CHICAGO, IL

MCANDREWS, HELD & MALLOY

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

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc & Oth. Lawy.
Intellectual Property	**54**	**29**
Intellectual Property Litigation	**54**	**29**
Intellectual Property - Transactional	**12**	**7**
Patent	**42**	**23**
Trademark	**8**	**5**
Copyright	**3**	**2**

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2007

As of Feb. 1, 2007		Ptrs/Mbrs	Assoc.	All Oth. Lawy	Summ. Assoc.
Men		55	14	2	13
Women		8	7	2	2
TOTALS		63	21	4	15
Black	Men	1	0	0	0
	Women	0	0	0	0
Hispanic	Men	2	0	1	0
	Women	0	1	0	0
Amer. Ind./ Alaskan	Men	0	0	0	0
	Women	0	0	0	0
Asian & Pac. Isl.	Men	3	1	0	1
	Women	1	0	0	1
Multi-racial	Men	1	0	0	0
	Women	1	0	0	0
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	2008 Compensation	BEGAN WORK IN 2005	2006	EXPECTED 2007
Laterals		0 (0)	1 (0)	2
Post-clerkship		1 (1)	0 (0)	1
Entry-level	160,000 /yr	7 (7)	2 (2)	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	2930 $/wk	5 (5)	4 (4)	4
1Ls	2770 $/wk	7	6	8

2006 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? **Y** If yes, minimum weeks: **4**
Comments:
Accept applications for 2008 summer program from:
Joint degree students graduating in 2010? **Y**
Evening students graduating in 2010? **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** Partnership track (years): **4.5**
Additional partnership prog. info: **Attorneys are considered for partnership after 4.5 years. Partners are considered for shareholder status after an additional 4.5 years.**
WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail. to entry-level? **Y**
 # p-t assoc. 0 (m) **1** (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 materinity leave.**

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? **NA**
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 an equal opportunity employer. MH&M attorneys are actively involved in minority bar associations and outreach programs.**
CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2006: **0** # job fairs/consortia attended in 2006: **0**

BILLABLE HOURS:	**2005**	**2006**
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: **The above numbers represent goals and are not hard and fixed.**
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 % 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. ("MH&M") was founded in 1988 by six patent attorneys who sought a challenging and dynamic practice in a collegial work environment. Since 1988, MH&M 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. Despite our rapid growth and thriving intellectual property practice, MH&M has successfully maintained its collegial work environment. In fact, MH&M 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 MH&M, please visit our website at www.mhmlaw.com.

NALP is fundamentally committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is strongly opposed to discrimination which is based upon gender, age, race, color, religious creed, national origin, disability, marital, parental, or veteran status, sexual orientation, or the prejudice of clients related to such matters.