

Basic Information

300 N. LaSalle
Chicago, IL 60654
Organization Size: 2500
Office Size: 737
Hiring Attorney: Mr. Nader Boulos
Hiring Attorney #2: Mr. Shelly Hirschtritt

Recruiting Contact: Ms. Nancy Berry
Director of Attorney Recruiting and Development
300 N. LaSalle
Chicago, Illinois (IL) 60654
United States
chattorneyrecruiting@kirkland.com

Compensation & Benefits

2015 compensation for entry-level lawyers (\$/year) 160,000

Summer Compensation

2015 compensation for Post-3Ls (\$/week) 3,077
2015 compensation for 2Ls (\$/week) 3,077
2015 compensation for 1Ls(\$/week) 3,077

Partnership & Advancement

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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 235	181	24	0	24
	Women 63	92	14	0	17
	Total 298	273	38	0	41
Latinx	Men 4	4	0	0	1
	Women 1	8	0	0	1
White	Men 225	155	24	0	21
	Women 56	73	13	0	11
Black or African American	Men 3	4	0	0	0
	Women 2	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 3	14	0	0	2
	Women 3	8	1	0	4
Native American or Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or More Races	Men 0	4	0	0	0
	Women 1	3	0	0	1
Persons with Disabilities	Men 1	0	0	0	1
	Women 1	1	0	0	0
LGBTQ	Men 2	11	0	0	1
	Women 1	2	0	0	0

For more details, visit www.nalpdirectory.com

NALP Copyright 2021

Pro Bono/Public Interest

Thomas Yannucci & Marjorie Lindblom
 Firmwide Pro Bono Chairs
 202-879-5056 (Tom) & 212-446-4868 (Marjorie)
 thomas.yannucci@kirkland.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	4.1
Average Hours per Attorney last year	84
Percent of associates participating last year	84.7
Percent of partners participating last year	60.3
Percent of other lawyers participating last year	30.1

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

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2013	Prior Summer Associates	2014	Prior Summer Associates	2015
Laterals	28		43		TBD
Laterals (non-traditional track)					
Post-Clerkship	7	3	4	4	7
Entry-level	51	40	36	25	40
Entry-level (non-traditional track)					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	37	1	42	1	41
1Ls	1				

Number of 2014 Summer 2Ls considered for associate offers 42

Number of offers made to summer 2L associates 42

General Hiring Criteria A record of outstanding academic achievement, evidence of initiative and desire to assume early responsibility. We value individuals from diverse social, economic, cultural and personal backgrounds. We look favorably upon Law Review, Moot Court and other indicators of intellectual curiosity and drive.

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
Business, Corporate	Corporate - General	101	13	101		0
Business, Corporate	Employee Benefits	7	2	3		0
Labor and Employment	Executive Compensation	0	0	1		0
Government, Regulatory, Administrative	Government Contracts	0	1	0		0

Intellectual Property	Intellectual Property - Litigation	31	6	23	0
Intellectual Property	Intellectual Property - Transactional	10	0	8	0
Labor and Employment	Labor/Employment	0	1	0	0
Litigation	Litigation	97	13	79	0
Real Estate, Land Use	Real Estate	13	0	15	0
Bankruptcy	Restructuring	17	0	26	0
Tax	Taxation	20	1	8	0
Trusts and Estates	Trusts & Estates	2	1	1	0

Diversity & Inclusion

Diversity Contact: Ms. Elizabeth Deeley

Diversity Website/URL: <http://www.kirkland.com/sitecontent.cfm?contentID=231>

Organization Narrative

Kirkland & Ellis LLP has more than 1600 attorneys in 12 offices worldwide. Kirkland & Ellis is a thriving and energetic place to work, and a firm that is unique in significant ways. We recruit talented individuals from diverse backgrounds whose ideas drive us forward. If you want to work at a firm that rewards and promotes achievement and growth, you've come to the right place. At Kirkland, we believe people learn best by doing, not by watching. You will work directly with partners on challenging matters from your first day. You will quickly become a valued member of the team, learning through hands-on experience. In addition to the early responsibility provided to junior associates, we provide outstanding training programs. Our Kirkland Institute has been widely recognized among the best training programs in the country. We combine our formal Institute — which includes mock trial exercises, negotiation exercises and substantive presentations — with the informal training of learning side-by-side with partners and colleagues on client work. While serving the needs of Firm clients, all Kirkland attorneys take on assignments through an "open assignment" system. They seek out the matters that interest them and work with partners and more senior associates from whom they wish to learn. The system encourages initiative and provides associates the freedom to shape their practices and work experiences. Pro bono matters are an integral part of the open assignment system. They are available to all attorneys and essential to your growth and professional development at Kirkland. The work environment at Kirkland is collegial, and you will have the flexibility to manage your work and time as you see fit — a benefit of both the open assignment system and the Firm's no "face-time" culture. In addition, Kirkland's generous benefits, services and programs allow Firm attorneys to balance their careers and personal lives. We invite you to read on about what sets Kirkland apart.

Training & Professional Development: We have an exceptional commitment to training our lawyers. But don't just take our word for it. For more than 10 years, Vault has ranked Kirkland among the top three firms in the country for training, and associates frequently cite training opportunities as one of their top reasons for choosing Kirkland. The formal, practice-specific training programs at the Firm are organized through the Kirkland Institute. Accomplished senior lawyers serve as the faculty for many of the programs, sharing their knowledge gained from years, and sometimes decades, of working at the highest level of their profession. The Firm also offers associates in-house professional development training, including workshops on managerial and leadership skills as well as sessions on business development, in which senior Kirkland partners focus on teaching junior lawyers how to build personal networks and form long-term client relationships. These novel programs were based on feedback from the Firm's Associates Committees, which provide associates in each U.S. office an active forum for improving their day-to-day lives at Kirkland. Additional opportunities for personal and professional growth are available through our pro bono, diversity and women's leadership programming. We combine these programs with real responsibilities and client work from your first days at Kirkland. Junior lawyers take and defend depositions, draft transaction documents and argue motions in court. And through it all, you'll have plenty of resources behind you, from the partners and senior associates supervising your work to an assigned mentor offering general advice and guidance.

Open Assignment System: Kirkland is entrepreneurial, allowing you to control the direction of your career. Our four core practice areas — corporate, intellectual property, litigation and restructuring — are very broadly defined so Firm attorneys can have diverse experiences on a wide variety of matters within one of these core practice areas. In addition, integral to Kirkland's culture is a belief that lawyers are most successful when they do the work they want to do. Associates are not assigned to particular clients or partners and do not cycle through a rotation system. Instead, they take on matters through our "open assignment" system. They can seek out the type of work they are interested in and the people for whom they want to work. Our associates have the ability to turn down new assignments, which incentivizes our partners to provide material responsibility and mentoring to our junior lawyers. At Kirkland, there is no minimum billable hour requirement and no "face-time" requirement. You will have the flexibility to manage your work and time as you see fit and you will be given the resources to help you maximize your potential. Associates who are confident, ambitious and eager to direct their own career development tend to be very successful at Kirkland. We have found the open assignment system yields higher levels of commitment, satisfaction and success in all of our practice areas.

Pro Bono: Kirkland's commitment to pro bono starts from the top. The former chairman of the Firm's Global Management Executive Committee is the co-chair of the Pro Bono Management Committee and leads Kirkland's pro bono program. Five current members of the Global Management Executive Committee are also active committee members. Pro bono opportunities are available to all Kirkland attorneys — including summer associates — and offer a wide variety of projects to appeal to different interests, time commitments and levels of experience. As soon as attorneys start at Kirkland, they can bring in pro bono matters. The Firm also generates a substantial number of pro bono matters through partnerships with public interest organizations. Kirkland does not limit the number of pro bono hours donated, and attorneys receive the same billable hour credit for pro bono work as billable work. Pro bono matters provide opportunities for associates to take on leadership roles while making a significant, positive difference in the lives of individuals and families who cannot afford legal counsel. Kirkland's award-winning pro bono work includes immigration law, disability rights, civil rights, prisoner rights, death penalty cases and criminal appeals, discrimination cases, guardianship, health and patient rights, veterans' benefits, and the representation and counsel of various nonprofit organizations, among other areas. In 2014, Kirkland attorneys donated a record-breaking 117,106 pro bono hours to representing organizations and individuals, and a record 72.1 percent of Firm attorneys totaled 20 or more pro bono hours. For those who donate more than 200 hours to pro bono, Kirkland makes a monetary contribution in their name to a pro bono organization of their choice. To read more about Kirkland's pro bono initiatives, please visit our website at www.kirkland.com/probono.

Whether you are seeking a summer associate or new associate position at Kirkland, we encourage you to learn more about our Firm. The key to our success is our ongoing commitment to hiring, training and mentoring our attorneys and fostering a professional and entrepreneurial culture. To learn more about Kirkland and our summer programs, please visit www.kirkland.com.

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.

