

Basic Information

Armstrong Teasdale LLP
 Organization Size: 248
 Office Size: 264
Hiring Attorney:
 Mr. Mark Stoneman

Recruiting Contact:
 Debra Bollinger
 Director of Human Resources
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Compensation & Benefits

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

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?

Lawyer Demographics

		Partner/Member	Associates	Counsel	Staff Attorneys	Other Attorneys	Summer Associates
	Men	114	52	12	0	7	4
	Women	31	23	5	0	0	1
	Total	145	75	17	0	7	5
Latinx	Men	1	1	0	0	0	0
	Women	0	0	0	0	0	0
White	Men	109	41	12	0	6	3
	Women	29	16	5	0	0	1
Black or African American	Men	1	2	0	0	0	1
	Women	1	3	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0	0
	Women	0	0	0	0	0	0
Asian	Men	2	6	0	0	0	0
	Women	1	3	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	1	0
	Women	0	0	0	0	0	0
2 or More Races	Men	1	0	0	0	0	0
	Women	0	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0	0
	Women	0	0	0	0	0	0
LGBTQ	Men	UNK	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK	UNK

Pro Bono/Public Interest

Patrick J. Kenny
 Partner
 314.621.5070
 pkenny@armstrongteasdale.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	40
Percent of associates participating last year	79%
Percent of partners participating last year	52%
Percent of other lawyers participating last year	29%

Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	Case-by-case
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?	Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2011	Prior Summer Associates	2012	Prior Summer Associates	2013
Laterals	16		19		15
Post-Clerkship			2		1
Entry-level	4	2	7	3	5
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	6	4	8	2	5
1Ls	2		4		4

Number of 2012 Summer 2Ls considered for associate offers 8

Number of offers made to summer 2L associates 5

General Hiring Criteria Strong academic performance; ability to assume independent responsibility; prior work experience and meaningful extracurriculars are viewed favorably.

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
Banking, Finance Business, Corporate Intellectual Property International Litigation Public, Municipal	Business/Corporate	25		12		
Banking, Finance	Banking/Finance	14		5		
Intellectual Property	Intellectual Property	20		36		
International	International	8		5		
Public, Municipal	Public/Municipal	13		5		

Diversity & Inclusion

RECRUITMENT METHODS

Diversity job fairs, Outreach to law student groups, Formal mentoring efforts, Bar-sponsored programs, Firm diversity committee

In order to achieve meaningful, measurable and lasting progress, Armstrong Teasdale has established a Diversity Committee, the Professional Advancement of Women Program and the Diverse Associate Retention and Development Initiative. As part of the latter, associates meet monthly to discuss career and business development, workload allocations, the importance of the billable hours, marketing efforts and mentoring. In addition to established programs aimed at providing support and mentoring, we aggressively seek to raise the profiles of our diverse attorneys. These efforts include nominating them for professional awards; pitching stories about them to the media; getting them accepted into community leadership programs and named to the boards of government and non-profit agencies. The firm also encourages lawyers' participation in affinity bar and community associations that serve diverse groups. For example, we have several attorneys who are involved in the upcoming National Asian American Bar Association's annual convention, including one who is serving as a co-chair of the event. In some cases, our attorneys have been involved in the creation of such organizations as the Asian American Chamber of Commerce of St. Louis that was launched in early 2012. One of our lawyers serves as its secretary and several others are board members. In another example, one of our lawyers is an organizer and founding member of the newly formed St. Louis chapter of the Hispanic Bar Association.

Armstrong Teasdale's mission is to increase the diversity of our workforce by actively hiring, developing, retaining and advancing lawyers and staff from a wide range of backgrounds. We firmly believe that a diverse workforce makes us a better law firm. Diversity enables us to bring a broader perspective to the problems our clients face, leads to a higher quality of work and also enriches the work atmosphere. As a result, we are able to provide our clients with the best possible legal representation. We strive to foster and maintain a culture that supports, celebrates and promotes diversity, so that all attorneys feel valued, included and able to succeed.

Organization Narrative

Armstrong Teasdale LLP, which ranks in the nation's largest 200 law firms, has built its name on innovative thinking and its entrepreneurial spirit. With approximately 250 lawyers in the United States and Shanghai, we're on the cutting edge of national and international law.

This acumen is enhanced by our membership in Lex Mundi, a global association of 160 independent law firms with locations in more than 100 countries, and the United States Law Firm Group, a network of 18 law firms headquartered in major U.S. cities.

Our growth areas include intellectual property, which can be practiced from any location. Because of this, the firm is able to provide the highest quality of service anywhere in the world while offering clients value pricing unavailable from firms in bigger cities. Since last year, the firm has been steadily adding IP lawyers and now has nearly 60, which is about one-fourth of all of our attorneys. We now have the largest patent practice in St. Louis. Intellectual Property Today has named us one of the country's top patent firms and we are listed in the Law360IP 100, the online legal news service's ranking of U.S. law firms with the largest intellectual property practice groups.

We've also been expanding our Nevada practice, particularly with additions to our intellectual property, litigation and financial services group teams in Las Vegas and Reno. One of our partners in Reno is the first woman to serve on the Nevada Board of Bar Governors and is one of only three lawyers in the state of Nevada to be inducted into the American College of Bankruptcy.

During this ongoing period of growth, our offices in Missouri, Nevada and Shanghai have been either upgraded or relocated to provide the latest technology and workplace comfort while allowing for best environmental practices. For example, in 2012 our Kansas City office space was honored with a Capstone Award for Architectural Design from the Kansas City Business Journal. In addition, our St. Louis headquarters moved to state of the art space in the region's first and only Gold LEED certified office building in 2010. This choice is symbolic of our forward thinking approach to the practice of law and our leadership role in the communities that we serve. The heart of our space contains an open and light-filled interior representing our unique culture of collegiality and collaboration.

NEW ASSOCIATES: Recent law school graduates generally begin their practice in a specific area but may work on other assignments based on their interest or the firm's needs. Orientation occurs formally and informally. Personal and professional development is self-paced and tied to the firm's philosophy that stimulates growth. Associates are actively involved in the strategic development of a matter on which they are working and participate fully in the delivery of high-quality legal work.

SUMMER ASSOCIATE PROGRAM: Our Summer Associate Program gives first and second year students a special opportunity to contribute to the firm's practice and to become acquainted with the private practice of law. Projects involve a variety of theoretical, practical and educational experiences. Summer associates are assigned for successive two or three week periods to work with different groups of six or more partners and senior associates with diverse practices and backgrounds. This rotation schedule can be flexible to address particular circumstances.

HIRING PROCESS: Hiring decisions are made primarily by a committee, but many partners and associates assist in evaluating candidates and in helping candidates learn more about the firm.

For additional information, contact Debra S. Bollinger, Director of Human Resources.

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