FRIED FRANK

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Total # offices: **7** Firm size range: **501-700**
NALP member? **Y** Office size range: **101-250**
Total attys in this office: **115**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Antitrust	**2**	**2**
Corporate	**12**	**28**
Litigation	**7**	**23**
Real Estate	**1**	**1**
Securities	**5**	**21**
Tax	**4**	**9**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN 2008	BEGAN WORK IN 2009	EXPECTED 2010
Laterals		**4** (**0**)	**3** (**0**)	**3**
Post-clerkship		**2** (**2**)	**0** (**0**)	**0**
Entry-level	**160,000** /yr	**16** (**16**)	**1** (**1**)	**6**
LLMs (US)		**0** (**0**)	**0** (**0**)	**0**
LLMs (non-US)		**0** (**0**)	**0** (**0**)	**0**
Summer				
Post-3Ls	**3100** $/wk	**0** (**0**)	**0** (**0**)	**0**
2Ls	**3100** $/wk	**12** (**1**)	**7** (**0**)	**12**
1Ls	**3100** $/wk	**0**	**1**	**0**

2009 summer 2Ls considered for associate offers: **7** # offers made: **7**
Hire school term clerks? **CBC**
1Ls hired? **N** When after 12/1 should 1Ls apply? **N/A**
Split summers allowed? **CBC** If yes, minimum weeks: **8**
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: **We recruit students who have performed well academically and have demonstrated strong legal writing skills. We recognize other factors, such as law school activities and prior experience.**

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 Transition Stipend; reimbursement of all bar exam fees (including bar admission fees); Judicial Clerkship Bonus; DC/ABA Bar dues; year-end bonuses.**

PARTNERSHIP DATA: Two or more tiers? **N**
Additional partnership prog. info: **Associates promoted to partner include individuals who began their legal careers at the firm, as well as ones who came to the firm laterally.**

WORK/LIFE INFORMATION:
Part-time allowed? **CBC** Part-time avail.to entry-level? **CBC**
 # p-t assoc. 0 (m) **2** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **1** (w)
Elig. for alt. work sched. determined by: **Practice Group Leaders**
Paid non-medical parental leave? **Y**
Comments: **All attorneys in good standing who have worked for the Firm for a minimum of two years are eligible to request a flexible working arrangement.**

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **N**
Professional development staff? **Y** Billable hours credit for training time? **Y**
Rotation for jr. associates between departments/practice groups? **CBC**
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	**1**	**2**	**0**	**0**
	Women	**0**	**0**	**0**	**1**
White	Men	**25**	**29**	**0**	**7**
	Women	**4**	**21**	**3**	**0**
Black/African American	Men	**0**	**1**	**0**	**0**
	Women	**0**	**3**	**0**	**1**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**1**	**2**	**1**	**1**
	Women	**0**	**3**	**0**	**2**
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	**27**	**34**	**18**	**8**
	Women	**4**	**28**	**4**	**4**
	TOTAL NUMBER	**31**	**62**	**22**	**12**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**0**	**1**	**0**	**1**
	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: **Fried Frank has a comprehensive firm wide diversity program and inclusive professional culture.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2009: **15** # job fairs/consortia attended in 2009: **5**

BILLABLE HOURS: **2008** **2009**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **N** If yes, number:
Hours policy details:

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** ☒ avg. hrs. per attorney: **57**
Participation: **61** % assoc. **16** % 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: **Fried Frank/Mexican American Legal Defense & Educational Fund Fellowship, Fried Frank/NAACP Legal Defense & Educational Fund Fellowship, Fried Frank inMotion Fellowship, Legal Aid Society**

NARRATIVE: The Washington, DC office of Fried Frank represents some of the world's leading corporations, financial institutions, investment banks, and governmental agencies. Our firm has a strong commitment to the professional development of our attorneys. We encourage creativity in our work-product and provide attorneys with a high level of responsibility on client matters, as well as training in leadership and project management.

Attorneys enjoy an informal and friendly work environment where open communication is encouraged. Fried Frank offers a Partner and Associate Advisor Program which provides support and guidance for new associates throughout their tenure at the Firm. Our firm is well known for our commitment to pro bono to which we expose our summer associates. The summer program is a real view of associate life by providing a well-balanced program with challenging assignments, ample training and social events.

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.