WASHINGTON, DC

DICKSTEIN SHAPIRO

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Total # offices: **3**
NALP member? **N**

Firm size range: **251-500**
Office size range: **251-500**
Total attys in this office: **294**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc & Oth. Lawy.
Antitrust & Dispute Resolution	**24**	**42**
Securities & Business Litigation	**18**	**26**
Corporate & Finance	**23**	**22**
Energy	**8**	**9**
Government Law & Strategy	**16**	**22**
Insurance Coverage	**12**	**32**
Intellectual Property	**16**	**25**
Other	**3**	**5**

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2007

As of Feb. 1, 2007		Ptrs/Mbrs	Assoc.	All Oth. Lawy	Summ. Assoc.
Men		**94**	**69**	**30**	**11**
Women		**21**	**60**	**20**	**6**
TOTALS		**115**	**129**	**50**	**17**
Black	Men	**3**	**7**	**0**	**2**
	Women	**3**	**10**	**1**	**3**
Hispanic	Men	**0**	**5**	**0**	**0**
	Women	**0**	**2**	**0**	**0**
Amer. Ind./ Alaskan	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian & Pac. Isl.	Men	**1**	**4**	**0**	**1**
	Women	**0**	**8**	**0**	**2**
Multi-racial	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Disabled	Men	**1**	**0**	**1**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**1**	**4**	**0**	**0**
	Women	**0**	**1**	**0**	**0**

(See www.nalpdirectory.com for historical comparisons.)

COMPENSATION & EMPLOYMENT DATA:

	2007 Compensation		BEGAN WORK IN 2005	BEGAN WORK IN 2006	EXPECTED 2007
Lawyers					
Laterals			**23** (**0**)	**25** (**0**)	**25**
Post-clerkship			**2** (**2**)	**4** (**0**)	**5**
Entry-level	**160,000**	/yr	**13** (**13**)	**13** (**13**)	**10**
LLMs (US)			( )	( )	
LLMs (non-US)			( )	( )	
Summer					
Post-3Ls		$/wk	( )	( )	
2Ls	**3100**	$/wk	**18** ( )	**11** (**1**)	**19**
1Ls	**3100**	$/wk	**2**	**6**	**4**

2006 summer 2Ls considered for associate offers: **11** # offers made: **11**
Hire school term clerks? **CBC**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/1**
Split summers allowed? **CBC** If yes, minimum weeks: **8**
Comments:
Accept applications for 2008 summer program from:
Joint degree students graduating in 2010? **N**
Evening students graduating in 2010? **N**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **Top 20% preferred; law journal a plus; a sense of humor a must.**

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: **The Firm's Diversity Committee awards scholarships to selected diverse second-year law students in the summer program.**

CAMPUS INTERVIEWS for past year (see full list online)**:**
schools visited in 2006: **14** # job fairs/consortia attended in 2006: **5**

BILLABLE HOURS:

	2005	2006
Avg. annual assoc. hrs worked:	**2059**	**2148**
Avg. annual assoc. billable hrs:	**1994**	**2077**

Is there a minimum billable hours expectation? **Y** If yes, number: **1950**
Hours policy details: **Hours include chargeable, pre-approved firm/courtesy representation and pro bono.**
Is billable hour credit given for pro bono work? **Y**
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? **CBC**

PRO BONO INFORMATION: ☐ Firm-wide ☒ Office specific
☒ % firm billable hours: **2.9** ☐ avg. hrs. per attorney:
Participation: **75** % assoc. **53** % ptrs/mbrs **58** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **N**
Comments:

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: **Entry-level associates are eligible for more than $183,000 in total salary and bonuses.**

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **8.00**
Additional partnership prog. info: **The Firm is committed to long-term relationships with exceptional associates. Counsel positions are a valuable alternative to "partner." The Firm has Income & Equity partners.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail. to entry-level? **N**
 # p-t assoc. 0 (m) **6** (w) **ptrs/mbrs. 0** (m) **6** (w) **oth. lawy. 1** (m) **12** (w)
Elig. for alt. work sched. determined by: **Case by case basis**
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

NARRATIVE: Dickstein Shapiro's clients include more than 100 of the Fortune 500 companies, as well as start-up ventures, charitable organizations and government officials in high-profile investigations. Our Firm includes attorneys who are consistently ranked as leaders in a variety of fields. Our continuous effort to improve our client service and the professional development of our attorneys is reflected in our superior industry rankings. The American Lawyer cites the Firm's high-profile case wins, commitment to diversity and pro bono initiatives, and associate satisfaction as the impetus behind Dickstein Shapiro's prominent placement on the "A-List."

Our summer associate program is designed with the same innovative desire to avoid the status quo. We provide all the necessary resources for a summer associate to negotiate their summer experience successfully while allowing them to individually customize their career path. Key elements of our program consist of mentors, writing coaches, self-directed assignment selection and professional development training coupled with the friendly collegial environment that defines Dickstein. The relatively small size of our summer class allows summer associates to form strong personal bonds while still being able to work on a wide range of sophisticated legal matters.

NALP is fundamentally committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is strongly opposed to discrimination which is based upon gender, age, race, color, religious creed, national origin, disability, marital, parental, or veteran status, sexual orientation, or the prejudice of clients related to such matters.