MCANDREWS

McAndrews, Held & Malloy, Ltd.
500 West Madison Street, Suite 3400, Chicago, IL 60661
Ph: 312-775-8000, Fax: 312-775-8100, www.mcandrews-ip.com
Hiring Attorney: **Mr. John J. Held**
Address Inquiries To:
Ms. Debra A. Lietz
Recruiting Coordinator
McAndrews, Held & Malloy, Ltd.
500 West Madison Street, Suite 3400
Chicago, IL 60661
312-775-8000 dlietz@mcandrews-ip.com

Total # offices: **1** Firm size range: **51-100**
NALP member? **Y** Office size range: **51-100**
Total attys in this office: **100**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Intellectual Property	**74**	**19**
Intellectual Property Litigation	**63**	**16**
Intellectual Property - Transactional	**26**	**8**
Patent	**74**	**19**
Trademark	**15**	**7**
Copyright	**10**	**6**

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	2	1	1	0
	Women	0	0	1	0
White	Men	55	13	4	6
	Women	10	3	1	3
Black/African American	Men	1	0	0	0
	Women	0	0	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	4	2	0	1
	Women	2	0	0	1
Amer. Indian/ Alaska Native	Men	0	0	0	1
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	62	16	5	8
	Women	12	3	2	5
	TOTAL NUMBER	74	19	7	13
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	0	0	0
	Women	0	0	0	0

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

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN 2008	BEGAN WORK IN 2009	EXPECTED 2010
Laterals		2 (0)	4 (0)	2
Post-clerkship		0 (0)	0 (0)	0
Entry-level	160,000 /yr	3 (3)	4 (4)	4
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	3077 $/wk	0 (0)	0 (0)	0
2Ls	2924 $/wk	7 (7)	4 (4)	4
1Ls	2770 $/wk	3	5	5

2009 summer 2Ls considered for associate offers: **4** # offers made: **4**
Hire school term clerks? **N**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **Immediately**
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? **N**
Hiring Criteria: **Engineering and/or scientific degree; excellent writing and oral communications skills.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **CBC**
Other compensation comments: **Historically the firm salaries are competitive with those of the large general law firms in Chicago. Bonuses based on performance are awarded at the end of the year.**
PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info: **Attorneys are considered for partnership after 4.5 years. Partners are considered for shareholder status after an additional 4.0 years. Currently, there are 52 board members and 22 partners.**
WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **Y**
 # p-t assoc. 0 (m) **0** (w)**ptrs/mbrs. 0** (m) **1** (w)**oth. lawy. 0** (m) **0** (w)
Elig. for alt. work sched. determined by: **CBC**
Paid non-medical parental leave? **Y**
Comments: **We offer 12 weeks of paid maternity leave.**

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

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 committed to diversity and offer Diversity in Patent Law Fellowship for first year law students.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2009 : **3** # job fairs/consortia attended in 2009: **2**

BILLABLE HOURS: **2008** **2009**
Avg annual assoc. hrs worked: **2000** **2000**
Avg. annual assoc. billable hrs: **2000** **2000**
Is there a minimum billable hours expectation? **Y** If yes, number: **1850**
Hours policy details:

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:
Participation: **35** % assoc. **30** % ptrs/mbrs **0** % 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: **McAndrews, Held & Malloy, Ltd. ("McAndrews") was founded in 1988 by six patent attorneys who sought a challenging and dynamic practice in a collegial work environment. Since 1988, McAndrews has regularly been recognized as one of the fastest growing and most successful law firms in the nation. Today, with more than 80 attorneys, our firm comprises a diverse group of individuals who work together as a team to provide superior legal services for our clients. With our rapid growth and thriving intellectual property practice, McAndrews continues to successfully maintain its collegial work environment. In fact, McAndrews was selected as one of three patent firms nationwide, and one of 115 firms overall, for inclusion in Kimm Alayne Walton's book, "America's Greatest Places To Work With A Law Degree." For more information about career opportunities at McAndrews, please visit our website at www.mcandrews-ip.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.