

**MULTI-OFFICE DATA
WILMINGTON, DE**

YOUNG CONAWAY

YOUNG CONAWAY STARGATT & TAYLOR, LLP
 1000 West Street, 17th Floor, P.O. Box 391, Wilmington, DE 19899-0391
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Total # offices: **4** Firm size range: **101-250**
 # offices on form: **4** NALP member? **Y**
 Total # of Attorneys: **120** Reporting for: **All Offices**

Hiring Attorney: **Ms. Danielle Gibbs, Esquire**
 Address Inquiries To:
Ms. Kara Peischl Zidek, Esquire
Director of Recruiting & Associate Development
YOUNG CONAWAY STARGATT & TAYLOR, LLP
 1000 West Street, 17th Floor, P.O. Box 391
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PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Bankruptcy & Corporate Restructuring	14	21
Business Planning	4	4
Commercial Litigation	6	8
Commercial Real Estate, Banking&Land U	8	3
Corporate Counseling and Litigation	11	11
Employment	7	6
Environmental	2	3
Federal Courts&Tech/Intellectual Prop Li	6	11
Personal Injury & Workers' Compensation	9	1
Tax/Trusts & Estates and Benefits	6	3

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		1 (0)	3 (0)	2
Post-clerkship		2 (0)	4 (2)	1
Entry-level	145,000 /yr	10 (5)	5 (5)	4
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	2800 \$/wk	0 (0)	0 (0)	0
2Ls	2800 \$/wk	5 (5)	4 (3)	7
1Ls	2800 \$/wk	6	3	2

2009 summer 2Ls considered for associate offers: **4** # offers made: **4**
 Hire school term clerks? **CBC**
 1Ls hired? When after 12/1 should 1Ls apply? **As soon as possible**
 Split summers allowed? **Y** If yes, minimum weeks: **7**
 Comments: **Firm prefers split summers to complete at least 7 weeks.**
 Accept applications for 2011 summer program from:
 Joint degree students graduating in 2013? **Y**
 Evening students graduating in 2013? **Y**
 Judicial clerks? **N** Students at non-US law schools? **N**

Hiring Criteria: **Young Conaway values a well-rounded applicant with diverse experiences, including academic accomplishments, prior legal experience, and participation in school & community organizations.**
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: **New associates receive a bonus (\$15k for JLCs and \$5k for 3Ls), a monthly parking allowance, and a \$2k professional development account; summer associates receive a \$1k bonus.**

PARTNERSHIP DATA: Two or more tiers? **Y**
 Additional partnership prog. info: **The firm's partnership policy provides that associates employed with the firm since their first year can generally expect to be first considered for general partnership in 8 years.**

WORK/LIFE INFORMATION:
 Part-time allowed? **CBC** Part-time avail.to entry-level? **CBC**
 # p-t assoc. **0 (m) 6 (w)** ptrs/mbrs. **0 (m) 0 (w)** oth. lawy. **0 (m) 2 (w)**
 Elig. for alt. work sched. determined by: **Attorney,Section&Associate Committe**
 Paid non-medical parental leave? **Y**
 Comments: **Young Conaway is proud of and strongly supports its attorneys electing to work an alternative hourly arrangement. Such arrangements are individualized plans developed specifically for each attorney.**

TRAINING AND PROFESSIONAL DEVELOPMENT:
 Coaching/mentoring program? **Y**
 Evaluations: **Semi-Annual** Upward reviews? **Y**
 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 2010

As of Feb. 1, 2010	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	0	0	0	0
	Women	0	0	0	0
White	Men	48	25	0	0
	Women	10	26	0	0
Black/African American	Men	0	2	0	0
	Women	0	1	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	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	48	27	6	4
	Women	10	27	2	3
TOTAL NUMBER		58	54	8	7
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	1	0	0
	Women	1	1	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: **Young Conaway is committed to the recruitment, retention & promotion of a diverse firm workforce. See online for additional info.**

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

schools visited in 2009: **9** # job fairs/consortia attended in 2009: **2**

BILLABLE HOURS:

Avg annual assoc. hrs worked: **2370 2179**
 Avg. annual assoc. billable hrs: **1878 1890**
 Is there a minimum billable hours expectation? **N** If yes, number:
 Hours policy details: **No set billable hours to show that participation in firm, bar & community activities is valued.**

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? **Y**

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: Young Conaway, one of Delaware's largest law firms, is proud to have been ranked as a top firm in the state in recent ALM surveys (2005-09 Mid-Level Lawyers). During the Summer Program, Summer Associates are exposed to the sophisticated practice of the firm's 10 specialty areas and work closely with the firm's attorneys to complete challenging assignments. Additionally, the Summer Program offers opportunities to network and explore the area through its social functions. Summer Associates also participate in the firm's developmental programs for associates, such as the firm's mentoring, performance evaluation, and training programs. The firm is proud of its commitment to pro bono representation and community service and challenges Summer Associates to get involved and make a difference. Young Conaway invites applications from 1Ls and 2Ls for summer positions and 3Ls and JLCs for associate positions. Visit our website to learn more at www.youngconaway.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.