GRAY PLANT MOOTY

Gray Plant Mooty
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Hiring Attorney: **Mr. Eric Yaffe**
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Total # offices: **3** Firm size range: **101-250**
NALP member? **Y** Office size range: **2-10**
Total attys in this office: **10**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Franchise	**3**	**5**
White Collar Crime	**1**	**0**
Intellectual Property Litigation	**1**	**0**

COMPENSATION & EMPLOYMENT DATA:

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

2008 summer 2Ls considered for associate offers: # offers made:
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply?
Split summers allowed? **CBC** If yes, minimum weeks:
Comments:
Accept applications for 2010 summer program from:
Joint degree students graduating in 2012? **N**
Evening students graduating in 2012? **N**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **GPM hires on the basis of academic background, verbal skills, maturity, business development potential and leadership ability. An academic standing of top 25% is preferred.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **N**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **CBC**
Other compensation comments: **All Associates are eligible to be considered for a discretionary bonus.**

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **7**
Additional partnership prog. info: **Senior lateral entry attorneys are typically hired as non-equity principals and considered for equity principal after some time with the firm.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. (m) (w) **ptrs/mbrs.** (m) (w) **oth. lawy.** (m) (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? **N**
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 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	0	0	0
	Women	0	1	0	0
White	Men	5	0	0	0
	Women	0	2	0	0
Black/African American	Men	0	0	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	1	0	0
	Women	0	0	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	5	1	1	0
	Women	0	3	0	1
	TOTAL NUMBER	5	4	1	1
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.)

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:

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2008: **0** # job fairs/consortia attended in 2008: **0**

BILLABLE HOURS: **2007** **2008**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **Y** If yes, number:
Hours policy details:

Is billable hour credit given for pro bono work? **N**
Is there a maximum that will be credited? If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour? **N**
PRO BONO INFORMATION: ☐ Firm-wide ☒ Office specific
☐ % 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? **N**
Comments:

NARRATIVE: Gray Plant Mooty is a law firm driven to solve: we understand our clients' objectives, listen to their needs, and roll up our sleeves to solve their problems. We value client partnerships, and clients value GPM's integrity, loyalty, and entrepreneurial spirit. Drawing on over 140 years of experience, we help businesses move forward because we know where business has been. Recognized as one of the top franchise law firms in the nation and one of the leading corporate firms in Minnesota, GPM is headquartered in Minneapolis with offices in St. Cloud, Minnesota and Washington, DC. We are the exclusive Minnesota affiliate of MULTILAW and the Employment Law Alliance, and our 165 attorneys serve regional, national, and international clients. For more information about Gray Plant Mooty, visit www.gpmlaw.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.