

Basic Information

303 Peachtree Street NE
Suite 5300
Atlanta, GA 30308
Organization Size: 1008
Office Size: 105
Hiring Attorney:
Mr. Jim Levine

Recruiting Contact:
Mrs. Casey Iglehart
Legal Recruitment Coordinator
303 Peachtree Street NE
Suite 5300
Atlanta, Georgia (GA) 30308
United States
Phone: 404-527-4000
atlattyrecruit@mckennalong.com

Compensation & Benefits

2013 compensation for entry-level lawyers (\$/year) 135,000
Summer Compensation
2013 compensation for Post-3Ls (\$/week) 2,600
2013 compensation for 2Ls (\$/week) 2,600
2013 compensation for 1Ls(\$/week) 2,600

Partnership & Advancement

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

Pro Bono/Public Interest

Ms. Jessica Abrahams
Partner (Firmwide Pro Bono Committee)
202-496-7500
jabrahams@mckennalong.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
% Firm Billable Hours last year 1.79%
Average Hours per Attorney last year 28.00
Percent of associates participating last year 87.93%
Percent of partners participating last year 42.64%
Percent of other lawyers participating last year 44%

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? No
Is rotation mandatory? 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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Staff Attorneys	Other Attorneys	Summer Associates
	Men	57	28	13	0	4
	Women	17	32	6	2	4
	Total	74	60	19	2	8
Hispanic/Latino	Men	0	1	0	0	0
	Women	0	0	0	0	0
White	Men	55	23	12	0	2
	Women	13	27	4	2	3
Black/African American	Men	1	1	1	0	0
	Women	2	3	1	0	1
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0	0
	Women	1	0	0	0	0
Asian	Men	1	3	0	0	2
	Women	1	2	1	0	0
American Indian/Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
2 or more races	Men	0	0	0	0	0
	Women	0	0	0	0	0
Disabled	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
Openly LGBT	Men	1	0	0	0	0
	Women	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	Corporate	25		24	
Government, Regulatory, Administrative	Environmental	3		1	
Litigation	Litigation	28		35	
International	Public Policy and International	6		4	
Real Estate, Land Use	Real Estate and Finance	11		15	
Intellectual Property	Intellectual Property	1		2	

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2011	Prior Summer Associates	2012	Prior Summer Associates	
Laterals	17	0	12	0	10
Post-Clerkship	0	0	1	1	1
Entry-level	4	3	4	4	4
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	7	4	4	2	3
1Ls	5	0	5	0	5

Number of 2012 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 4

General Hiring Criteria Strong academic credentials. Prefer Law Review, Moot Court, Journal experience and/or evidence of strong writing ability. Demonstrated interest in Atlanta.

Diversity & Inclusion

RECRUITMENT METHODS

Diversity job fairs, Outreach to law student groups, Formal mentoring efforts, Recruit at schools with large minority populations, Bar-sponsored programs, Firm diversity committee

Inherent in the culture of McKenna Long & Aldridge is an unwavering commitment to diversity. At MLA, our commitment to diversity is not only a business imperative -- it is also a moral one. The desire to understand our individual strengths rather than to focus on our group differences enhances our ability to work with each other and to serve our clients.

Three principles form the foundation of our commitment to diversity:

- Provide full access to career opportunities to everyone in our firm.
- Include all -- regardless of race, color, national origin, gender, religion, age, disability, sexual orientation, culture or lifestyle -- as integral and valued members of our broader team.
- Recruit, develop, promote, and retain a world-class talent base that reflects the diversity of the communities in which we live.

The cross-section of men and women who work at MLA represent our firm's most valuable resource, with each person contributing to our unique and dynamic environment. Our people often serve as panelists, authors, and keynote speakers on diversity and inclusion. The firm also maintains recruiting and outreach relationships with key universities, as well as student and professional organizations that promote diversity.

MLA's diversity and inclusion efforts are supported by our firm wide Diversity Committee, which is chaired by Diversity Partner, Charlotte Combre. With a mandate to foster an environment of inclusiveness for all attorneys and staff, partners, associates, and personnel from recruiting, professional development, marketing and human resources serve on the committee. It also works to ensure diversity in recruiting, hiring, and development of our personnel by coordinating training opportunities, outreach to multicultural student, bar, and community organizations, and participation in a variety of projects designed to expose under-included populations to the field of law.

Diversity and inclusion at MLA encourages a collegial atmosphere where ideas flow freely and where respect for those ideas is the norm. Discovering our own strengths and the diverse strengths of those with whom we work allows us to build stronger and more productive working relationships, which benefits both our firm and the clients we serve.

Recent & On-Going Activities and Achievements:

LAW STUDENT OUTREACH

- Bay Area APALSA Conference, UC Hastings Law School
- Emory University, Black Law Students Association Scholarship & Awards Banquet
- Georgetown University, Women of Color Collective Mentor Program, Co-Creator
- GWU Hispanic Law Students Association Resume Review Program
- GWU Lambda Networking Reception
- Lavender Law, Career Fair
- Leadership Council on Legal Diversity 1L Scholars Program
- Mock Interviewing Programs, Workshops & Panel Participation, Emory, GWU, UCLA, UGA, USC, UC Hastings APALSA, Thomas Jefferson (Earl B. Gillam Bar Assoc.), GABWA, Gate City
- Southeastern Minority Job Fair
- UCLA Outreach Program, Diversity Reception
- USC Latino Law Students Judges and Lawyers Night
- USD Law School Diversity Committee, Battle of the Brains
- WALRAA 8-Minute Networking Series & Reception
- WALRAA Summer Associate Diversity Reception
- Western Region Black Law Students Association Job Fair
- Writing Clinics, Atlanta and Washington DC Law Schools

PIPELINE PROJECTS

- Constitutional Rights Foundation, LA Inner City Youth Internship Program (LA)
- Hispanic National Bar Foundation Summer Law Camp (D.C.)
- Leadership Council on Legal Diversity Pipeline/CLEO Connection Pre-law Workshop (Atlanta and D.C.)
- Street Law, Inc. (Atlanta and D.C.)
- Teach for America (Atlanta)
- The Law Pipeline Project (Atlanta)

ORGANIZATION MEMBERSHIPS, AFFILIATIONS AND SPONSORSHIPS

- Atlanta Diversity Managers Affinity Group
- Atlanta Large Law Firm Diversity Alliance, Founding Member
- Atlanta Legal Diversity Consortium, Inc., Founding Member
- Asian American Bar Association of the Greater Bay Area
- Asian Law Caucus, San Francisco
- Bar Association of San Francisco "No Glass Ceiling Commitment" Signatory
- California Minority Counsel Program
- Center for Legal Inclusiveness
- Earl B. Gilliam Bar Association
- Gate City Bar Association
- Georgia Association of Black Women Attorneys
- Georgia Diversity Council
- Hispanic National Bar Foundation
- Human Rights Campaign Corporate Equality Index
- Korean Bar Association of San Diego
- Leadership Council on Legal Diversity
- Los Angeles County Bar Association "Statement of Diversity Goals and Principles" Signatory
- National Asian Pacific American Bar Association
- National Bar Association
- National South Asian Bar Association Foundation
- Pan Asian Lawyers of San Diego
- San Diego County Bar Association Diversity Pledge
- South Asian Bar Association of D.C.
- South Asian Bar Association-San Diego
- Southern California Managing Partners Roundtable, Diversity Committee, Charter Member
- Southern California Chinese Lawyers Association
- Stonewall Bar Association
- VAULT/MCCA Law Firm Diversity Directory Underwriter
- Women's Bar Association-DC

Organization Narrative

McKenna Long & Aldridge LLP (MLA) is an international law firm with more than 575 attorneys and public policy advisors in 16 offices and 13 markets.

The firm is uniquely positioned at the intersection of law, business and government, representing clients in the areas of complex litigation, corporate law, energy, environment, family wealth, finance, government contracts, health care, infrastructure, insurance, intellectual property, public policy, real estate, and technology.

Our wide network of talented, multidisciplinary attorneys and advisors, combined with depth of resources and the ability to leverage economies of scale, enables us to create innovative opportunities and to deliver collaborative solutions for our clients. Driven to achieving our clients' success, MLA builds true partnerships by developing thorough understandings of our clients' industries, their legal issues and business objectives. Our personalized and holistic approach reflects our full commitment to, and investment in, our clients as we work together, strategically and tactically, to realize their goals.

Our long-standing commitment to public service strengthens our ties to each other, and our local communities. Through pro bono legal services, volunteer and community service efforts, and the MLA Foundation, we proudly support over 230 charitable organizations each year. By working together for those in need, we demonstrate the firm's commitment to making a positive impact in the communities where we practice and live.

Each department is made up of teams of both partners and associates. Each team has a leader who is responsible for the amount and variety of work of each team member. We strive to give associates challenging and interesting work to help them develop professionally. We stress the importance of feedback, client contact and responsibility for client matters.

The quality and commitment of our lawyers is the foundation of McKenna Long & Aldridge. We are looking for individuals who share our commitment to the profession, to our clients and to our firm. We believe that associates will be successful at MLA and realize their potential by working in an environment that provides an appropriate balance between oversight and independence. The firm places a strong emphasis on academic and professional excellence. We are looking for people who are committed to becoming excellent lawyers, who are able to inspire confidence among colleagues and clients and who thrive in a team approach to problem solving. Our associates have a strong desire for significant responsibility early in their career, while possessing the corresponding judgment to know when to ask for help. We believe that the best lawyers are well-rounded people who have interests outside of work and who are active in their community.

The development of legal skills and professional judgment is a life-long process. Accordingly, we are dedicated to the continued development of lawyers throughout their careers by providing technical training, hands-on learning opportunities, and mentoring from experienced attorneys.

The summer program is our primary source of hiring entry level attorneys. Consistent with our overall firm philosophy, we value team work and promote this concept among the summer class. While we enjoy a fairly active social calendar, our goal is to provide each summer associate with a realistic view of the day to day practice of law at McKenna Long & Aldridge. The work assignment program is structured to provide "real life" experiences throughout the summer.

McKenna Long & Aldridge has a Diversity Committee that develops a firm-wide approach to the hiring, training, and retention of diverse and highly-qualified professionals. The Recruitment Department, with the assistance of our Diversity Committee, continues the firm's efforts to hire diverse candidates at all levels.

Our Atlanta summer associate class size is approximately 8 summer associates (first and second years). We do not over hire expecting associates to leave in their 3rd and 4th years. Our expectation is for each associate to stay and succeed. The summer program is designed to provide every summer associate with a "real life" experience at the firm and allow the summer associate to make the best possible decision they can regarding permanent employment. The summer associates rotate through several departments of their choice, spending approximately 3 weeks per rotation working as a member of a specific team. This allows each summer associate to get a better idea of the types of work different teams do and to be able to specify their preference for a department assignment at the end of the summer. As part of the team, each summer associate is invited to attend team meetings, department meetings, client meetings, court appearances, closings, and depositions, as available throughout the summer.

We invite you to review our webpage at www.mckennalong.com for more in-depth information.

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.

For more details, visit www.nalpdirectory.com

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