STRADLEY RONON

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Manager of Recruitment
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Total # offices: **6** Firm size range: **101-250**
offices on form: **6** NALP member? **Y**
Total # of Attorneys: **181** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	**28**	**40**
Investment Management	**20**	**24**
Business	**28**	**23**
Trusts	**4**	**5**
Tax	**7**	**2**

COMPENSATION & EMPLOYMENT DATA:

	2010		BEGAN WORK IN				EXPECTED
Lawyers	**Compensation**		**2008**		**2009**		**2010**
Laterals			**17**	( )	**7**	( )	**5**
Post-clerkship			**1**	( )		( )	
Entry-level	**115,000**	/yr	**8**	(**6**)	**10**	( )	**5**
LLMs (US)				( )		( )	
LLMs (non-US)				( )		( )	
Summer							
Post-3Ls		$/wk		( )		( )	
2Ls	**2000**	$/wk	**12**	(**1**)	**8**	( )	**7**
1Ls	**1500**	$/wk	**2**		**1**		**1**

2009 summer 2Ls considered for associate offers: **8** # offers made: **5**
Hire school term clerks? **Y**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **Jan 31**
Split summers allowed? **N** If yes, minimum weeks:
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? **Y**
Hiring Criteria: **Strong academics, writing ability and verbal skills, high professional standards, a great personality, demonstrated leadership, initiative and involvement in extracurricular activities.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus?
Comp./prog. credit for judicial clerkship? **CBC**
Comp./prog. credit for other adv. degrees?
Other compensation comments: **Entry-level associates receive a $7,500 stipend to defray bar review course costs. They can also receive hours, business generation and "extraordinary contribution" bonuses annually.**

PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info: **Income and equity partnership tiers. Most associates/OC enter partnership as income partners. Conversion from income to equity partnership is evaluated annually.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**
 # p-t assoc. 0 (m) **6** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **6** (w)
Elig. for alt. work sched. determined by: **CBC**
Paid non-medical parental leave? **Y**
Comments: **Both men and women, partners and associates take advantage of part-time schedules on an as needed basis**

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **Y**
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	**0**	**1**	**0**	**0**
	Women	**0**	**3**	**1**	**2**
White	Men	**69**	**36**	**9**	**3**
	Women	**12**	**30**	**12**	**3**
Black/African American	Men	**1**	**0**	**0**	**0**
	Women	**1**	**1**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**2**	**1**	**0**	**1**
	Women	**1**	**0**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**1**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**73**	**38**	**9**	**4**
	Women	**14**	**34**	**13**	**5**
	TOTAL NUMBER	**87**	**72**	**22**	**9**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**1**	**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: **Please see our expanded comments on-line. We have a lot to say about our diversity efforts and not enough room to say it here!**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2009 : **5** # job fairs/consortia attended in 2009 : **1**

BILLABLE HOURS:

	2008	2009
Avg annual assoc. hrs worked:	**1970**	**2193**
Avg. annual assoc. billable hrs:	**1720**	**1929**

Is there a minimum billable hours expectation? **Y** If yes, number: **1900**
Hours policy details: **Billable hours bonus paid for billable hours in excess of 100, in 100 hour increments.**

Is billable hour credit given for pro bono work? **CBC**
Is there a maximum that will be credited? **CBC** If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour? **CBC**

PRO BONO INFORMATION:
☐ % firm billable hours: ☐ avg. hrs. per attorney:
Participation: **44** % assoc. **49** % ptrs/mbrs **1** % other lawyers

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

NARRATIVE: **Founded in 1926, Stradley began as a three-member partnership of tax attorneys. Today, our full service law firm includes almost 200 attorneys across six offices, addressing a wide range of legal and business issues for clients that run the gamut from Fortune 500 companies to individuals and closely held businesses.**

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.