KELLEY DRYE & WARREN

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Total # offices: **6** Firm size range: **251-500**
NALP member? **Y** Office size range: **11-25**
Total attys in this office: **19**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Bankruptcy	**0**	**1**
Corporate	**5**	**1**
Litigation	**3**	**6**
Telecommunications	**1**	**2**

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
White	Men	**9**	**7**	**0**	**0**
	Women	**0**	**2**	**0**	**0**
Black/African American	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**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**	**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	**9**	**7**	**0**	**0**
	Women	**0**	**3**	**0**	**0**
	TOTAL NUMBER	**9**	**10**	**0**	**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: **Kelley Drye is committed to meeting the goals set forth in the Association of the Bar of New York City's Statement of Diversity Principles.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010: **0** # job fairs/consortia attended in 2010: **0**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN 2009	BEGAN WORK IN 2010	EXPECTED 2011
Laterals		**1** ( )	**3** ( )	
Post-clerkship		( )	( )	
Entry-level	/yr	**1** (**1**)	( )	
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	$/wk	( )	( )	
1Ls	$/wk			

2010 summer 2Ls considered for associate offers: # offers made:
Hire school term clerks?
1Ls hired? When after 12/1 should 1Ls apply?
Split summers allowed? If yes, minimum weeks:
Comments:
Accept applications for 2012 summer program from:
Joint degree students graduating in 2014?
Evening students graduating in 2014?
Judicial clerks? Students at non-US law schools?
Hiring Criteria: **KDW recruits highly qualified candidates who have demonstrated superior academic performance.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees?
Other compensation comments:

PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info: **Partnership data is firm wide.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. 1 (m) (w) **ptrs/mbrs.** (m) (w) **oth. lawy.** (m) (w)
Elig. for alt. work sched. determined by: **Attorney's Committee**
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? **Y**
Rotation for jr. associates between departments/practice groups? **N**
Is rotation mandatory?

BENEFITS: see www.nalpdirectory.com

BILLABLE HOURS: **2009** **2010**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **Y** If yes, number: **2000**
Hours policy details:

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?
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☐ % firm billable hours: ☐ avg. hrs. per attorney:
Participation: **45.5** % assoc. **19** % ptrs/mbrs % other lawyers

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

NARRATIVE: Established in 1836, Kelley Drye & Warren LLP has a dynamic and sophisticated national and international legal practice involving business organizations of all kinds, nonprofit institutions, and individuals. Our attorneys are organized into several different departments including for example, Bankruptcy, Corporate, Employee Benefits, Environmental, Labor, Litigation, Private Clients, Real Estate, Tax and Telecommunications. These departments are further broken down into practice groups which reflect sub-specialties within and across these departments. In addition to our principal office in New York City, we have offices in Chicago, IL; Parsippany, NJ; Stamford, CT; Washington, DC; and Brussels, Belgium. We also have an affiliate office in Mumbai, India.

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.