

COLUMBUS, OH

DINSMORE & SHOHL LLP

DINSMORE & SHOHL LLP
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Total # offices: 10 Firm size range: 251-500
 NALP member? Y Office size range: 26-50
 Total attys in this office: 47

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	1	0	0	0
	Women	0	0	0	0
White	Men	20	9	1	0
	Women	4	9	2	1
Black/African American	Men	1	0	0	2
	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	22	9	1	0
	Women	4	9	2	3
TOTAL NUMBER		26	18	3	3
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	0	0	0
	Women	0	0	0	0

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Health Care	5	2
Workers' Compensation	4	2
Business & Fiduciary Litigation	2	6
Construction	3	2
Family Wealth Planning	3	2
Labor	1	2
Real Estate Dev., Leasing and Ownership	2	0
Intellectual Property	1	1
Corporate/ Securities	1	1
Corporate/M&A	1	0
Business Restructuring & Reorganization	1	0
Employment	1	0
Mass Tort	1	0
Commercial Litigation	1	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		32 ()	1 ()	1-2
Post-clerkship		0 (0)	0 (0)	0
Entry-level	105,000 /yr	2 (0)	2 (1)	1
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	1,800 \$/wk	0 (0)	0 (0)	0
2Ls	1,800 \$/wk	2 (0)	2 (1)	2
1Ls	1,600 \$/wk	1	1	1

2009 summer 2Ls considered for associate offers: 2 # offers made: 0
 Hire school term clerks? CBC
 1Ls hired? Y When after 12/1 should 1Ls apply? December 1
 Split summers allowed? CBC If yes, minimum weeks: 6
 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? N
 Hiring Criteria: Academic achievement, writing ability, extra-curricular involvement or employment history (preferably in leadership positions), maturity, ability to accept responsibility, and interpersonal skills.
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
 Judicial clerkship bonus? CBC
 Comp./prog. credit for judicial clerkship? CBC
 Comp./prog. credit for other adv. degrees? CBC
 Other compensation comments: \$8,000 summer stipend for new graduates who begin in September.

PARTNERSHIP DATA: Two or more tiers? Y
 Additional partnership prog. info: Associates are considered for partnership 7 years after joining the firm, although partnership consideration is not limited to a fixed point in time.

WORK/LIFE INFORMATION:
 Part-time avail. to entry-level? CBC
 # p-t assoc. 0 (m) 0 (w) ptrs/mbrs. 0 (m) 0 (w) oth. lawy. 0 (m) 1 (w)
 Elig. for alt. work sched. determined by: Based on departmental needs.
 Paid non-medical parental leave? CBC
 Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:
 Coaching/mentoring program? Y
 Evaluations: 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

(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: Dinsmore & Shohl values and promotes diversity in the workplace, the profession and the community.

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

schools visited in 2009: 16 # job fairs/consortia attended in 2009: 2

BILLABLE HOURS:
 Avg annual assoc. hrs worked: 2008 2009
 1845 1820
 Avg. annual assoc. billable hrs: 1760 1740
 Is there a minimum billable hours expectation? Y If yes, number: 1900
 Hours policy details: Our billable hour expectation is a target, not a minimum.

Is billable hour credit given for pro bono work? Y
 Is there a maximum that will be credited? N If yes, what?
 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: 50
 Participation: 50 % assoc. 49 % 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: Dinsmore & Shohl LLP, celebrating over 100 years of service, has grown to be one of the largest full service regional law firms. Driven in part by its lead role in cases of national prominence, the Firm, currently comprised of approximately 450 attorneys, has continued to grow substantially over the past several years, with ten offices in Kentucky, Ohio, Pennsylvania and West Virginia. The Firm prides itself on a friendly and open atmosphere which we believe is compatible with our objectives of the highest professional competence and success in the practice of law. Dinsmore's practice is widely diversified with attorneys within the Firm providing counsel for regional, national and international clients. In order to assist associates in their professional development, Dinsmore offers various training programs, and annual evaluations. If you are interested in employment as an associate or summer associate, we invite you to submit a resume and transcript.

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.