

WARNER NORCROSS & JUDD LLP
 2000 Town Center, Suite 2700, Southfield, MI 48075-1318
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Total # offices: 6 Firm size range: 251-500
 NALP member? Y Office size range: 26-50
 Total attys in this office: 37

Hiring Attorney: **Mr. Brian Masternak**
 Address Inquiries To:
Ms. Cathleen Dubault
 Director of Lawyer Recruitment
WARNER NORCROSS & JUDD LLP
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PRIMARY PRACTICE AREAS:	# Pirs/Mbrs	# Assoc. & Oth. Lawy.
Litigation, Employment, Labor	5	5
Business, Real Estate, International	5	5
Tax, Bankruptcy, Finance	2	2
Employee Benefits	3	0
Health	1	1
Family, Domestic	1	2
Trusts, Estate	1	0
Environmental	2	0
Automotive	1	0

COMPENSATION & EMPLOYMENT DATA:

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

2010 summer 2Ls considered for associate offers: 1 # offers made: 1
 Hire school term clerks? N
 1Ls hired? Y When after 12/1 should 1Ls apply? After December 1
 Split summers allowed? CBC If yes, minimum weeks: 8
 Comments: 1L's are not allowed to split
 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; 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 and a year's credit in salary. 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 after 7.5 years. Lateral candidates with more than 7.5 years of experience are most often hired in as senior counsel or income partners.
WORK/LIFE INFORMATION:
 Part-time allowed? Y Part-time avail.to entry-level? Y
 # p-t assoc. 0 (m) 0 (w) ptrs/mbrs. 0 (m) 1 (w) oth. lawy. (m) (w)
 Elig. for alt. work sched. determined by: Practice group and client needs
 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

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	0	0
White	Men	13	1	5	0
	Women	7	4	3	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	1	1	0	0
	Women	0	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	14	2	5	0
	Women	7	6	3	1
TOTAL NUMBER		21	8	8	1
Disablad	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: Please visit www.wnj.com/aboutus/diversity/diversity_news/ to learn more 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-wide Office specific
 % firm billable hours: avg. hrs. per attorney:
 Participation: 100 % assoc. 100 % ptrs/mbrs 100 % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.psainet.org for more information):
 Sponsor split pub int. summer and/or post-graduate fellowship? N
 Comments: We will match a student'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 the only firm in the Detroit area, one of only two firms in Michigan, and one of 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. The National Law Journal ranks us among its Top 250 Firms in the Country. We were recognized as one of the nation's most technologically savvy law firms by BTI Consulting Group. The academic qualifications of our attorneys provided them with career options throughout the country. They came to Warner because of their desire to work in a collegial environment at a premier law firm while maintaining a balance between their personal and professional lives. Visit www.wnj.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.