CARLTON FIELDS

Carlton Fields
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Hiring Attorney: **Ms. Gwynne A. Young**
Address Inquiries To:
Ms. Shannon Lee Williams
Director of Attorney Recruitment
Carlton Fields
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Tampa, FL 33607
(813) 223-7000 recruiting@carltonfields.com

Total # offices: **7** Firm size range: **251-500**
NALP member? **Y** Office size range: **11-25**
Total attys in this office: **16**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Appellate Practice & Trial Support	**2**	**3**
Business Litigation & Trade Regulation	**1**	**1**
Corporate, Securities & Tax	**1**	**1**
Real Estate & Finance	**2**	**4**
Real Property Litigation	**1**	**0**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN 2006	BEGAN WORK IN 2007	EXPECTED 2008
Laterals		**1** ( )	**2** ( )	
Post-clerkship		( )	( )	
Entry-level	***110,000** /yr	( )	( )	
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	**2,200** $/wk	( )	( )	
1Ls	**2,200** $/wk			

2007 summer 2Ls considered for associate offers: **0** # offers made: **0**
Hire school term clerks? **N**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/1**
Split summers allowed? **Y** If yes, minimum weeks: **6**
Comments:
Accept applications for 2009 summer program from:
Joint degree students graduating in 2011? **N**
Evening students graduating in 2011? **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): **8**
Additional partnership prog. info: **Associates are considered for shareholder status upon recommendation by their Practice Group Leader. Recommendations are made based upon 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. 1** (m) (w)
Elig. for alt. work sched. determined by: **CEO**
Paid non-medical parental leave? **Y**
Comments: **Associates receive 8 weeks of 100% salary continuation for maternity leave; shareholders receive 90 days of 100% salary continuation.**

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 2008

As of Feb. 1, 2008		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**7**	**2**	**0**	**0**
	Women	**0**	**0**	**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**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
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	**7**	**3**	**2**	**0**
	Women	**0**	**4**	**0**	**7**
	TOTAL NUMBER	**7**	**7**	**2**	**7**
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 seeks to recruit, retain, and develop a diverse team of employees that reflects the communities in which we work.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2007: **12** # job fairs/consortia attended in 2007: **3**

BILLABLE HOURS: **2006** **2007**
Avg annual assoc. hrs worked: **2089** **2037**
Avg. annual assoc. billable hrs: **1787** **1830**
Is there a minimum billable hours expectation? **Y** If yes, number: **1950**
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: **2.34** ☒ avg. hrs. per attorney: **42**
Participation: **82** % assoc. **76** % ptrs/mbrs **48** % 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: 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. With seven full-service offices strategically located throughout Florida and in Atlanta, we serve a broad variety of national and local corporations, state and local public entities, and individuals. We have represented a majority of the nation's Fortune 100 companies, and most of the law firms on the AmLaw 100 list have referred matters to Carlton Fields.

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.