MULTI-OFFICE DATA
ATLANTA, GA

ARNALL GOLDEN

ARNALL GOLDEN GREGORY LLP
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Attorney Recruitment Coordinator
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Total # offices: **2** Firm size range: **101-250**
offices on form: **2** NALP member? **Y**
Total # of Attorneys: **148** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate	**22**	**14**
Real Estate	**19**	**10**
Litigation	**17**	**11**
Healthcare & Life Sciences	**13**	**13**
Intellectual Property	**5**	**7**
Bankruptcy	**5**	**2**
Private Wealth	**2**	**3**
Privacy (Washington, DC)	**3**	**2**

COMPENSATION & EMPLOYMENT DATA:

	2011		BEGAN WORK IN				EXPECTED
Lawyers	**Compensation**		**2009**		**2010**		**2011**
Laterals			**2**	(**1**)	**15**	(**1**)	**TBD**
Post-clerkship			**0**	(**0**)	**1**	(**0**)	**0**
Entry-level	**125000**	/yr	**4**	(**4**)	**0**	(**0**)	**TBD**
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	**10**	(**1**)	**4**	(**0**)	**6**
1Ls	**N/A**	$/wk	**0**		**0**		**0**

2010 summer 2Ls considered for associate offers: **3** # offers made: **3**
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply? **Not Applicable**
Split summers allowed? **N** If yes, minimum weeks:
Comments:
Accept applications for 2012 summer program from:
Joint degree students graduating in 2014? **N**
Evening students graduating in 2014? **N**
Judicial clerks? **N** 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**
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. (m) (w) **ptrs/mbrs.** (m) (w) **oth. lawy.** (m) (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?
Professional development staff? **N** 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 2011

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**71**	**22**	**9**	**2**
	Women	**11**	**15**	**5**	**4**
Black/African American	Men	**1**	**0**	**0**	**0**
	Women	**2**	**4**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**2**	**0**	**0**
	Women	**0**	**2**	**1**	**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**	**1**	**0**	**0**
TOTAL	Men	**73**	**24**	**9**	**2**
	Women	**13**	**23**	**6**	**4**
	TOTAL NUMBER	**86**	**47**	**15**	**6**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**1**	**0**	**0**	**0**
	Women	**0**	**1**	**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:

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010 : **5** # job fairs/consortia attended in 2010 : **1**

BILLABLE HOURS:

	2009	2010
Avg annual assoc. hrs worked:	**1831**	**2097**
Avg. annual assoc. billable hrs:	**1601**	**1707**

Is there a minimum billable hours expectation? **Y** If yes, number: **1900**
Hours policy details: **2000 productive hour requirement = 1800 billable hour + 50 probono hours + 150 firm investment hours**

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 billable hours: **1** ☒ avg. hrs. per attorney: **6**
Participation: **61** % assoc. **29** % 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?
Comments:

NARRATIVE: Arnall Golden Gregory LLP is proud to have a track record of successful summer associate programs. We take great care in our selection process and always hire with an emphasis on developing a long-term relationship between associates and the firm. AGG does not hire, train or develop associates under a system that creates a competitive situation to become a partner, nor do we hire in large numbers with the intention of 'weeding out' associates later. Like any leading firm, our attorneys are expected to produce work of the highest quality. We look for candidates with academic excellence, proven commitment and self-motivation. We also want our associates to be well-rounded individuals with the desire to contribute to the community, explore personal interests and excel in areas outside of the firm. The diversity of our attorneys' interests has a significant and positive impact on the atmosphere of the firm and its members.

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.