE HOURS:** 2008 2009

Avg annual assoc. hrs worked: **2363** **2371**  
 Avg. annual assoc. billable hrs: **1850** **1771**  
 Is there a minimum billable hours expectation? **Y** If yes, number: **1800**  
 Hours policy details: **1800 Billable**

**2200 Total**

Is billable hour credit given for pro bono work? **N**  
 Is there a maximum that will be credited? 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: **1.5**  avg. hrs. per attorney: **21.2**  
 Participation: **69** % assoc. **50** % ptrs/mbrs **9** % other lawyers

**PUBLIC INTEREST FELLOWSHIPS** (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship?  
 Comments:

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