

**MULTI-OFFICE DATA
GRAND RAPIDS, MI**

WARNER NORCROSS

WARNER NORCROSS & JUDD LLP
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 Grand Rapids, MI 49503-2487
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Total # offices: 6 Firm size range: 101-250
 # offices on form: 6 NALP member? Y
 Total # of Attorneys: 225 Reporting for: All Offices

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	0	0	0
	Women	0	1	1	0
White	Men	98	27	43	3
	Women	17	21	9	6
Black/African American	Men	1	1	0	2
	Women	0	0	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	1	0	0
	Women	0	0	0	0
Asian	Men	1	1	0	0
	Women	0	3	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	99	30	43	5
	Women	18	25	10	8
TOTAL NUMBER		117	55	53	13
Disabled	Men	1	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	1	1	0	0
	Women	0	0	0	0

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy
Appellate, Litigation, Employment Discrim	26	32
Securities, Tax, Business	30	29
Labor, Employee Benefits, Employment	11	14
Real Estate, Oil And Gas, Energy	8	11
Estate, Probate, Trusts	6	7
Environmental, Government, Emerging Te	3	9
Patent, Intellectual Property, Copyright	10	6
Health, Fraud	3	5
Banking, Bankruptcy, Capital Markets	5	5
Immigration, International	2	3

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		7 ()	5 ()	9
Post-clerkship		()	1 ()	1
Entry-level	100,000 /yr	10 (9)	8 (8)	6
LLMs (US)		()	()	0
LLMs (non-US)		()	()	0
Summer				
Post-3Ls	1,800 /wk	()	()	0
2Ls	1,800 /wk	18 (8)	8 (3)	7
1Ls	1,800 /wk	6	5	3

2010 summer 2Ls considered for associate offers: 8 # offers made: 7
 Hire school term clerks? N
 1Ls hired? Y When after 12/1 should 1Ls apply? December 1 - Feb. 15
 Split summers allowed? CBC If yes, minimum weeks: 8
 Comments: We generally do not allow 1L's to split their summer.
 Accept applications for 2012 summer program from:
 Joint degree students graduating in 2014? Y
 Evening students graduating in 2014? Y
 Judicial clerks? Y Students at non-US law schools? N

Hiring Criteria: Strong record of academic achievement and leadership; strong interpersonal and client development skills; self-motivated; dedicated to excellence

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
 Judicial clerkship bonus? N
 Comp./prog. credit for judicial clerkship? Y
 Comp./prog. credit for other adv. degrees? N
 Other compensation comments: Judicial clerks receive a year's credit toward partnership. This places them in the second-year class of associates at a second-year salary.

PARTNERSHIP DATA: Two or more tiers? N
 Additional partnership prog. info: Associates are considered for equity partnership in 7.5 years. Laterals candidates with more than 7.5 years of experience are most often hired in as senior counsel or salaried partners.
 WORK/LIFE INFORMATION:
 Part-time allowed? Y Part-time avail.to entry-level? Y

p-t assoc. 0 (m) 1 (w) ptrs/mbrs. (m) (w) oth. lawy. (m) (w)
 Elig. for alt. work sched. determined by: Practice Group and client need
 Paid non-medical parental leave? Y
 Comments:

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? Y
 Is rotation mandatory? Y

BENEFITS: see www.nalpdirectory.com

(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: Please visit http://www.wnj.com/aboutus/diversity/diversity_news/ to view our firm's diversity efforts and to read our Diversity Annual Reports.

CAMPUS INTERVIEWS for past year (see full list online):
 # schools visited in 2010 : 4 # job fairs/consortia attended in 2010 : 4

BILLABLE HOURS: 2009 2010
 Avg annual assoc. hrs worked: 2000 2000
 Avg. annual assoc. billable hrs: 1750 1750
 Is there a minimum billable hours expectation? Y If yes, number: 1750
 Hours policy details: Total hourly contribution for associates is set at 1,750 billable and 250 nonbillable.

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 billable hours: avg. hrs. per attorney:
 Participation: 100 % assoc. 100 % ptrs/mbrs 100 % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
 Sponsor split pub int. summer and/or post-graduate fellowship? N
 Comments: We will match a summer clerk's contribution to the Public Interest Fellowship Fund at their law school for the year following their clerkship with us.

NARRATIVE: Warner Norcross & Judd is one of only two firms in Michigan, and one of only 115 firms nationally, to be named in Kimm Walton's book, America's Greatest Places To Work With A Law Degree. Warner provides comprehensive legal services to a broad range of clients, from multinational corporations to small businesses. In 2010, we had 67 partners listed in The Best Lawyers in America and 61 partners named as Michigan Super Lawyers. The National Law Journal ranks us among its Top 250 Firms in the Country. We are one of the nation's most technologically savvy law firms according to BTI Consulting Group. The academic qualifications of our attorneys provided them with career options throughout the country. They came to Warner Norcross because of their desire to work in a highly collegial atmosphere at a premier law firm while maintaining a balance between their personal and professional lives. Visit www.wnj.com to learn more.

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.