

Locke Lord Bissell & Liddell LLP - Houston
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 Locke Lord Bissell & Liddell LLP
 2800 Chase Tower, 600 Travis Street
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Total # offices: **13** Firm size range: **701+**
 # offices on form: **1** NALP member? **Y**
 Total # of Attorneys: **156** Reporting for: **Other**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Administrative and Regulatory	1	0
Appellate	1	0
Bankruptcy/Restructuring	1	2
Business Litigation and Arbitration	10	19
Construction Litigation	3	0
Corporate	13	18
Direct Insurance	1	0
Energy	13	2
Energy Litigation	2	1
International Arbitration	1	0
Intellectual Property Litigation	4	9
Intellectual Property Transactional	2	0
Labor and Employment	6	6
Products Liability	0	1

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		5 (0)	3 ()	
Post-clerkship		()	()	
Entry-level	160,000 /yr	1 (1)	16 (16)	7
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	3,076 \$/wk	15 (5)	17 (4)	12
1Ls	3,076 \$/wk	6	4	6

2010 summer 2Ls considered for associate offers: **15** # offers made: **10**
 Hire school term clerks? **N**
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **Immediately**
 Split summers allowed? **Y** If yes, minimum weeks: **6**
 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: **See hiring criteria listed in the placement office at individual schools we visit for on-campus interviews. All other candidates must have very strong academic credentials.**
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: **Judicial clerks who have clerked for at least one year at a state, federal bankruptcy or supreme court will receive one year of credit toward partnership and for salary purposes.**
PARTNERSHIP DATA: Two or more tiers? **N**
 Additional partnership prog. info: **The Firm hires its associates with the goal of mentoring and training them to partnership.**

WORK/LIFE INFORMATION:

Part-time allowed? **CBC** Part-time avail.to entry-level? **N**
 # p-t assoc. (m) **11** (w) ptrs/mbrs. (m) (w) oth. lawy. **17** (m) **11** (w)
 Elig. for alt. work sched. determined by: **all attys other than contract/temp**
 Paid non-medical parental leave? **Y**
 Comments: **The attorney maintains fairly regular or predictable core office hours and communicates these days/hours and any changes to his/her colleagues with as much advance notice as possible.**
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

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	3	1	0	NC
	Women	0	1	0	NC
White	Men	68	34	7	NC
	Women	7	16	1	NC
Black/African American	Men	1	1	0	NC
	Women	0	3	0	NC
Nat. Hawaiian/ Other Pacific Is.	Men	0	1	0	NC
	Women	0	0	0	NC
Asian	Men	4	0	1	NC
	Women	0	4	1	NC
Amer. Indian/ Alaska Native	Men	0	1	0	NC
	Women	0	0	0	NC
2 or More Races	Men	0	1	0	NC
	Women	0	1	0	NC
TOTAL	Men	76	38	8	8
	Women	7	25	2	10
TOTAL NUMBER		83	63	10	18
Disabled	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
Openly GLBT	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC

(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: **The Firm is committed to diversity recruitment and actively seeks qualified minority and women candidates. (See online directory)**

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

schools visited in 2010 : **18** # job fairs/consortia attended in 2010 : **6**

BILLABLE HOURS: 2009 2010

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

Is billable hour credit given for pro bono work? **Y**
 Is there a maximum that will be credited? **Y** If yes, what? **100**
 For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**

PRO BONO INFORMATION:

% firm billable hours: avg. hrs. per attorney:
 Participation: **79** % assoc. **34** % ptrs/mbrs **33** % 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: Investing your future with Locke Lord will ensure your growth as an attorney and as a person. You will work with some of the brightest legal minds in the country and have a chance to make a difference. Our firm is based on a commitment to individual creativity combined with a spirit of collaboration. Locke Lord provides a supportive and challenging atmosphere - one that separates us from the crowd and differentiates us from other big law firms. We are diverse and come from all walks of life, but we share the common goal of doing the best we can for our many and varied clients. All lawyers create their own experiences and successes, but here you have a support team with you every step of the way. Locke Lord's summer program is distinctive. We don't view students as temporary guests - we see them as part of our team, with the summer program being just the first stage of your Locke Lord career. Our summer program is not just a summer job - it's the groundwork for your career.

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.