WASHINGTON, DC

BLACKWELL SANDERS

Blackwell Sanders Peper Martin LLP
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Total # offices: **8**
NALP member? **Y**

Firm size range: **251-500**
Office size range: **2-10**
Total attys in this office: **7**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc & Oth. Lawy.
Governmental Affairs	**1**	**0**
Energy & Public Utility	**4**	**1**
Intellectual Property	**1**	**0**

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2007

As of Feb. 1, 2007		Ptrs/Mbrs	Assoc.	All Oth. Lawy	Summ. Assoc.
Men		**3**	**1**	**0**	**0**
Women		**1**	**1**	**1**	**0**
TOTALS		**4**	**2**	**1**	**0**
Black	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Hispanic	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Amer. Ind./ Alaskan	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian & Pac. Isl.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Multi-racial	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**

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

COMPENSATION & EMPLOYMENT DATA:

	2007	BEGAN WORK IN		EXPECTED
Lawyers	Compensation	2005	2006	2007
Laterals		**2** ( )	**2** ( )	**TBD**
Post-clerkship		( )	( )	
Entry-level	**TBD** /yr	( )	( )	
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	**N/A** $/wk	( )	( )	
1Ls	**N/A** $/wk			

2006 summer 2Ls considered for associate offers: # offers made:
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply? **N/A**
Split summers allowed? If yes, minimum weeks:
Comments: **No summer associate program at this time.**
Accept applications for 2008 summer program from:
Joint degree students graduating in 2010? **N**
Evening students graduating in 2010? **N**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria: **Analytical skills, leadership ability, interpersonal skills, writing and communication skills, and a commitment to excellence.**

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: **$5,000 study stipend upon graduation; bonus program; ability to progress in compensation and towards partnership based on skills and performance, not merely tenure.**
PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years):
Additional partnership prog. info: **Four-level system; associates progress toward partnership based on skills and performance, not years. Average time to partnership is 6-1/2 years, less for exceptional associates.**
WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail. to entry-level? **N**
 # p-t assoc. (m) (w) **ptrs/mbrs.** (m) (w) **oth. lawy.** (m) (w)
Elig. for alt. work sched. determined by: **Policy, case by case**
Paid non-medical parental leave? **Y**
Comments: **Twelve weeks paid maternity leave; parental leave policy; family and medical leave policy and adoption leave policy in accordance with FMLA policy.**
TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Semi-Annual** Upward reviews? **Y**
Professional development staff? **Y** Billable hours credit for training time? **N**
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: **Please see our website at www.blackwellsanders.com for complete information on our diversity initiatives and INROADS program.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2006: **17** # job fairs/consortia attended in 2006: **2**

BILLABLE HOURS:

	2005	2006
Avg. annual assoc. hrs worked:	**2100**	**2100**
Avg. annual assoc. billable hrs:	**1900**	**1900**

Is there a minimum billable hours expectation? **N** If yes, number:
Hours policy details: **Associates have target billable hours of 1900. Up to 120 pro bono hours considered for bonus.**
Is billable hour credit given for pro bono work? **N**
Is there a maximum that will be credited? **N** If yes, what?
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** ☐ 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? **N**
Comments: **None.**

NARRATIVE: Blackwell Sanders Peper Martin LLP is a dynamic law firm with a practice well balanced between litigation and business law. The firm's diversity and growing client base have provided a platform for stable growth.

The firm has made a unique commitment to the professional and career development of its associates. Lockstep progression toward partnership has been replaced with a four-level process, in which associates advance in compensation and toward partnership based upon their growth in skills and performance, instead of years at the firm. Thus, while the average length of time to partnership eligibility has remained the same, associates with exceptional skills and performance will be eligible for partnership sooner.

The firm provides associates with career development training, mentoring, semiannual reviews and early, meaningful responsibility. Associates are given opportunities to manage litigation, negotiate transactions, and work directly with our clients.

NALP is fundamentally committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is strongly opposed to discrimination which is based upon gender, age, race, color, religious creed, national origin, disability, marital, parental, or veteran status, sexual orientation, or the prejudice of clients related to such matters.