

Krieg DeVault LLP
One Indiana Square, Suite 2800, Indianapolis, IN 46204-2079
Ph: 317-636-4341, Fax: 317-636-1507, www.kriegdevault.com
 Hiring Attorney: **Mr. Thomas N. Hutchinson**
 Address Inquiries To:
Ms. Emily M. Harmon
Recruiting Coordinator
Krieg DeVault LLP
One Indiana Square, Suite 2800
Indianapolis, IN 46204
317-238-6355 eharmon@kdlegal.com

Total # offices: **8** Firm size range: **101-250**
 # offices on form: **8** NALP member? **Y**
 Total # of Attorneys: **130** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Appellate	10	0
Business	45	18
Commercial and Real Estate Lending	9	5
Corporate Finance	7	0
Creditors Rights/Bankruptcy	13	5
Employee Benefits	9	6
Employment	9	5
Estate Planning	11	1
Financial Institutions	17	5
Government	8	4
Health Care/Life Sciences	37	15
Intellectual Property	13	8
Litigation	32	11
Real Estate/Environmental/Construction	29	4

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		7 ()	7 ()	6-8
Post-clerkship		()	()	
Entry-level	yr	6 (4)	5 (3)	1
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	1600 \$/wk	4 ()	2 ()	3
1Ls	1600 \$/wk	3	1	1

2009 summer 2Ls considered for associate offers: **2** # offers made: **1**
 Hire school term clerks?

1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/2**

Split summers allowed? **N** If yes, minimum weeks:

Comments:

Accept applications for 2011 summer program from:

Joint degree students graduating in 2013? **Y**

Evening students graduating in 2013? **Y**

Judicial clerks? **Y** Students at non-US law schools? **Y**

Hiring Criteria: **Krieg DeVault recruits predominately from the top third of the class. Prior work experience and participation in law review and moot court are considered.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus?

Comp./prog. credit for judicial clerkship?

Comp./prog. credit for other adv. degrees?

Other compensation comments: **See narrative.**

PARTNERSHIP DATA: Two or more tiers? **N**

Additional partnership prog. info: **5 attorneys were promoted to partner in January 2010.**

WORK/LIFE INFORMATION:

Part-time allowed? **CBC** Part-time avail.to entry-level? **CBC**

p-t assoc. **1** (m) (w) ptrs/mbrs. **0** (m) **4** (w) oth. lawy. (m) (w)

Elig. for alt. work sched. determined by:

Paid non-medical parental leave?

Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? **Y**

Evaluations: **Semi-Annual** Upward reviews?

Professional development staff? Billable hours credit for training time?

Rotation for jr. associates between departments/practice groups?

Is rotation mandatory?

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	0	0	0	0
	Women	0	1	0	0
White	Men	66	21	0	0
	Women	18	11	0	0
Black/African American	Men	1	0	0	0
	Women	0	1	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	1	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	67	21	7	0
	Women	19	13	3	0
TOTAL NUMBER		86	34	10	0
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	0	0	0
	Women	0	0	0	0

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:

Activities to increase the presence and retention of under-represented groups:

- Minority job fairs
- Bar sponsored programs
- Outreach to law student groups
- Firm diversity committee
- Directed mentoring efforts
- Rec. at schools w/large min. pop.

Comments: **Minority law students are encouraged to submit through OCI, Cook County Minority Law Student Job Fair, and Gateway to Diversity.**

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2009: **5** # job fairs/consortia attended in 2009: **4**

BILLABLE HOURS: 2008 2009

Avg annual assoc. hrs worked:

Avg. annual assoc. billable hrs:

Is there a minimum billable hours expectation? **Y** If yes, number: **1850**

Hours policy details:

Is billable hour credit given for pro bono work? **N**

Is there a maximum that will be credited? If yes, what?

For bonus consideration, is a pro bono hour equivalent to a billable hour?

PRO BONO INFORMATION:

% firm billable hours: avg. hrs. per attorney:
 Participation: % assoc. % ptrs/mbrs % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship?

Comments:

NARRATIVE: New law school graduates joining the firm in 2010 will receive competitive starting annual compensation, and will also participate in our associate bonus program. Under the guidelines of the bonus program, in their first full year, an associate could earn a bonus in excess of \$10,000, assuming all qualification requirements are satisfied.

SUMMER PROGRAM: Our Summer Associate Program is an integral component of the firm's recruiting process, as it is the primary vehicle through which we hire our first-year associate attorneys. We provide our summer associates with substantial personal attention, training, and guidance, as well as exposure to as many of our attorneys and practice areas as practicable. The Summer Associate Program is designed to provide a realistic view of what life is like as a full-time associate attorney at our firm.

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.