

HOUSTON, TX

LOCKE LORD

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Total # offices: 13 Firm size range: 701+
 NALP member? Y Office size range: 101-250
 Total attys in this office: 160

PRIMARY PRACTICE AREAS:	# Ptns/Mbrs	# Assoc. & Oth. Lawy.
Administrative and Regulatory	1	0
Appellate	0	1
Bankruptcy/Restructuring	1	2
Business Litigation and Arbitration	11	11
Construction Litigation	3	0
Corporate	16	22
Direct Insurance	1	0
Energy	8	4
Energy Litigation	2	1
International Arbitration	0	1
IP Litigation	5	8
IP Transactional	1	1
Labor and Employment	5	6
Products Liability	0	1

COMPENSATION & EMPLOYMENT DATA:

Category	2008	2007	2006
Laterals	10 ()	6 ()	TBD
Post-clerkship	()	()	()
Entry-level	160,000 /yr	13 (13)	11 (11)
LLMs (US)	()	()	()
LLMs (non-US)	()	()	()
Post-3Ls	\$/wk ()	()	()
2Ls	3076 \$/wk	20 (2)	31 (10)
1Ls	3076 \$/wk	17	7

2008 summer 2Ls considered for associate offers: 31 # offers made: 20
 Hire school term clerks? N
 1Ls hired? Y When after 12/1 should 1Ls apply? Immediately
 Split summers allowed? Y If yes, minimum weeks: 6
 Comments:
 Accept applications for 2010 summer program from:
 Joint degree students graduating in 2012? Y
 Evening students graduating in 2012? Y
 Judicial clerks? Y Students at non-US law schools? Y
 Hiring Criteria: Excellent academic credentials and desire and potential to develop into an outstanding attorney. Ability to work well in team-oriented environment is important.
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: The firm pays parking and travel expenses for summer associates.
PARTNERSHIP DATA: Two or more tiers? N Partnership track (years): 8 +
 Additional partnership prog. info: The Firm hires its associates with the goal of mentoring and training them to partnership.
WORK/LIFE INFORMATION:
 Part-time allowed? Y Part-time avail. to entry-level? Y
 # p-t assoc. 0 (m) 5 (w) ptns/mbrs. 1 (m) 2 (w) oth. lawy. 24 (m) 9 (w)
 Ellg. for alt. work sched. determined by: All attys other than contract/temp
 Paid non-medical parental leave? Y
 Comments: The attorney maintains fairly regular or predictable core office hours and communicates these days/hours and any changes to his/her colleagues with as much advance notice as possible.
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? N
BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009	Ptns/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	3	2	0	NC
	Women	0	2	1	NC
White	Men	66	33	7	NC
	Women	7	20	4	NC
Black/African American	Men	1	2	0	NC
	Women	0	2	0	NC
Nat. Hawaiian/ Other Pacific Is.	Men	0	1	0	NC
	Women	0	1	0	NC
Asian	Men	3	0	1	NC
	Women	0	2	1	NC
Amer. Indian/ Alaska Native	Men	0	0	0	NC
	Women	0	0	0	NC
2 or More Races	Men	0	0	0	NC
	Women	0	0	1	NC
TOTAL	Men	73	38	8	NC
	Women	7	27	7	NC
TOTAL NUMBER		80	65	15	0
Disabled	Men	0	0	0	NC
	Women	0	0	0	NC
Openly GLBT	Men	0	0	0	NC
	Women	0	0	0	NC

(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 mln. pop.
 Comments: The Firm is committed to diversity recruitment and actively seeks qualified minority and women candidates. (See online directory)

CAMPUS INTERVIEWS for past year (see full list online):
 # schools visited in 2008: 28 # job fairs/consortia attended in 2008: 7
BILLABLE HOURS: 2007 2008

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: Billable hour credit can include up to 100 hours of approved pro bono work.
 Is billable hour credit given for pro bono work? Y
 Is there a maximum that will be credited? Y If yes, what? 100
 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: 76 % assoc. 31 % ptns/mbrs 44 % other lawyers
PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
 Sponsor split pub int. summer and/or post-graduate fellowship? CBC
 Comments:

NARRATIVE: Investing your future with Locke Lord will ensure your growth as an attorney and as a person. You will work with some of the brightest legal minds in the country and have a chance to make a difference. Our firm is based on a commitment to individual creativity combined with a spirit of collaboration. Locke Lord provides a supportive and challenging atmosphere - one that separates us from the crowd and differentiates us from other big law firms. We are diverse and come from all walks of life, but we share the common goal of doing the best we can for our many and varied clients. All lawyers create their own experiences and successes, but here you have a support team with you every step of the way. Locke Lord's summer program is distinctive. We don't view students as temporary guests - we see them as part of our team.