

## Basic Information

801 Grand Avenue  
33rd Floor  
Des Moines, IA 50309  
Organization Size: 1262  
Office Size: 38  
**Hiring Attorney:**  
Ms. Shannon Sole

**Recruiting Contact:**  
Ms. Emily Coveyou  
Associate Recruiting Manager  
2200 Wells Fargo Center  
90 South Seventh Street  
Minneapolis, Minnesota (MN) 55402  
United States  
emily.coveyou@faegredrinker.com

## Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 150,000

**Summer Compensation**

2023 compensation for Post-3Ls (\$/week)

2023 compensation for 2Ls (\$/week) 2,884

2023 compensation for 1Ls(\$/week) 2,884

## Partnership & Advancement

Does the firm have two or more tiers of partner? No

If no, how many years is the partnership track?

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	11	9	3	0	0
	Women	1	6	3	0	2
	Non-binary	0	0	0	0	0
	Total	12	15	6	0	2
<b>Latinx</b>	Men	0	0	0	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
<b>White</b>	Men	10	7	3	0	0
	Women	1	6	3	0	1
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Kelly Tautges  
Pro Bono Counsel & Director  
612-766-7000  
kelly.tautges@faegredrinker.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.7
Average Hours per Attorney last year	32
Percent of associates participating last year	82
Percent of partners participating last year	58
Percent of other lawyers participating last year	53

## Professional Development

Evaluations	Other
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	2	2	1	1	3
Entry-level (non-traditional track)	NC	NC	NC	NC	NC
Lateral Partners	NC	NC	NC	NC	NC
Lateral Associates	NC	NC	NC	NC	NC
All Other Laterals (non-traditional track)	NC	NC	NC	NC	NC
Post-Clerkship	0	0	0	0	2
LL.M.s (U.S.)	NC	NC	NC	NC	NC
LL.M.s (non-U.S.)	NC	NC	NC	NC	NC
<b>SUMMER</b>					
Post-3Ls	NC	NC	NC	NC	NC
2Ls	1	1	1	0	2
1Ls	0	0	1	0	2

Number of 2022 Summer 2Ls considered for associate offers 1

Number of offers made to summer 2L associates 1

General Hiring Criteria Our experience demonstrates that superior academic performance is fundamental. We also look for evidence of achievement, motivation, maturity, range of interests, teamwork and strong communication skills. We consider demonstrated commitment to our core values: integrity, excellence, diversity and inclusion, shared commitment, teamwork and collaboration, mutual respect, and service to others.

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Litigation	Business Litigation	4	3	3	0	0
Business, Corporate	Corporate	3	0	4	1	0
Business, Corporate Litigation	Insurance	0	1	1	0	0
Labor and Employment	Labor & Employment	1	0	1	0	0

Litigation	Product Liability & Mass Torts	4	2	5	0	0
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## Diversity & Inclusion

**Diversity Contact:** Ms. Brita Horvath

**Diversity Website/URL:** <https://www.faegredrinker.com/en/about/diversity-and-inclusion#tab-Overview>

## Organization Narrative

Welcome to Faegre Drinker! We are a firm committed to providing opportunities for our lawyers to grow and succeed in their legal careers. You will thrive here if you are sincere and authentic and want to perform high-quality work in an open and collaborative environment. That's who we are and what we are looking for: excellent lawyers without arrogance.

Our approach to career development distinguishes us. As a first-year associate, you won't even touch billable work until you have participated in our six-week training program. Our program introduces you to the practice of law, addressing topics like managing time and understanding client service, and provides concrete, skills-based training in practice group-specific topics. You will also develop close relationships with your classmates and to connect with firm leadership.

Further, we know that lawyers must be effective communicators to be successful. That's why we have a dedicated, in-house writing coach, whom you will work with as a summer associate and when you join us.

Our robust advisor system also contributes to your personal and professional development here. You'll be paired with a partner who is invested in you personally and professionally. You'll meet regularly and collaborate to figure out how you can get the work you want, develop your skills, and advance your career.

Everything we do contributes to our culture of inclusion and belonging. We're committed to hiring, supporting, and retaining a diverse group of professionals and know that these goals require a sustained and long-term commitment. Diverse lawyers participate in our active Diversity Collective, which meets cross-office, holds annual retreats, and connects often with firm leaders and clients.

We also realize that the pandemic and modern-day stresses have affected how we live and work today. We have committed to our collective mental health and well-being by hiring an in-house well-being advisor and therapist. We also have a hybrid work model that promotes connections while recognizing that 2023 is not 2019. You'll be able to talk with colleagues over lunch and in-office activities, along with working from home on other days. Our policy provides a good balance of flexibility and connection.

Please join us!

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