

Basic Information

10 S. Wacker Drive
Suite 2300
Chicago, IL 60606
Organization Size: 360
Office Size: 91
Hiring Attorney:
Ms. Melanie Chico

Recruiting Contact:
Ms. Justine A. Maury
Recruiting and Professional Development
Manager (Chicago)
10 S. Wacker Drive
Suite 2300
Chicago, Illinois (IL) 60606
United States
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Compensation & Benefits

2017 compensation for entry-level lawyers (\$/year) 150,000

Summer Compensation

2017 compensation for Post-3Ls (\$/week)

2017 compensation for 2Ls (\$/week) 2,900

2017 compensation for 1Ls(\$/week) 2,900

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track? 7.5

How many years is the equity track?

Lawyer Demographics

| | Partner/Member | Associates | Counsel | Non-traditional Track/Staff Attorneys | Summer Associates |
|--|----------------|------------|---------|---------------------------------------|-------------------|
| | Men 31 | 8 | 6 | 0 | 3 |
| | Women 8 | 16 | 0 | 2 | 1 |
| | Total 39 | 24 | 6 | 2 | 4 |
| Latinx | Men 0 | 0 | 0 | 0 | 0 |
| | Women 1 | 1 | 0 | 1 | 1 |
| White | Men 31 | 6 | 6 | 0 | 0 |
| | Women 5 | 11 | 0 | 0 | 1 |
| Black or African American | Men 0 | 2 | 0 | 0 | 0 |
| | Women 0 | 1 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | Men 0 | 0 | 0 | 0 | 0 |
| | Women 0 | 0 | 0 | 0 | 0 |
| Asian | Men 0 | 0 | 0 | 0 | 1 |
| | Women 1 | 2 | 0 | 1 | 1 |
| Native American or 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 1 | 1 | 0 | 0 | 0 |
| Persons with Disabilities | Men 0 | 0 | 0 | 0 | 0 |
| | Women 0 | 0 | 0 | 0 | 0 |
| LGBTQ | Men 0 | 0 | 0 | 0 | 0 |
| | Women 0 | 0 | 0 | 0 | 0 |
| Veteran | Men NC | NC | NC | NC | NC |
| | Women NC | NC | NC | NC | NC |

For more details, visit www.nalpdirectory.com

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Pro Bono/Public Interest

Heidi Naasko
Pro Bono and Diversity Counsel
(734) 214-7710
hnaasko@dykema.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 | 42 |
| Percent of associates participating last year | 84% |
| Percent of partners participating last year | 56% |
| Percent of other lawyers participating last year | 60% |

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 |
| 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 2017 |
|--|---------------|-------------------------|------|-------------------------|------------------|
| | 2015 | Prior Summer Associates | 2016 | Prior Summer Associates | |
| Entry-level | 4 | 4 | 2 | 2 | 3 |
| Entry-level (non-traditional track) | 0 | 0 | 0 | 0 | 0 |
| Lateral Partners | 2 | 0 | 2 | 0 | 3 |
| Lateral Associates | 1 | 0 | 2 | 0 | 2 |
| All Other Laterals (non-traditional track) | 0 | 0 | 0 | 0 | 0 |
| Post-Clerkship | 0 | 0 | 0 | 0 | 0 |
| 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 | 2 | 0 | 4 | 1 | 3 |
| 1Ls | 1 | 0 | 1 | 0 | 1 |

Number of 2016 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 3

General Hiring Criteria We consider academic performance, both in law school and as an undergraduate, although there is no G.P.A. litmus test. Moot court, journal, extracurricular activities, prior work experience and oral communication skills are also important.

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 |
|------------------------|--------------------------------|-------------------------|----------------|-------------------|---|--|
| Litigation | Litigation | 18 | 2 | 11 | | 2 |
| Real Estate, Land Use | Real Estate | 10 | 0 | 3 | | 0 |
| Business, Corporate | Corporate Finance | 5 | 0 | 2 | | 0 |
| Intellectual Property | Intellectual Property | 1 | 0 | 1 | | 0 |

| | | | | | |
|---|-----------------------|---|---|---|---|
| Tax Trusts and Estates | Taxation & Estates | 1 | 1 | 1 | 0 |
| Bankruptcy | Bankruptcy | 2 | 0 | 1 | 0 |
| Government, Regulatory, Administrative | Government Policy | 1 | 0 | 0 | 0 |

Diversity & Inclusion

Diversity Contact: Ms. Heidi Naasko

Diversity Website/URL: <http://www.dykema.com/diversity.html>

Organization Narrative

What distinguishes Dykema from other firms? Our most distinguishing factor is our growth strategy. Our growth has been the result of many factors, foremost among them the success of our clients and their increasing need for experienced legal representation at the state, national and international levels. We continue to pursue targeted, strategic growth, based upon the needs of our clients.

Our associates' professional development is a high priority. We provide extensive in-house and external programming on substantive legal topics, skills development and practice topics. The training curriculum is complemented by our formal mentoring system, administered by our Professional Development Department, in close consultation with each Practice Group. We host two associate retreats each year. First, we bring each class of entry-level hires together for an orientation-style retreat. Topics include our organizational structure, associate evaluations, ethics and relations with staff. One of the highlights each year is an off-the-record panel discussion with some associates who field any questions posed. The second retreat alternates between an event for our mid-level associates with a focus on the path to partnership and the second is for our senior attorneys and is conducted as a business development workshop. In addition to training, mentoring and retreats, we support mandatory CLE requirements.

What distinguishes our summer program? Our summer associates are connected to the firm via our Summer Associate Extranet early in the calendar year. This tool enables us to exchange information and answer questions quickly and far in advance of their arrival. Our program makes a concerted effort to allow summer associates to get a realistic picture of the firm and its work, as well as provides us with the opportunity to measure how likely a summer associate is to succeed in our environment through meaningful assignments.

As we grow, we are determined to retain our core cultural values, based on a commitment to superior client service, maintaining a cooperative and civil work environment, and helping our diverse group of lawyers develop their skills.

PLEASE VISIT OUR WEBSITE AT <http://www.dykema.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.

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