ST. PETERSBURG, FL

CARLTON FIELDS

Carlton Fields
One Progress Plaza, 200 Central Avenue, Suite 2300, St. Petersburg, FL 33701-4352
Ph: (727)821-7000, Fax: (727)822-3768, www.carltonfields.com

Total # offices: **7**
NALP member? **Y**
Firm size range: **101-250**
Office size range: **11-25**
Total attys in this office: **16**

Hiring Attorney: **John A. Camp and Lannie D. Hough**
Address Inquiries To:
Ms. Shannon Williams
Director of Attorney Recruitment
Carlton Fields
P.O. Box 3239
Tampa, FL 33601-3239
(813)223-7000 recruiting@carltonfields.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc & Oth. Lawy.
Appellate Practice & Trial Support	**3**	**2**
Business Litigation & Trade Regulation	**1**	**1**
Corporate, Securities & Tax	**1**	**0**
Real Estate & Finance	**2**	**3**
Real Property Litigation	**1**	**1**

COMPENSATION & EMPLOYMENT DATA:

	2007	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2005**	**2006**	**2007**
Laterals		**1** ( )	**1** ( )	
Post-clerkship		( )	( )	
Entry-level	**100,000** /yr	( )	( )	
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	**1,800** $/wk	( )	( )	
1Ls	**1,800** $/wk			

2006 summer 2Ls considered for associate offers: # offers made:
Hire school term clerks? **Y**
1Ls hired? **N** When after 12/1 should 1Ls apply? **12/1**
Split summers allowed? **CBC** If yes, minimum weeks:
Comments:
Accept applications for 2008 summer program from:
Joint degree students graduating in 2010? **N**
Evening students graduating in 2010? **N**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria: **Competitive class standing. Law Review participation and publication and Moot Court success a plus.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments: **$5,000 sign on bonus for law graduates, judicial clerks and LL.M. candidates. In addition, the firm reimburses for Bar exam fees and a Bar review course.**
PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **7**
Additional partnership prog. info: **Associates may submit for consideration as non-equity, equity or either class of shareholder. They self-select based on shareholder admission criteria.**
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: **Firm President**
Paid non-medical parental leave? **Y**
Comments: **Paid time off for maternity leave: 8 weeks 100% pay for associates and up to 3 months pay for shareholders.**

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? **N**

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2007

As of Feb. 1, 2007		Ptrs/Mbrs	Assoc.	All Oth. Lawy	Summ. Assoc.
Men		**8**	**5**	**0**	**0**
Women		**1**	**1**	**1**	**0**
TOTALS		**9**	**6**	**1**	**0**
Black	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
Hispanic	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Amer. Ind./ Alaskan	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian & Pac. Isl.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
Multi-racial	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
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: **Carlton Fields' goal is to recruit, retain and promote attorneys who are racially and ethically diverse.**
CAMPUS INTERVIEWS for past year (see full list online)**:**
schools visited in 2006: **13** # job fairs/consortia attended in 2006: **2**

BILLABLE HOURS:	**2005**	**2006**
Avg. annual assoc. hrs worked:	**2271**	**2089**
Avg. annual assoc. billable hrs:	**1806**	**1787**

Is there a minimum billable hours expectation? **Y** If yes, number: **1900**
Hours policy details:

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **Y** If yes, what? **50**
For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☒ % firm billable hours: **2.2** ☐ avg. hrs. per attorney:
Participation: **82.7** % assoc. **71.8** % ptrs/mbrs **61.5** % other lawyers
PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **N**
Comments: **Mock Oral Arguments of Public Interest Lawyers**

NARRATIVE: ABOUT US. For more than a century, Carlton Fields has been recognized as one of the most trusted, skilled, and effective law firms in the United States. Our lawyers and government consultants are regarded as highly skilled professionals who get the job done through diligence and unparalleled commitment to the highest standards of client service. It is a reputation we earn every single day, one case and one transaction at a time. Located in major business centers in Florida and the Southeast, we are positioned to meet the legal and business needs of our clients by providing enhanced services, resources, and an expanded legal network. Based in Florida, the "gateway" to both the North and South American markets, Carlton Fields has extensive experience in all areas of international business and related fields. With seven full-service offices strategically located throughout Florida and in Atlanta, we are the law firm of choice for many major corporations needing legal services in the Southeast. Our client list has included nearly two-thirds of the Fortune 100 companies and 94 law firms on the AmLaw 100 list have referred clients to us. For more information, please visit us at www.carltonfields.com.

NALP is fundamentally committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is strongly opposed to discrimination which is based upon gender, age, race, color, religious creed, national origin, disability, marital, parental, or veteran status, sexual orientation, or the prejudice of clients related to such matters.