

BALTIMORE, MD

VENABLE

VENABLE LLP - Baltimore
 750 E. Pratt Street, Suite 900, Baltimore, MD 21202
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 Hiring Attorney: Ms. Sharon Kroupa
 Address Inquiries To:
Ms. Maria Krupinsky
Recruiting and Paralegal Manager
Venable LLP
 750 E. Pratt Street, Suite 900
 Baltimore, MD 21202
 (410)244-7813 mtkrupinsky@venable.com

Total # offices: 7
 NALP member? Y

Firm size range: 501-700
 Office size range: 101-250
 Total attys in this office: 164

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Employee Benefits	3	1
Business Transactions	16	19
Bankruptcy & Creditors' Rights	5	6
Tax & Wealth Planning	9	9
Real Estate	8	4
State & Local Government	2	0
Environmental	3	1
Products & Personal Injury	10	30
Commercial	17	12
Labor & Employment	3	1
SEC & White Collar Defense	1	1

COMPENSATION & EMPLOYMENT DATA:

	2010 Compensation	BEGAN WORK IN		EXPECTED 2010
		2008	2009	
Laterals		1 ()	()	1-2
Post-clerkship		1 (1)	2 (2)	
Entry-level	\$135,000 /yr	11 (11)	6 (6)	7
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	\$2,600 \$/wk	9 ()	10 ()	5
1Ls	\$/wk			

2009 summer 2Ls considered for associate offers: 10 # offers made: 6
 Hire school term clerks? N
 1Ls hired? N When after 12/1 should 1Ls apply?
 Split summers allowed? N If yes, minimum weeks:
 Comments:

Accept applications for 2011 summer program from:
 Joint degree students graduating in 2013?
 Evening students graduating in 2013?
 Judicial clerks? Y Students at non-US law schools?

Hiring Criteria: **Excellent undergraduate and law school academic achievement and extracurricular accomplishments. For patent, technical degrees and PTO registration preferred.**

CLERKSHIP/CREDITS/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 track is 8-10 years (approximately)

WORK/LIFE INFORMATION:

Part-time allowed? Y Part-time avail. to entry-level? N
 # p-t assoc. 0 (m) 2 (w) ptrs/mbrs. 2 (m) 5 (w) oth. lawy. 3 (m) 5 (w)
 Elig. for alt. work sched. determined by:
 Paid non-medical parental leave? Y
 Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? Y
 Evaluations: Annual Upward reviews?
 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 2010

As of Feb. 1, 2010	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	0	1	0	0
	Women	1	0	0	0
White	Men	63	31	15	2
	Women	13	20	12	2
Black/African American	Men	1	0	0	1
	Women	0	2	3	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	0	1	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	1	0	0
	Women	0	0	0	0
TOTAL	Men	64	23	15	3
	Women	14	33	15	2
TOTAL NUMBER		78	56	30	5
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	1	1	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:

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2009: 23 # job fairs/consortia attended in 2009: 2

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: 14
 Participation: 89 % assoc. 56 % ptrs/mbrs 49 % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship? N
 Comments:

NARRATIVE: Venable is one of the 100 largest firms in the United States and practices in virtually all areas of business law, complex litigation, intellectual property and government affairs. We serve corporate, nonprofit and individual clients throughout the US and around the world from five offices in the Washington, DC and Baltimore metropolitan areas, plus New York and Los Angeles. Founded more than 100 years ago, the firm has enjoyed a long history of steady growth, quality service and sound management. As of early 2010, the firm has about 550 lawyers - 300 in the Washington, DC area, 185 in the Baltimore area, over 35 in New York, and 40 in Los Angeles. Our hiring plans include summer associates, entry-level associates and lateral associates for all of our offices. For new associates, we have an in-depth orientation program designed to complement your education in the field of law with the real-world skills of being a professional and practicing law.

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.

VENABLE LLP - Washington, D.C.
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Total # offices: 7 Firm size range: 501-700
 NALP member? Y Office size range: 101-250
 Total attys in this office: 232

Hiring Attorney: Mr. Frank Ciatto
 Address Inquiries To:
Ms. Bata Oputa
 Recruiting Coordinator
 Venable LLP
 575 7th Street, NW
 Washington, DC 20004
 202-344-4526 coputa@venable.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	2	2	0	0
	Women	0	3	0	0
White	Men	92	35	7	3
	Women	22	38	6	1
Black/African American	Men	6	2	0	0
	Women	2	4	0	2
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	2	0	0	0
	Women	0	5	1	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	2	0	0
	Women	0	1	0	0
TOTAL	Men	102	41	7	3
	Women	24	51	7	3
TOTAL NUMBER		126	92	14	6
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	1	0	0
	Women	0	1	0	0

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Tax & Wealth Planning	7	4
Business Transactions	10	8
Real Estate	8	6
Patent Prosecution	8	9
Regulatory	32	29
Intellectual Property	8	8
Legislative	10	0
Environmental	9	4
Government Contracts	5	3
Labor & Employment	3	7
Commercial	11	16
State & Local Government	2	0
SEC & White Collar Defense	3	4
Trademark, Copyright & Licensing	5	4

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		6 ()	1 ()	2-4
Post-clerkship		()	()	1
Entry-level	\$135,000 /yr	19 (18)	13 (11)	6
LLMs (US)		()	()	
LLMs (non-US)		()	()	
STATISTICAL				
Post-3Ls	\$/wk	()	()	
2Ls	\$2,600 /wk	17 ()	10 ()	6
1Ls	\$/wk	2		

2009 summer 2Ls considered for associate offers: 10 # offers made: 5

Hire school term clerks? N

1Ls hired? N When after 12/1 should 1Ls apply?

Split summers allowed? N If yes, minimum weeks:

Comments:

Accept applications for 2011 summer program from:

Joint degree students graduating in 2013?

Evening students graduating in 2013?

Judicial clerks? Y Students at non-US law schools?

Hiring Criteria: Excellent undergraduate and law school academic achievement and extracurricular accomplishment. For patent, technical degrees and PTO registration preferred.

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 track is 8-10 years (approximately).

WORK/LIFE INFORMATION:

Part-time allowed? Y Part-time avail. to entry-level? N

p-t assoc. (m) 6 (w) ptrs/mbrs. 2 (m) 5 (w) oth. lawy. 2 (m) 3 (w)

Elig. for alt. work sched. determined by:

Paid non-medical parental leave? Y

Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? Y

Evaluations: Annual Upward reviews?

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

(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
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- Firm diversity committee
- Directed mentoring efforts
- Rec. at schools w/large min. pop.

Comments:

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2009: 23 # job fairs/consortia attended in 2009: 2

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: 14

Participation: 89 % assoc. 56 % ptrs/mbrs 49 % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship? N

Comments:

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 Ph: 310-229-9900, Fax: 310-229-9901, www.venable.com
 Hiring Attorney: Mr. David A. Kettel
 Address Inquiries To:
 Ms. Kara Barnachea
 Administrative Assistant
 Venable LLP
 2049 Century Park East, Suite 2100
 Los Angeles, CA 90067
 310-229-9978 kbarnachea@venable.com

Total # offices: 7 Firm size range: 501-700
 NALP member? Y Office size range: 26-50
 Total attys in this office: 48

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	0	0	0
	Women	1	0	0	0
White	Men	18	9	4	1
	Women	1	6	2	0
Black/African American	Men	0	0	1	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	2	0	1
	Women	0	2	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	1	0	0	0
TOTAL	Men	18	11	5	2
	Women	3	8	3	0
TOTAL NUMBER		21	19	8	2
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	1	0	0	0
	Women	0	0	0	0

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Tax & Wealth Planning	5	3
Business Transactions	1	5
Regulatory	3	3
Labor & Employment	3	2
Commercial	5	7
SEC & White Collar Defense	1	0
Intellectual Property	2	4
Patent Prosecution	1	2

COMPENSATION & EMPLOYMENT DATA:

Analysis	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		3 ()	2 ()	1-2
Post-clerkship		()	()	
Entry-level	\$135,000 /yr	3 (1)	2 (2)	2
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	\$2,600 /wk	3 ()	3 ()	2
1Ls	\$/wk			

2009 summer 2Ls considered for associate offers: 3 # offers made: 2

Hire school term clerks? N
 1Ls hired? N When after 12/1 should 1Ls apply?
 Split summers allowed? N If yes, minimum weeks:
 Comments:

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