

Barack Ferrazzano Kirschbaum & Nagelberg LLP
 200 W. Madison St., Suite 3900, Chicago, IL 60606
 Ph: 312-984-3100, Fax: 312-984-3150, www.bfkn.com

Total # offices: **1** Firm size range: **51-100**
 NALP member? **N** Office size range: **51-100**
 Total attys in this office: **100**

Hiring Attorney: **Mr. Steven J. Yatvin**
 Address Inquiries To:
Mr. Steven J. Yatvin

Partner in Charge of Recruiting
Barack Ferrazzano Kirschbaum & Nagelberg LLP
 200 W. Madison St., Suite 3900
 Chicago, IL 60606
 312-984-3100 steve.yatvin@bfkn.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Automotive Practice Group	4	1
Bankruptcy	3	0
Compensation and Employment	11	2
Corporate	31	9
Financial Services	21	13
Intellectual Property	3	2
Litigation	16	11
Real Estate	22	10
Tax	7	1

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN		EXPECTED
		2007	2008	2009
Laterals		16 (3)	10 (3)	
Post-clerkship		()	()	
Entry-level	160,000 /yr	()	()	
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	3,077 \$/wk	()	()	
1Ls	\$/wk			

2008 summer 2Ls considered for associate offers: **3** # offers made: **3**
 Hire school term clerks? **N**
 1Ls hired? **N** When after 12/1 should 1Ls apply? **NA**
 Split summers allowed? **CBC** If yes, minimum weeks:
 Comments: **We do not generally hire 1Ls.**
 Accept applications for 2010 summer program from:
 Joint degree students graduating in 2012? **Y**
 Evening students graduating in 2012? **N**
 Judicial clerks? **Y** Students at non-US law schools? **N**
 Hiring Criteria: **We typically hire law students and laterals that are in the top of their class at the top law schools.**

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: **The firm provides summer stipends and clerkship bonuses competitive with larger firms in the Chicago market.**

Associates must bill 2,000 hours to be eligible for annual bonus.
PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **7.50**
 Additional partnership prog. info: **Associates are generally considered for income partner 7.5 years following law school and equity partner 11.5 years following law school.**

WORK/LIFE INFORMATION:
 Part-time allowed? **CBC** Part-time avail.to entry-level? **CBC**
 # p-t assoc. **1** (m) **3** (w) ptrs/mbrs. (m) **7** (w) oth. lawy. **3** (m) **1** (w)
 Elig. for alt. work sched. determined by: **Managing Partner**
 Paid non-medical parental leave? **Y**
 Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:
 Coaching/mentoring program? **Y**
 Evaluations: **Semi-Annual** Upward reviews? **N**
 Professional development staff? **N** 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 2009

As of Feb. 1, 2009	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	2	0	0
	Women	0	2	0
White	Men	42	18	3
	Women	16	9	1
Black/African American	Men	0	2	0
	Women	3	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	0	1	0
	Women	0	1	0
Amer. Indian/ Alaska Native	Men	0	0	0
	Women	0	0	0
2 or More Races	Men	NC	NC	NC
	Women	NC	NC	NC
TOTAL	Men	44	21	3
	Women	18	13	1
TOTAL NUMBER		62	34	4
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	NC	NC	NC
	Women	NC	NC	NC

(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:

CAMPUS INTERVIEWS for past year (see full list online):
 # schools visited in 2008: **3** # job fairs/consortia attended in 2008: **1**

BILLABLE HOURS: **2007 2008**
 Avg annual assoc. hrs worked: **2000 2000**
 Avg. annual assoc. billable hrs: **2000 2000**
 Is there a minimum billable hours expectation? **Y** If yes, number: **2000**
 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? **100**
 For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**
PRO BONO INFORMATION: Firm-wide Office specific
 % 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: **No formal policy.**

NARRATIVE: **Barack Ferrazzano Kirschbaum & Nagelberg LLP was founded in 1984 by two law professors at Northwestern University School of Law, and two other members of a prominent Chicago law firm with whom they had practiced. Since that time, the firm has grown through the addition of partners and associates from some of Chicago's largest law firms and the recruitment of associates from the top ranks of the nation's leading law schools.**

The Firm's practice is focused only in areas where we can attract and retain the best legal talent and quality client relationships. The areas in which we have chosen to practice require skills for which our lawyers are well known -- a high level of technical expertise and an aggressive, innovative approach to solving significant business and legal problems.

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.