

Basic Information

Firmwide Collective Form **Recruiting Contact:**
 Organization Size: 1008 Ms. Jennifer Queen
 Office Size: 1034 Chief Recruiting and Development Officer
Hiring Attorney: 303 Peachtree Street, NE
 Ms. Jessica Abrahams Suite 5300
 Atlanta, Georgia (GA) 30308
 United States
Phone: 404.527.4000
 atlattyrecruit@mckennalong.com

Compensation & Benefits

| | |
|---|---------|
| 2013 compensation for entry-level lawyers (\$/year) | 160,000 |
| Summer Compensation | |
| 2013 compensation for Post-3Ls (\$/week) | 3,000 |
| 2013 compensation for 2Ls (\$/week) | 3,000 |
| 2013 compensation for 1Ls(\$/week) | 3,000 |

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

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 | 209 | 85 | 6 | 0 | 9 |
| | Women | 52 | 95 | 22 | 4 | 8 |
| | Total | 261 | 180 | 28 | 4 | 17 |
| Hispanic/Latino | Men | 2 | 6 | 0 | 0 | 0 |
| | Women | 0 | 2 | 2 | 1 | 0 |
| White | Men | 199 | 61 | 50 | 0 | 5 |
| | Women | 43 | 75 | 15 | 3 | 5 |
| Black/African American | Men | 1 | 2 | 2 | 0 | 0 |
| | Women | 3 | 6 | 1 | 0 | 1 |
| Native Hawaiian/Other Pacific Islander | Men | 0 | 1 | 0 | 0 | 0 |
| | Women | 1 | 0 | 0 | 0 | 1 |
| Asian | Men | 6 | 11 | 2 | 0 | 4 |
| | Women | 4 | 11 | 2 | 0 | 1 |
| American Indian/Alaska Native | Men | 0 | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 0 |
| 2 or more races | Men | 0 | 3 | 1 | 0 | 0 |
| | Women | 1 | 1 | 2 | 0 | 0 |
| Disabled | Men | NC | NC | NC | NC | NC |
| | Women | NC | NC | NC | NC | NC |
| Openly LGBT | Men | 4 | 1 | 2 | 0 | 0 |
| | Women | 1 | 1 | 1 | 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 | Business / Corporate | 41 | | 35 | |
| Government, Regulatory, Administrative | Environment, Energy & Product Regulation | 12 | | 10 | |
| Government, Regulatory, Administrative | Government Contracts | 26 | | 38 | |
| Intellectual Property | Intellectual Property & Technology | 15 | | 19 | |
| Litigation | Litigation | 122 | | 125 | |
| International | Public Policy & Regulatory Affairs | 9 | | 7 | |
| Real Estate, Land Use | Real Estate & Finance | 36 | | 27 | |

HIRING & RECRUITMENT

| LAWYERS | Began Work In | | | | Expected |
|-------------------|---------------|-------------------------|------|-------------------------|----------|
| | 2011 | Prior Summer Associates | 2012 | Prior Summer Associates | 2013 |
| Laterals | 24 | 0 | 28 | 0 | 26 |
| Post-Clerkship | 0 | 0 | 0 | 0 | 0 |
| Entry-level | 12 | 11 | 11 | 11 | 8 |
| 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 | 0 | 0 | 20 | 0 | 12 |
| 1Ls | 0 | 0 | 0 | 0 | 0 |

Number of 2012 Summer 2Ls considered for associate offers 14

Number of offers made to summer 2L associates 9

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

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. Please also note that our entry-level associate and summer associate salaries may differ based on geographic location. Please review our individual office forms for more specific salary information.

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 summer associate class size is determined on an office-by-office basis. For more information on specific summer class size, please review our individual office forms. 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. As a part of the summer program the summer associate is invited to attend team meetings, department meetings, client meetings, court appearances, closings and depositions.

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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