HALLELAND LEWIS

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Hiring Attorney: **Mr. Stephen K. Warch**
Address Inquiries To:
Ms. Jenny Lind-Sadow, SPHR
Director of Human Resources
Halleland Lewis Nilan & Johnson
600 U.S. Bank Plaza South, 220 South Sixth Street
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Total # offices: **1** Firm size range: **51-100**
NALP member? **Y** Office size range: **51-100**
Total attys in this office: **54**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Commerical Litigation	**6**	**2**
Healthcare & Insurance	**8**	**3**
Labor & Employment	**4**	**6**
Product Liability & Mass Tort	**11**	**6**
Corporate/Real Estate	**4**	**4**

COMPENSATION & EMPLOYMENT DATA:

	2008	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2006**	**2007**	**2008**
Laterals		**8** ( )	**6** ( )	**2**
Post-clerkship		( )	**2** ( )	**1**
Entry-level	**100,000** /yr	( )	**2** ( )	**2**
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	**1,900** $/wk	( )	( )	**2**
1Ls	**1,650** $/wk			**1**

2007 summer 2Ls considered for associate offers: **2** # offers made: **2**
Hire school term clerks? **N**
1Ls hired? **TBD** When after 12/1 should 1Ls apply?
Split summers allowed? **CBC** If yes, minimum weeks:
Comments:
Accept applications for 2009 summer program from:
Joint degree students graduating in 2011? **N**
Evening students graduating in 2011? **N**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria: **Superior academics (top 20%) both undergrad and law school, writing awards, Moot Court and Law Review. Individuals with strong work ethic, initiative, adaptability, independence and who are creative thinkers.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **N**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments: ***2008 Entry level associate compensation includes $5,000 signing bonus. Discretionary bonus program for associates based on exceptional performance and/or contributions to Firm/clients**

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **7**
Additional partnership prog. info: **Billable tiers available to 4th+ year associates**

WORK/LIFE INFORMATION:
Part-time allowed? **CBC** Part-time avail.to entry-level? **N**
 # p-t assoc. (m) **1** (w) **ptrs/mbrs.** (m) (w) **oth. lawy.** (m) (w)
Elig. for alt. work sched. determined by: **CBC**
Paid non-medical parental leave? **Y**
Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **N**
Professional development staff? **N** Billable hours credit for training time? **N**
Rotation for jr. associates between departments/practice groups? **NA**
Is rotation mandatory?

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008

As of Feb. 1, 2008		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**19**	**4**	**2**	**1**
	Women	**14**	**11**	**2**	**1**
Black/African American	Men	**1**	**0**	**1**	**0**
	Women	**0**	**0**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**0**	**0**	**0**
	Women	**0**	**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	**20**	**4**	**3**	**1**
	Women	**14**	**11**	**2**	**1**
	TOTAL NUMBER	**34**	**15**	**5**	**2**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**1**	**0**	**0**	**0**
	Women	**1**	**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: **Please visit our website, www.halleland.com, to read our Statement of Policy on Diversity.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2007: **6** # job fairs/consortia attended in 2007: **1**

BILLABLE HOURS:

	2006	2007
Avg annual assoc. hrs worked:	**1575**	**1625**
Avg. annual assoc. billable hrs:	**1500**	**1550**

Is there a minimum billable hours expectation? **Y** If yes, number: **1800**
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? **N**
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☐ % firm billable hours: **0** ☒ avg. hrs. per attorney: **40**
Participation: **27** % assoc. **64** % ptrs/mbrs **9** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **N**
Comments:

NARRATIVE: Halleland Lewis Nilan & Johnson was founded in 1996 to provide a unique & innovative approach to the practice of law in three specialty areas: litigation, regulatory, & transactional law. Over 75% of the Firm's practice is focused on litigation. Specifically, the Firm's litigation/trial practice provides expertise in mass tort/class actions, product liability, labor & employment, medical malpractice, commercial, intellectual property, & ERISA. The Firm has one of the largest and most sophisticated health care regulatory practices in the upper midwest. Finally, the Firm provides corporate & transactional services with a particular expertise in financial services & banking transactions.

Our unique and innovative approach includes a commitment to a team-based practice group focus, which enhances expertise and excellence, and an emphasis on the use of cutting-edge technology. Please visit our website, www.halleland.com, for more 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.