MCLEAN, VA

HUNTON & WILLIAMS

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Hiring Attorney: **Mr. John McGranahan**
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Legal Recruiting Administrator
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Total # offices: **19** Firm size range: **701+**
NALP member? **Y** Office size range: **26-50**
Total attys in this office: **45**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Capital Finance and Real Estate	**5**	**6**
Competition	**0**	**2**
Corporate	**1**	**1**
Labor and Employment	**1**	**3**
Litigation, IP and Antitrust	**10**	**14**
Tax and Erisa	**1**	**1**

COMPENSATION & EMPLOYMENT DATA:

	2009	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2007**	**2008**	**2009**
Laterals		**6** (**0**)	**1** (**0**)	**TBD**
Post-clerkship		**1** (**0**)	**1** (**0**)	**TBD**
Entry-level	**160,000** /yr	**2** (**1**)	**2** (**0**)	**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	**3** (**1**)	**0** (**0**)	**0**
1Ls	**3,080** $/wk	**0**	**0**	**0**

2008 summer 2Ls considered for associate offers: **0** # offers made: **0**
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply? **N/A**
Split summers allowed? **Y** If yes, minimum weeks: **6**
Comments: **Some offices will participate in a 1L diversity program.**
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. 0 (m) **2** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **2** (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**	**1**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**16**	**9**	**2**	**0**
	Women	**1**	**10**	**3**	**0**
Black/African American	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**1**	**0**	**0**
	Women	**1**	**0**	**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	**16**	**11**	**2**	**0**
	Women	**2**	**11**	**3**	**0**
	TOTAL NUMBER	**18**	**22**	**5**	**0**
Disabled	Men	**UNK**	**UNK**	**UNK**	**UNK**
	Women	**UNK**	**UNK**	**UNK**	**UNK**
Openly GLBT	Men	**0**	**0**	**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.