GRAND RAPIDS, MI

DICKINSON WRIGHT

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Total # offices: **10** Firm size range: **251-500**
NALP member? **Y** Office size range: **11-25**
Total attys in this office: **17**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	4	3
Corporate	3	3
Real Estate	2	0
Municpal Finance	1	0
Bankruptcy	1	0

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	0	0	0
White	Men	8	3	1	0
	Women	1	1	1	0
Black/African American	Men	1	0	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	0	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	10	3	1	0
	Women	1	1	1	0
	TOTAL NUMBER	11	4	2	0
Disabled	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK
Openly GLBT	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK

(See www.nalpdirectory.com for historical comparisons.)

COMPENSATION & EMPLOYMENT DATA:

	2011	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2009**	**2010**	**2011**
Laterals		0 (0)	0 (0)	TBD
Post-clerkship		0 (0)	0 (0)	TBD
Entry-level	* 105,000 /yr	0 (0)	2 (2)	1
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	1 (0)	1 (0)	0
1Ls	$1,925 $/wk	1	0	0

2010 summer 2Ls considered for associate offers: **1** # offers made: **1**
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**

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) **0** (w) **ptrs/mbrs.** **0** (m) **0** (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

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 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 a part of who we are. Please also visit our web site at www.dickinsonwright.com

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.