

GRAY PLANT MOOTY

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Hiring Attorney: Mr. Dean A. LeDoux

Address Inquiries To:

Ms. Kristin L. Manikowski

Recruiting Coordinator

GRAY PLANT MOOTY

500 IDS Center, 80 South Eighth Street

Minneapolis, MN 55402-3796

612-632-3012 Kristin.Manikowski@gpmlaw.com

Total # offices: 3

NALP member? Y

Firm size range: 101-250

Office size range: 101-250

Total attys in this office: 133

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business	20	11
Antitrust	3	1
Employee Benefits	6	2
Employment	10	3
Estate	13	7
Litigation	16	5
Franchise	10	2
Health	4	4
Commercial Finance	6	1
Real Estate	7	1
Immigration	0	1

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		1 (0)	3 (0)	0
Post-clerkship		1 (0)	1 (0)	0
Entry-level	\$108,000 /yr	5 (5)	6 (6)	4
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	\$/wk	0 (0)	0 (0)	0
2Ls	\$2,000 \$/wk	6 (0)	5 ()	3
1Ls	\$2,000 \$/wk	2	1	1

2009 summer 2Ls considered for associate offers: 5 # offers made: 4

Hire school term clerks? **CBC**

1Ls hired? **N** When after 12/1 should 1Ls apply?

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

Comments:

Accept applications for 2011 summer program from:

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

Evening students graduating in 2013? **N**

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

Hiring Criteria: **GPM hires on the basis of academic background, verbal and writing skills, maturity, business development potential and leadership ability.**

An academic standing of top 25% is preferred.

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? **N**

Comp./prog. credit for judicial clerkship? **Y**

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

Other compensation comments:

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

Additional partnership prog. info:

WORK/LIFE INFORMATION:

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

p-t assoc. (m) (w) ptrs/mbrs. (m) (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: **Annual** Upward reviews?

Professional development staff? **Y** Billable hours credit for training time? **N**

Rotation for jr. associates between departments/practice groups? **N**

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	1	0	1	0
	Women	0	0	0	0
White	Men	68	7	9	2
	Women	23	15	3	1
Black/African American	Men	0	1	0	0
	Women	1	1	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	1	0	0
	Women	0	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	1	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	70	9	10	2
	Women	25	16	3	1
TOTAL NUMBER		95	25	13	3
Disabled	Men	2	0	1	0
	Women	1	0	1	0
Openly GLBT	Men	0	1	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: **GPM is a founding member of the Twin Cities Diversity in Practice group, an association of Twin Cities legal employers.**

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

schools visited in 2009: 9 # job fairs/consortia attended in 2009: 1

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: 1750

Hours policy details:

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

Is there a maximum that will be credited? **Y** If yes, what? 50

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

PRO BONO INFORMATION: Firm-wide Office specific

% 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? **N**

Comments:

NARRATIVE: Gray Plant Mooty is a law firm driven to solve: we understand our clients' objectives, listen to their needs, and roll up our sleeves to solve their problems. We value client partnerships, and clients value GPM's integrity, loyalty, and entrepreneurial spirit. Recognized as one of the top franchise law firms in the nation and one of the leading corporate firms in Minnesota, GPM is headquartered in Minneapolis with offices in St. Cloud, Minnesota and Washington, DC. We are the exclusive Minnesota affiliate of MULTILAW and the Employment Law Alliance, and our 169 attorneys serve regional, national, and international clients. For more information about Gray Plant Mooty, visit www.gpmlaw.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.