

### Basic Information

Firmwide  
 Organization Size: 79  
 Office Size: 77  
**Hiring Attorney:**  
 Ms. Kris Tilley

**Recruiting Contact:**  
 Ms. Barbara Hardy  
 Administrator  
 Davis Brown Tower  
 215 - 10th Street, Suite 1300  
 Des Moines, Iowa (IA) 50309  
 United States  
**Phone:** 515-288-2500  
 BarbHardy@davisbrownlaw.com

### Compensation & Benefits

2013 compensation for entry-level lawyers (\$/year) 90,000  
**Summer Compensation**  
 2013 compensation for Post-3Ls (\$/week) 1,800  
 2013 compensation for 2Ls (\$/week) 1,800  
 2013 compensation for 1Ls(\$/week) 1,800

### Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
 How many years is the non-equity track? 6-7  
 How many years is the equity track? 2

### Pro Bono/Public Interest

Scott Brennan  
 Vice President/Shareholder  
 515-288-2500  
 ScottBrennan@davisbrownlaw.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide  
 % Firm Billable Hours last year  
 Average Hours per Attorney last year  
 Percent of associates participating last year 85  
 Percent of partners participating last year 35  
 Percent of other lawyers participating last year 0

### Professional Development

Evaluations Annual  
 Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No  
 Rotation for junior associates between departments/practice groups? N/A  
 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? Yes

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Staff Attorneys	Other Attorneys	Summer Associates
	Men 32	6	6	1	5	1
	Women 17	8	0	1	0	1
	Total 49	14	6	2	5	2
<b>Hispanic/Latino</b>	Men 0	0	0	0	0	0
	Women 0	0	0	0	0	0
<b>White</b>	Men 32	6	6	1	5	1
	Women 17	8	0	1	0	1
<b>Black/African American</b>	Men 0	0	0	0	0	0
	Women 0	0	0	0	0	0
<b>Native Hawaiian/Other Pacific Islander</b>	Men 0	0	0	0	0	0
	Women 0	0	0	0	0	0
<b>Asian</b>	Men 0	0	0	0	0	0
	Women 0	0	0	0	0	0
<b>American Indian/Alaska Native</b>	Men 0	0	0	0	0	0
	Women 0	0	0	0	0	0
<b>2 or more races</b>	Men 0	0	0	0	0	0
	Women 0	0	0	0	0	0
<b>Disabled</b>	Men 0	0	0	0	0	0
	Women 0	0	0	0	0	0
<b>Openly LGBT</b>	Men 1	0	1	0	0	0
	Women 1	0	0	0	0	0

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate Tax	Business and Tax	25		6	
Appellate Arbitration, Dispute Resolution, Mediation Family Labor and Employment Litigation	Litigation	21		9	
Intellectual Property	Intellectual Property	3		4	
Real Estate, Land Use	Real Estate	12		3	
Trusts and Estates	Estates/Probate/Trusts	7		1	
Energy	Renewable Energy	3		1	
Banking, Finance	Banking/Finance/Bankruptcy	12		2	
Public, Municipal	Public Finance	2		1	
International	Immigration/International	7		3	
Government, Regulatory, Administrative	Government/Administrative	5		4	

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2011	Prior Summer Associates	2012	Prior Summer Associates	2013
Laterals	2	0	5	0	0
Post-Clerkship	0	0	0	0	1
Entry-level	0	0	3	2	2
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	3	1	1	0	2
1Ls	1	0	3	0	0

Number of 2013 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 1

General Hiring Criteria The Davis Firm seeks to hire exceptional students with excellent academic credentials as well as outstanding research, writing, and interpersonal skills. Preference is given to students ranking in the top 20% of their law school class with law review or journal experience. Consideration is also given to those who have demonstrated a commitment to improving their communities through civic and charitable activities.

## Diversity & Inclusion

### RECRUITMENT METHODS

## Organization Narrative

Founded in 1929, Davis, Brown, Koehn, Shors & Roberts, P.C., provides comprehensive legal services to clients ranging from private individuals to Fortune 500 corporations, as well as multinational corporations, not-for-profit groups, the state and its agencies and political subdivisions, hospitals and regulated industries. The firm's clients conduct business on a local, state, national and international basis.

With a growing practice of more than 75 attorneys and offices in downtown Des Moines, as well as West Des Moines, Ames and Emmetsburg, our firm offers legal services in a wide variety of areas including administrative law, business transactions, mergers and acquisitions, employment law, government relations, immigration, patent law and intellectual property, biotechnology, real estate, securities, taxation and litigation.

Further extending our reach, as the exclusive Iowa member of Lex Mundi, a global association of 160 leading independent law firms in more than 100 countries, the firm has immediate access to the resources of other member firms across the world. Lex Mundi limits membership to one law firm per state based upon quality of legal services, multi-faceted practices, and the breadth and depth of expertise of members of the firm in traditional and emerging industries and areas of the law.

In recognition of their legal expertise and commitment to their clients, Davis Brown attorneys have been nationally rated by Best Lawyers, Chambers USA and Super Lawyers. In addition, 36 Davis Brown attorneys are AV-rated, the highest level of professional excellence, by Martindale-Hubbell®. The firm has also

been recognized as the Best Law Firm in Des Moines for seven consecutive years by the Des Moines Business Record and was recognized by Martindale-Hubbell® and Fortune Magazine as one of the "Top Ranked Law Firms" in the United States.

The Davis Brown Law Firm has a long history of community involvement within the Des Moines metro area and across the state of Iowa and we believe it is our obligation to promote our communities through pro bono work, community service and charitable giving. Many of the firm's lawyers hold leadership positions in local civic, charitable and political organizations-including the Greater Des Moines Partnership, Greater Des Moines Leadership Institute, Polk County Bar Association, Iowa State Bar Association, Des Moines Public Library Foundation, Ames Economic Development Commission and many more.

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.

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