

Hunton & Williams LLP - Washington, DC Office  
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 Hiring Attorney: Ms. Allison Wood and Ms. Yisun Song  
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 Ms. Cynthia Kolbe  
 Legal Recruiting Administrator  
 Hunton & Williams LLP - Washington, DC Office  
 1900 K Street, N.W., 12th Floor  
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Total # offices: 19 Firm size range: 701+  
 NALP member? Y Office size range: 101-250  
 Total attys in this office: 171

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Capital Finance & Real Estate	2	8
Competition	7	10
Corporate	3	3
Energy/Government Relations/Intl. Trade	12	7
Environmental	17	21
Food And Drug	3	6
Labor	1	8
Litigation	11	15
Patent	9	15
Project Finance	4	5
Tax	2	2

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN		EXPECTED
		2007	2008	2009
Laterals		11 ( 0 )	16 ( 0 )	TBD
Post-clerkship		0 ( 0 )	2 ( 0 )	TBD
Entry-level	160,000 /yr	9 ( 3 )	3 ( 3 )	TBD
LLMs (US)		0 ( 0 )	0 ( 0 )	TBD
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	3,080 \$/wk	0 ( 0 )	0 ( 0 )	0
2Ls	3,080 \$/wk	4 ( 1 )	10 ( 2 )	2
1Ls	3,080 \$/wk	3	0	0

# 2008 summer 2Ls considered for associate offers: 10 # offers made: 10  
 Hire school term clerks? Y

1Ls hired? N When after 12/1 should 1Ls apply? N/A  
 Split summers allowed? Y If yes, minimum weeks: 8  
 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?

Hiring Criteria: High performing and entrepreneurial lawyers and law students;  
 strong academic credentials; excellent written and verbal communication  
 skills; solid record of success and leadership.

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: Associates are eligible for discretionary  
 performance bonuses based on overall individual performance and market  
 considerations. Bonuses for federal district and appellate clerkships.  
 PARTNERSHIP DATA: Two or more tiers? N Partnership track (years): 8+  
 Additional partnership prog. info: Partnership criteria include leadership success,  
 quality, integrity, hard work & service; the firm provides the necessary  
 training, feedback & development to achieve partnership.

WORK/LIFE INFORMATION:

Part-time allowed? Y Part-time avail.to entry-level? CBC  
 # p-t assoc. 1 (m) 3 (w) ptrs/mbrs. 1 (m) 2 (w) oth. lawy. 3 (m) 4 (w)  
 Elig. for alt. work sched. determined by: Case by case  
 Paid non-medical parental leave? Y  
 Comments: Our flexible work arrangements are varied and both gender and  
 reason neutral. Almost 100 attorneys (10 percent firm wide) currently take  
 advantage of flexible work arrangements.

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?

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	2	0	0
	Women	0	4	1	0
White	Men	59	47	16	1
	Women	8	14	9	1
Black/African American	Men	1	1	0	0
	Women	0	2	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	1	0	0
	Women	1	1	0	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	61	53	16	1
	Women	9	22	10	1
TOTAL NUMBER		70	75	26	2
Disabled	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK
Openly GLBT	Men	0	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: Affirmative action program, minority recruitment strategies,  
 partnerships with clients, collegial environment, community outreach.

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

# schools visited in 2008: 33 # job fairs/consortia attended in 2008: 14

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:  
 Hours policy details: 2000 billable hours (including up to 50 pro bono hours plus  
 25 approved disaster relief hours)

Is billable hour credit given for pro bono work? Y  
 Is there a maximum that will be credited? Y If yes, what? 50  
 For bonus consideration, is a pro bono hour equivalent to a billable hour? Y  
 PRO BONO INFORMATION:  Firm-wide  Office specific  
 % firm billable hours: 3.32  avg. hrs. per attorney: 52  
 Participation: 89 % assoc. 77 % ptrs/mbrs 78 % other lawyers

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

Sponsor split pub int. summer and/or post-graduate fellowship? Y  
 Comments: The Firm has a two-year fellowship position at each of our  
 neighborhood pro bono offices in Richmond and Atlanta. Each fellowship offers  
 \$10,000 per year in law school debt repayment.

NARRATIVE: At Hunton & Williams we believe that the practice of law is a  
 service to society. More than 2,300 employees worldwide are dedicated to the  
 firm's core values of integrity, quality, hard work, service, economic reward and  
 collegiality. We recruit attorneys and staff from a variety of backgrounds and  
 cultures, and we value the diversity they bring to the firm. In addition to  
 providing unique professional development opportunities, Hunton & Williams  
 offers creative work/life programs designed to meet today's challenges. Pro  
 bono service is strongly encouraged, and our lawyers play an active role within  
 their communities. If you relish challenge, opportunities for professional  
 growth, and the rewarding experience that comes from working at a first-rate  
 law firm, consider Hunton & Williams.

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.