

DETROIT, MI

DICKINSON WRIGHT

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Total # offices: 10 Firm size range: 251-500
 NALP member? Y Office size range: 51-100
 Total attys in this office: 86

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	1	0	0	0
	Women	0	1	0	0
White	Men	35	10	8	2
	Women	11	8	2	1
Black/African American	Men	1	1	1	1
	Women	1	2	1	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	0	2	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	1	0	0
TOTAL	Men	37	11	9	3
	Women	12	14	3	2
TOTAL NUMBER		49	25	12	5
Disabled	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK
Openly GLBT	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	24	17
Corporate	7	5
Labor and Employment	4	3
Bankruptcy	5	4
Banking	3	4
Environmental	1	2
Tax	2	1
Real Estate	1	1
School Law	1	0
Estate Planning	1	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		0 (0)	1 (0)	TBD
Post-clerkship		0 (0)	0 (0)	0
Entry-level	*\$105,000 /yr	0 (0)	8 (8)	4
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	\$/wk	0 (0)	0 (0)	0
2Ls	\$1,925 /wk	10 (1)	6 (1)	5
1Ls	\$1,925 /wk	2	1	1

2010 summer 2Ls considered for associate offers: 6 # offers made: 5
 Hire school term clerks? N
 1Ls hired? Y When after 12/1 should 1Ls apply? ASAP
 Split summers allowed? CBC If yes, minimum weeks: 6
 Comments:

Accept applications for 2012 summer program from:
 Joint degree students graduating in 2014? N
 Evening students graduating in 2014? N
 Judicial clerks? N Students at non-US law schools? N

Hiring Criteria: Superior academic performance, strong interpersonal skills, effective legal writing

NOTE: Detroit SAs participate in optional Bloomfield Hills office rotation CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
 Judicial clerkship bonus? N
 Comp./prog. credit for judicial clerkship? Y
 Comp./prog. credit for other adv. degrees? N
 Other compensation comments: *Includes \$5,000 signing bonus. Firm also reimburses bar exam and MPRE application fees and pays for one bar review course.

PARTNERSHIP DATA: Two or more tiers? Y
 Additional partnership prog. info:

WORK/LIFE INFORMATION:

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

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? Y
 Evaluations: Semi-Annual Upward reviews? N
 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
- Bar sponsored programs
- Outreach to law student groups
- Firm diversity committee
- Directed mentoring efforts
- Rec. at schools w/large min. pop.

Comments: Dickinson Wright is strongly committed to diversity. We actively solicit applications through job fairs and student groups.

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

schools visited in 2010: 8 # job fairs/consortia attended in 2010: 2

BILLABLE HOURS: 2009 2010

Avg annual assoc. hrs worked:
 Avg. annual assoc. billable hrs:
 Is there a minimum billable hours expectation? Y If yes, number: 1950
 Hours policy details:

Is billable hour credit given for pro bono work? Y
 Is there a maximum that will be credited? Y If yes, what? 30
 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?
 Comments:

NARRATIVE: Founded in 1878, Dickinson Wright PLLC has a rich heritage of representing business enterprises (whether "Fortune 500" or closely-held), public, private and governmental institutions, emerging and high tech companies, and prominent individuals and families. Serving this wide range of clients daily provides exciting and cutting-edge opportunities in virtually every major area of law. Our practice is sophisticated, it is diverse and we are growing. Our standards for quality are the highest.

Please see the online version of our NALP form at www.nalpdirectory.com for an expanded version of our firm narrative to get a better feel for the people, the summer program, the work environment, the commitment to professional autonomy and freedom, the training and development, and the technology that are all a part of who we are. Please also visit our website at www.dickinsonwright.com to learn even more about us.

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.