

Kelley Drye & Warren LLP
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 Hiring Attorney: Ms. Kathy Cannon
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Director of Recruitment & Professional Personnel- D.C.
Kelley Drye & Warren
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Total # offices: **6** Firm size range: **251-500**
 NALP member? **Y** Office size range: **51-100**
 Total attys in this office: **88**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Advertising	9	11
Antitrust	1	2
Corporate	2	5
Environmental	3	3
Government Relations Public Policy	1	4
Intellectual Property, Intellectual Property	3	1
International Trade & Customs	9	6
Litigation	3	7
Tax	1	0
Telecommunications	8	9

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		4 (1)	3 ()	3
Post-clerkship		0 ()	0 ()	0
Entry-level	yr	1 (1)	5 (5)	3
LLMs (US)		0 ()	0 ()	0
LLMs (non-US)		0 ()	0 ()	0
Summer				
Post-3Ls	\$/wk	0 ()	0 ()	0
2Ls	\$/wk	5 ()	3 (0)	2
1Ls	\$/wk	0	0	0

2010 summer 2Ls considered for associate offers: **3** # offers made: **3**
 Hire school term clerks? **CBC**
 1Ls hired? **TBD** 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? **N**
 Evening students graduating in 2014? **Y**
 Judicial clerks? **Y** Students at non-US law schools? **N**
 Hiring Criteria: **We seek students with strong academic performance; law review (preferred), law journal or related writing experience required; excellent analytical abilities, judgment, independence, and leadership skills.**
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
 Judicial clerkship bonus? **Y**
 Comp./prog. credit for judicial clerkship? **Y**
 Comp./prog. credit for other adv. degrees? **N**
 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. **0** (m) **3** (w) ptrs/mbrs. **0** (m) **2** (w) oth. lawy. **0** (m) **0** (w)
 Elig. for alt. work sched. determined by: **The Attorney's Committee**
 Paid non-medical parental leave? **Y**
 Comments: **Kelley Drye recognizes the importance of work/life balance and is committed to creating an environment that fosters both personal and professional success.**

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? **N**

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	0	0
	Women	0	0	0
White	Men	30	24	0
	Women	8	17	0
Black/African American	Men	1	0	0
	Women	0	3	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	0	1	0
	Women	0	2	0
Amer. Indian/ Alaska Native	Men	0	0	0
	Women	0	0	0
2 or More Races	Men	0	1	0
	Women	0	0	0
TOTAL	Men	32	26	0
	Women	8	22	0
TOTAL NUMBER		40	48	0
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	1	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: **KDW's Diversity and Inclusion Committee establishes formal diversity goals and implements strategies to achieve them.**

CAMPUS INTERVIEWS for past year (see full list online):
 # schools visited in 2010: **4** # job fairs/consortia attended in 2010: **1**

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? **Y**
PRO BONO INFORMATION: Firm-wide Office specific
 % firm billable hours: avg. hrs. per attorney:
 Participation: **52** % assoc. **35** % 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: **Kelley Drye's DC office represents national and international businesses, non-profit institutions, trade associations and individuals in matters before Congress, Federal Administrative Agencies and Courts. Kelley Drye is frequently described as one of the "best kept secrets" among DC firms for its culture, collegiality and atmosphere. With offices overlooking the Potomac River, our location in Georgetown may contribute to that reputation. We invite summer associates to share our philosophy that the best lawyers do more than just sit behind a desk, research and write briefs. Our program allows students to experience several different practice areas through a rotational program. Summer associates gain first hand insight into our firm, our practices, and most importantly, our people. We acknowledge that our future success depends on recruiting dynamic, well-rounded individuals and recognize that as we shape your professional future, you are shaping ours.**

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.