

Locke Lord Bissell & Liddell LLP - Austin
 100 Congress Avenue, Suite 300, Austin, TX 78701
 Ph: (512) 305-4700, Fax: (512) 305-4800, www.lockelord.com

Total # offices: **13** Firm size range: **701+**
 NALP member? **Y** Office size range: **26-50**
 Total attys in this office: **38**

Hiring Attorney: **Mr. Jeff Hubenak**
 Address Inquiries To:
Ms. Amanda Jensen
Marketing and Recruiting Coordinator
 Locke Lord Bissell & Liddell LLP
 100 Congress Avenue, Suite 300
 Austin, TX 78701
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PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Administrative	3	1
Appellate	1	4
Bank Regulatory and Transactional	0	1
Business Litigation and Arbitration	5	5
Corporate	2	2
Healthcare	1	1
Public Law and Government Affairs	1	1
Real Estate and Finance	7	2
Tax	0	1

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN		EXPECTED
		2007	2008	2009
Laterals		1 (0)	0 (0)	
Post-clerkship		0 (0)	0 (0)	1
Entry-level	160,000 /yr	2 (2)	0 (0)	1
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	3,076 \$/wk	0 (0)	0 (0)	0
2Ls	3,076 \$/wk	1 (1)	3 (2)	1
1Ls	3,076 \$/wk	4	2	3

2008 summer 2Ls considered for associate offers: **3** # offers made: **2**
 Hire school term clerks? **N**
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/1**
 Split summers allowed? **Y** If yes, minimum weeks: **6**
 Comments:

Accept applications for 2010 summer program from:
 Joint degree students graduating in 2012?
 Evening students graduating in 2012?
 Judicial clerks? Students at non-US law schools?
 Hiring Criteria: **See hiring criteria listed in the placement office at individual schools we visit for on-campus interviews. All other candidates must have very strong academic credentials.**

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: **Judicial clerks who have clerked for at least one year at a state, federal bankruptcy or supreme court will receive one year of credit toward partnership and for salary purposes.**

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. We emphasize the development of our attorneys into successful partners, tailoring the pr**

WORK/LIFE INFORMATION:
 Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. **0** (m) **1** (w) ptrs/mbrs. **0** (m) **1** (w) oth. lawy. **0** (m) **3** (w)
 Elig. 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	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	0	0	0	0
	Women	0	0	0	0
White	Men	12	0	0	1
	Women	5	7	0	1
Black/African American	Men	0	0	0	1
	Women	2	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	1
	Women	0	0	0	0
Asian	Men	1	0	0	0
	Women	0	1	1	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	14	4	1	3
	Women	7	8	4	1
TOTAL NUMBER		21	12	5	4
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	NC	NC	NC	NC
	Women	NC	NC	NC	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 min. 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: % assoc. % ptrs/mbrs % 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: Locke Lord Bissell & Liddell LLP is a full-service, national law firm of approximately 700 attorneys with offices in Atlanta, Austin, Boston, Chicago, Dallas, Houston, London, Los Angeles, New Orleans, New York, Sacramento and Washington, D.C. Locke Lord was formed in 2007, after the combination of Texas-based Locke Liddell & Sapp and Chicago-based Lord Bissell & Brook.

With an expanded geographic scope, and a national reputation in complex litigation, regulatory and transactional work, Locke Lord is focused on achieving client success as a team. Our clients range from Fortune 500 companies and middle market public and private companies to start-ups and emerging businesses.

We pride ourselves on building a collaborative relationship in order to craft creative solutions for immediate problems, and designing and executing plans to achieve long-term strategic goals.

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.