ARNALL GOLDEN

ARNALL GOLDEN GREGORY
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Recruitment Coordinator
ARNALL GOLDEN GREGORY LLP
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Total # offices: **1** Firm size range: **101-250**
NALP member? **Y** Office size range: **101-250**
Total attys in this office: **137**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate	**24**	**14**
Litigation	**18**	**15**
Real Estate	**20**	**12**
Healthcare/Life Sciences	**12**	**12**
Bankruptcy	**4**	**1**
Private Wealth	**3**	**2**

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**1**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
White	Men	**68**	**26**	**8**	**2**
	Women	**9**	**10**	**3**	**5**
Black/African American	Men	**0**	**0**	**0**	**0**
	Women	**2**	**3**	**1**	**2**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**1**	**0**	**0**
	Women	**0**	**1**	**1**	**0**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**0**	**0**	**1**
	Women	**0**	**1**	**0**	**0**
TOTAL	Men	**70**	**27**	**8**	**3**
	Women	**11**	**16**	**5**	**7**
	TOTAL NUMBER	**81**	**43**	**13**	**10**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**1**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**

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

COMPENSATION & EMPLOYMENT DATA:

	2009		BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**		**2007**	**2008**	**2009**
Laterals			**13** (**0**)	**10** (**2**)	**TBD**
Post-clerkship			**0** (**0**)	**1** (**0**)	**TBD**
Entry-level	**130,000**	/yr	**8** (**8**)	**6** (**5**)	**7**
LLMs (US)			**0** (**0**)	**0** (**0**)	**TBD**
LLMs (non-US)			**0** (**0**)	**0** (**0**)	**TBD**
Summer					
Post-3Ls	**N/A**	$/wk	**0** (**0**)	**0** (**0**)	**0**
2Ls	**1900**	$/wk	**9** (**2**)	**8** (**2**)	**10**
1Ls	**N/A**	$/wk	**2**	**1**	**0**

2008 summer 2Ls considered for associate offers: **8** # offers made: **8**
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply? **TBD**
Split summers allowed? **Y** If yes, minimum weeks: **6**
Comments: **Employment during first 6 weeks required for a split summer.**
Accept applications for 2010 summer program from:
Joint degree students graduating in 2012? **N**
Evening students graduating in 2012? **N**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **Excellent academic background; well-rounded personality; superb interpersonal skills; commitment to practice and community.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees?
Other compensation comments: **Entry level associates receive reimbursement for bar review courses and exam fees. Additional compensation may be received in the form of performance bonuses.**
PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **8.5**
Additional partnership prog. info: **Associates who fulfill the requirements for partnership at an accelerated rate may become partner before 8.5 years. One year partnership credit given to approved judicial clerks.**
WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. 0 (m) **3** (w) **ptrs/mbrs. 0** (m) **2** (w) **oth. lawy. 0** (m) **4** (w)
Elig. for alt. work sched. determined by: **Executive Committee**
Paid non-medical parental leave? **Y**
Comments:

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

BENEFITS: see www.nalpdirectory.com

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: **We are a member of the Atlanta Large Law Firm Diversity Alliance and participate in the Southeastern Minority Job Fair.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2008: **7** # job fairs/consortia attended in 2008: **4**

BILLABLE HOURS:	**2007**	**2008**
Avg annual assoc. hrs worked:	**2150**	**2100**
Avg. annual assoc. billable hrs:	**1800**	**1750**

Is there a minimum billable hours expectation? **Y** If yes, number: **1900**
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: **39**
Participation: **91** % assoc. **32** % ptrs/mbrs **30** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **N**
Comments: **AGG helped institute and continues to support the Atlanta Volunteer Lawyers Foundations Domestic Violence Project.**

NARRATIVE: Arnall Golden Gregory LLP is proud to have a track record of successful summer associate programs, consistently ranked among the top programs in the nation and in Atlanta, according to the annual survey conducted by The American Lawyer. In 2008, AGG's summer associate program ranked #3 in the city. We have received the #1 ranking in Atlanta 7 times in the last 10 years and the #1 national ranking twice, in 2001 and most recently in 2006.

We take great care in our selection process and always hire with a view toward a long-term commitment from both parties - the Firm and the associates. We do not feel that an associate should have to compete with fellow associates for a few selected spots, nor do we hire large numbers with the intention of "weeding out" along the way. We also want our associates to be well-rounded individuals with the desire to explore and excel in their personal lives outside of the 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.