MULTI-OFFICE DATA
CHICAGO, IL

MBHB

McDonnell Boehnen Hulbert & Berghoff LLP
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Hiring Attorney: **Mr. Christopher M. Cavan**
Address Inquiries To:
Ms. Kimberly Yagelski
Recruiting Director
McDonnell Boehnen Hulbert & Berghoff LLP
300 South Wacker Drive, Suite 3100
Chicago, IL 60606
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Total # offices: **2** Firm size range: **51-100**
offices on form: **2** NALP member? **Y**
Total # of Attorneys: **77** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Intellectual Property - Transactional, Intell	**50**	**27**
Patent Litigation, Prosecution	**50**	**27**
Copyright, Trademark	**50**	**27**
Bio Tech, Chemical, Pharmaceutical	**32**	**12**
Computer, Emerging Technologies, Telec	**21**	**16**
Electrical, Mechanical Arts	**21**	**16**

COMPENSATION & EMPLOYMENT DATA:

	2009	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2007**	**2008**	**2009**
Laterals		( )	**1** ( )	**1**
Post-clerkship		( )	( )	
Entry-level	**160000** /yr	**6** (**6**)	**4** (**4**)	**3**
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	**2800** $/wk	**0** ( )	**0** ( )	**0**
2Ls	**2800** $/wk	**8** (**2**)	**9** (**3**)	**9**
1Ls	**2800** $/wk	**4**	**2**	**3**

2008 summer 2Ls considered for associate offers: **9** # offers made: **7**
Hire school term clerks? **Y**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/1**
Split summers allowed? **CBC** If yes, minimum weeks: **10**
Comments: **MBHB strongly encourages 10 weeks from summer associates.**
Accept applications for 2010 summer program from:
Joint degree students graduating in 2012?
Evening students graduating in 2012? **N**
Judicial clerks? **Y** Students at non-US law schools?
Hiring Criteria: **Science or engineering degree required. Attorneys must be eligible to sit for USPTO Exam. Excellent academic achievement; MBHB values graduate studies and work experience in technical areas.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **CBC**
Comp./prog. credit for judicial clerkship? **CBC**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments: **Stipend ($9,000) while studying for Bar Exam, Cost of State Bar & 2 (other) Association memberships, Professional Development Account & Educational Trip Account**

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **4.50**
Additional partnership prog. info: **Associates will be considered for first tier of partnership ("income partner") effective January 1 following their fourth anniversary with the firm. (n.b. "Prtrs/Mbrs" shows both.)**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**
 # p-t assoc. 0 (m) **0** (w) **ptrs/mbrs. 0** (m) **3** (w) **oth. lawy. 2** (m) **1** (w)
Elig. for alt. work sched. determined by:
Paid non-medical parental leave? **Y**
Comments:

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?
Is rotation mandatory? **N**

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**40**	**13**	**2**	**5**
	Women	**8**	**8**	**1**	**4**
Black/African American	Men	**0**	**0**	**0**	**1**
	Women	**0**	**1**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**1**	**1**	**0**	**1**
	Women	**1**	**1**	**0**	**1**
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	**41**	**14**	**2**	**7**
	Women	**9**	**10**	**1**	**5**
	TOTAL NUMBER	**50**	**24**	**3**	**12**
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: **McDonnell Boehnen Hulbert & Berghoff LLP is strongly committed to minority recruitment, both from law and undergraduate schools.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2008 : **4** # job fairs/consortia attended in 2008 : **3**

BILLABLE HOURS: **2007** **2008**
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: **1950**
Hours policy details:

Is billable hour credit given for pro bono work? **Y**
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?

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

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

NARRATIVE: MBHB was founded in 1996 and has since been named one of the fastest-growing firms, now numbering more than 75 attorneys. We are experts in our fields, from telecom to computer, electrical, & mechanical arts, from biotech to pharmaceutical & chemical sciences. MBHB maintains a strong work ethic and low attrition in part because of its open-door policy, where attorneys help each other become better lawyers by getting involved. Another sign of the firm's "work hard, have fun" mindset is the attorney lounge, complete with TV, pool table & arcade games. MBHB supports professional & personal growth by encouraging involvement in all areas of practice: litigation, prosecution, & counseling, from the beginning. Our free-market assignment system allows associates to steer their career on a path of their choosing. MBHB associates benefit from both formal training sessions with outside consultants and informal training among fellow attorneys. PIs. see online profile.

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.