# ROPES & GRAY

**Ropes & Gray LLP**
**One Metro Center, 700 12th Street, NW, Suite 900, Washington, DC 20005-3948**
**Ph: 202-508-4600, Fax: 202-508-4650, www.ropesgrayhiring.com**
Hiring Attorney: **Ms. Susan Galli**
Address Inquiries To:
**Ms. Helen Long**
**Director of Legal Recruiting**
**Ropes & Gray LLP**
**One International Place**
**Boston, MA 02110**
**617-951-7000 hiringprogram@ropesgray.com**

Total # offices: **9** Firm size range: **701+**
NALP member? **Y** Office size range: **51-100**
Total attys in this office: **96**

| PRIMARY PRACTICE AREAS: | # Ptrs/Mbrs | # Assoc. & Oth. Lawy. |
|---|---|---|
| **Corporate** | **13** | **34** |
| **Litigation** | **8** | **37** |
| **Intellectual Property** | **6** | **13** |
| **Health Care** | **4** | **16** |
| **Tax & Benefits** | **2** | **6** |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |

**COMPENSATION & EMPLOYMENT DATA:**

| | 2010 | BEGAN WORK IN | | EXPECTED |
|---|---|---|---|---|
| **Lawyers** | **Compensation** | **2008** | **2009** | **2010** |
| Laterals | | **4** ( **0** ) | **5** ( **0** ) | **TBD** |
| Post-clerkship | | **2** ( **2** ) | **0** ( **0** ) | **4** |
| Entry-level | **160,000** /yr | **12** ( **12** ) | **12** ( **9** ) | **2** |
| LLMs (US) | | ( ) | ( ) | |
| LLMs (non-US) | | ( ) | ( ) | |
| **Summer** | | | | |
| Post-3Ls | **3,100** $/wk | **0** ( **0** ) | **2** ( **2** ) | **0** |
| 2Ls | **3,100** $/wk | **15** ( **0** ) | **22** ( **0** ) | **9** |
| 1Ls | **3,100** $/wk | | | |

# 2009 summer 2Ls considered for associate offers: **22** # offers made: **22**
Hire school term clerks? **N**
1Ls hired? When after 12/1 should 1Ls apply?
Split summers allowed? **Y** If yes, minimum weeks: **10**
Comments: **Summers may also split time equally between 2 R&G locations**
Accept applications for 2011 summer program from:
Joint degree students graduating in 2013? **N**
Evening students graduating in 2013? **N**
Judicial clerks? **Y** Students at non-US law schools? **Y**
Hiring Criteria: **Strong academic performance at undergraduate and law schools; demonstrated record of leadership, initiative and integrity.**

**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? **N**
Additional partnership prog. info:

**WORK/LIFE INFORMATION:**
Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**
**# p-t assoc.** **2** (m) **29** (w) **ptrs/mbrs.** **0** (m) **3** (w) **oth. lawy.** **1** (m) **20** (w)
Elig. for alt. work sched. determined by: **Impact Program**
Paid non-medical parental leave? **Y**
Comments: **The firm's Impact program is designed for attorneys who need to adjust their work arrangements for family, health or similar reasons.**
***Above part-time numbers represent firm wide counts.**
**TRAINING AND PROFESSIONAL DEVELOPMENT:**
Coaching/mentoring program? **Y**
Evaluations: **Semi-Annual** Upward reviews? **Y**
Professional development staff? **Y** Billable hours credit for training time?
Rotation for jr. associates between departments/practice groups?
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 | **0** | **1** | **0** | **1** |
| | Women | **0** | **1** | **0** | **0** |
| White | Men | **19** | **24** | **4** | **0** |
| | Women | **3** | **36** | **2** | **3** |
| Black/African American | Men | **0** | **0** | **0** | **3** |
| | Women | **0** | **1** | **0** | **2** |
| Nat. Hawaiian/ Other Pacific Is. | Men | **0** | **0** | **0** | **0** |
| | Women | **0** | **0** | **0** | **0** |
| Asian | Men | **1** | **0** | **0** | **0** |
| | Women | **0** | **4** | **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 | **20** | **25** | **4** | **4** |
| | Women | **3** | **42** | **2** | **5** |
| | TOTAL NUMBER | **23** | **67** | **6** | **9** |
| Disabled | Men | **0** | **0** | **0** | **0** |
| | Women | **0** | **0** | **0** | **0** |
| Openly GLBT | Men | **0** | **1** | **0** | **0** |
| | Women | **1** | **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: **Founding member of Boston Lawyers Group; active recruitment, outreach, & mentoring by majority & minority lawyers**

**CAMPUS INTERVIEWS for past year** (see full list online):
# schools visited in 2009: **36** # job fairs/consortia attended in 2009: **7**

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

Is billable hour credit given for pro bono work?
Is there a maximum that will be credited? 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: **69** % assoc. **23** % ptrs/mbrs **27** % other lawyers

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

**NARRATIVE: R&G's blend of diverse practice, collaborative culture, and rich geographic locations makes it an outstanding career choice.**

**PRACTICE. Complex legal problems are the foundation of our practice, and our unsurpassed reputation for handling such problems has led us into nearly every field of law. R&G's Summer Program provides an opportunity to be part of real projects within and outside of the firm.**

**CULTURE. R&G is premised on the proposition that complex legal challenges are best met by bringing together leading practitioners in many disciplines in a culture of collaboration, creating an especially interdependent, respectful, and sociable environment.**

**LOCATION. R&G's strategy for remaining a leading law firm is to concentrate our U.S. practice in Boston, Chicago, New York, the SF Bay Area, and Washington, D.C. R&G also has offices in London, Tokyo, and Hong Kong.**

**For additional information, please visit us at www.ropesgrayhiring.com**

**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.**