GOODWIN PROCTER

GOODWIN PROCTER LLP
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Hiring Attorney: **Mr. Tom Fitzpatrick**
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Total # offices: **9** Firm size range: **701+**
NALP member? **Y** Office size range: **26-50**
Total attys in this office: **45**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Intellectual Property	**4**	**12**
Technology Companies	**5**	**5**
Corporate	**3**	**9**
Securities Lit / White Collar Defense	**1**	**2**
General Litigation	**1**	**1**
Private Equity	**1**	**1**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN 2009	BEGAN WORK IN 2010	EXPECTED 2011
Laterals		**2** ( )	**11** ( )	**TBD**
Post-clerkship		( )	( )	
Entry-level	**160,000** /yr	**2** ( )	**8** ( )	**5**
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	**3077** $/wk	( )	( )	
2Ls	**3077** $/wk	**8** ( )	**4** ( )	**5**
1Ls	**3077** $/wk			

2010 summer 2Ls considered for associate offers: **4** # offers made: **4**
Hire school term clerks? **Y**
1Ls hired? **N** When after 12/1 should 1Ls apply?
Split summers allowed? **N** If yes, minimum weeks:
Comments:
Accept applications for 2012 summer program from:
Joint degree students graduating in 2014? **Y**
Evening students graduating in 2014? **Y**
Judicial clerks? **Y** Students at non-US law schools? **Y**
Hiring Criteria: **Strong law school and undergraduate record; Law Review or Journal experience preferred.**

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: **Federal Court Clerkship Bonus; State Court Clerkship Bonus (Case by Case); J.D./M.B.A. Bonus.**

PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info:

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **Y**
 # p-t assoc. 0 (m) **0** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **0** (w)
Elig. for alt. work sched. determined by: **CBC**
Paid non-medical parental leave? **Y**
Comments: **Partnership election at Goodwin Procter is not dependent upon full or part-time status. We have both new and long time partners who work a part-time schedule.**

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?

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**1**	**1**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**12**	**10**	**2**	**0**
	Women	**1**	**6**	**0**	**2**
Black/African American	Men	**1**	**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**	**5**	**0**	**1**
	Women	**0**	**4**	**0**	**1**
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**	**1**	**0**	**0**
TOTAL	Men	**14**	**16**	**2**	**2**
	Women	**1**	**12**	**0**	**3**
	TOTAL NUMBER	**15**	**28**	**2**	**5**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**0**	**1**	**0**	**0**
	Women	**0**	**1**	**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: **We are committed to promoting diversity in our law firm and in the legal profession. For more info., please see our online form.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010: **10** # job fairs/consortia attended in 2010: **4**

BILLABLE HOURS:	**2009**	**2010**
Avg annual assoc. hrs worked:	**2265**	**2266**
Avg. annual assoc. billable hrs:	**1862**	**1895**

Is there a minimum billable hours expectation? **Y** If yes, number: **1950**
Hours policy details: **To be bonus eligible, you must bill 1950 or more hours.**

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **Y** If yes, what? **150**
For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☒ % firm billable hours: **3.3** ☒ avg. hrs. per attorney: **54**
Participation: **78** % assoc. **60** % ptrs/mbrs **55** % other lawyers

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

NARRATIVE: Goodwin Procter LLP is one of the nation's leading law firms. With offices in San Diego, Los Angeles, San Francisco, Silicon Valley, Boston, New York, Washington, D.C., Hong Kong and London, the firm conducts a national practice with international reach, serving clients across a broad range of industries. We concentrate our work in select practice groups, allowing our 850 attorneys to collaborate efficiently and effectively. Organized across our more traditional Business Law and Litigation Departments, these interdisciplinary practice groups focus on technology companies and life sciences; intellectual property; private equity; real estate, REITs and real estate capital markets; products liability and mass torts; financial services; and securities litigation and white collar defense.

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.