

CHICAGO, IL

BARACK FERRAZZANO

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: 2-10
 Total atlys in this office: 98

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 Group	3	1
Bankruptcy	2	1
Compensation and Employment	3	1
Corporate	15	7
Financial Institutions	6	7
Intellectual Property	2	1
Litigation	9	10
Real Estate	20	7
Tax	3	0

COMPENSATION & EMPLOYMENT DATA:

	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Lawyers				
Laterals		10 (3)	6 (3)	
Post-clerkship		()	()	
Entry-level	Yr	()	()	
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	\$/wk	()	()	
1Ls	\$/wk	()	()	

2009 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? N/A
 Split summers allowed? CBC If yes, minimum weeks:
 Comments: **We do not generally hire 1Ls**
 Accept applications for 2011 summer program from:
 Joint degree students graduating in 2013? Y
 Evening students graduating in 2013? 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
 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. 0 (m) 0 (w) ptrs/mbrs. 0 (m) 6 (w) oth. lawy. 3 (m) 1 (w)
 Elig. for all. work sched. determined by: **Managing Partner**
 Paid non-medical parental leave? Y
 Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? Y
 Evaluations: 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 2010

As of Feb. 1, 2010	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	1	0	0
	Women	0	2	0
White	Men	40	19	3
	Women	15	10	1
Black/African American	Men	0	1	0
	Women	2	1	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	0	1	0
	Women	0	0	0
TOTAL	Men	41	23	3
	Women	17	13	1
TOTAL NUMBER		58	36	4
Disabled	Men	NC	NC	NC
	Women	NC	NC	NC
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 2009: 2 # job fairs/consortia attended in 2009: 1

BILLABLE HOURS:

	2008	2009
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:

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.

EMPLOYER INFO	
Employer Name:	Barack Ferrazzano Kirschbaum & Nagelberg LLP
Address:	200 W. Madison St. Suite 3900
City:	Chicago
State, Zip:	Illinois, 60606
Country:	United States
Phone:	312-984-3100
Fax:	312-984-3150
Web:	www.bfkn.com
Hiring Attorney:	Mr. Steven J. Yatvin
Recruiting Contact:	Mr. Steven J. Yatvin
Title:	Partner in Charge of Recruiting
Employer Name:	Barack Ferrazzano Kirschbaum & Nagelberg LLP
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City:	Chicago
State, Zip:	Illinois, 60606
Country:	United States
Phone:	312-984-3100
Fax:	312-984-3150
Email:	steve.yatvin@bfkn.com

OFFICE/ORGANIZATION SIZE	
Multi Office Form:	N
Multi Office Form Reporting For:	
Specify:	
# Offices On Form:	1
Total # Offices:	1
Employer Size Range:	51-100
Office Size Range:	2-10
Total Attorneys In This Office:	98

CURRENT DEMOGRAPHIC DATA							
As of Feb. 1, 2010							
		Ptrs/Mbrs	ASSOCIATES	Counsel	Staff Attorneys	Other Lawyers	SUMMER ASSOCIATES
	Men:	41	23	3	0	0	0
	Women:	17	13	1	0	0	0
	TOTALS:	58	36	4	0	0	0
Hispanic/Latino	Men:	1	0	0	0	0	0
	Women:	0	2	0	0	0	0
White	Men:	40	19	3	0	0	0
	Women:	15	10	1	0	0	0
Black/African American	Men:	0	1	0	0	0	0
	Women:	2	1	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men:	0	0	0	0	0	0
	Women:	0	0	0	0	0	0
Asian	Men:	0	1	0	0	0	0
	Women:	0	1	0	0	0	0

American Indian/ Alaska Native	Men:	0	0	0	0	0	0
	Women:	0	0	0	0	0	0
2 or More Races	Men:	0	1	0	0	0	0
	Women:	0	0	0	0	0	0
Disabled	Men:	NC	NC	NC	NC	NC	NC
	Women:	NC	NC	NC	NC	NC	NC
Openly GBLT	Men:	NC	NC	NC	NC	NC	NC
	Women:	NC	NC	NC	NC	NC	NC

PRIMARY PRACTICE AREAS		
Practice Areas	# Ptrs/Mbrs	# Assoc & Oth. Lawy.
Automotive Group	3	1
Bankruptcy	2	1
Compensation and Employment	3	1
Corporate	15	7
Financial Institutions	6	7
Intellectual Property	2	1
Litigation	9	10
Real Estate	20	7
Tax	3	0

COMPENSATION & EMPLOYMENT DATA						
LAWYERS	2010 COMPENSATION	BEGAN WORK IN				EXPECTED
		2008		2009		2010
Laterals		10	(3)	6	(3)	
Post-Clerkship			()		()	
Entry-level	\$/yr		()		()	
LLMs (US)			()		()	
LLMs (non-US)			()		()	
SUMMER						
Post-3Ls	\$/wk		()		()	
2Ls	\$/wk		()		()	
1Ls	\$/wk					

STUDENT EMPLOYMENT INFORMATION	
# 2009 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?	N/A
Split summers allowed?	CBC
If yes, minimum weeks:	
Comments:	
We do not generally hire 1Ls	
Accept applications for the 2011 Summer Program from:	
Joint degree students graduating in 2013 or later?	Y
Evening students graduating in 2013?	N
Judicial Clerks?	Y
Students at non-US law schools?	N

Do you hire domestic LL.M.s?
 In what practice areas:
 Do you hire foreign LL.M.s?
 In what practice areas:
 When should LL.M.s submit applications?
 Preferred application materials:
 Hiring Criteria:
 We typically hire law students and laterals who are in the top of their class at the top law schools.

ATTORNEY HOURS		
Average annual associate hours worked:	2000 (2008)	2000 (2009)
Average annual associate billable hours:	2000 (2008)	2000 (2009)
Is there a minimum billable hour 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	

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION

Judicial Clerkship Bonus: Y
 Compensation/progression credit for judicial clerkship? Y
 Compensation/progression credit for other advanced degrees? CBC
 Other Compensation:

BENEFITS

Benefits: 401(k)/IRA/Other Retirement Plan
 Bar Association Fees
 Business Casual Dress Code
 Dental Insurance
 Employee Assistance Program
 Family/Dependent Care Leave
 Flexible Spending Account/pre-tax Option
 Life/AD&D
 Long-term Disability Insurance
 Medical Insurance
 Parental Leave
 Parking/Transportation
 Short-term Disability Insurance
 Sick Leave
 Technology (Laptop, PDA, etc.)
 Vacation Leave

Benefit Package Comments:
 A complete benefits package including short-term disability, long-term disability, maternity, vacation, health, life and dental insurance, profit-sharing, 401(k), backup child care.

WORK/LIFE INFORMATION

Part-time allowed? CBC
 Part-time available to entry-level? CBC
 # of part-time associates: 0 (m) 0 (w)
 # of part-time partners/members: 0 (m) 6 (w)
 # of part-time other lawyers: 3 (m) 1 (w)
 Do you have a written part-time policy for associates? N

Do you have a written part-time policy for partners? N

What is the impact of working part-time as an associate, if any, on an associate's progression toward partner?

Can an associate be promoted to partner while s/he is working on a part-time schedule?

Can a partner work on a part-time schedule? Y

Eligibility for alternative work schedules determined by: Managing Partner

Paid non-medical parental leave? Y

Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT

Coaching/mentoring program? Y

Evaluations: Annual

Upward reviews: N

Professional development staff: N

Billable hours credit for training time: N

Rotation for junior associates between departments/practice groups? N

Is rotation mandatory? N

Comments:

PARTNERSHIP DATA

Does the firm have two or more tiers of partner? Y

If no, how many years is the partnership track?

If yes, how many years is the non-equity track?

How many years is the equity track?

Additional partnership progression information:

Associates are generally considered for income partner 7.5 years following law school and equity partner 11.5 years following law school.

DIVERSITY RECRUITMENT & RETENTION EFFORTS

Activities to increase the presence and retention of under-represented groups:

Minority job fairs:	<input checked="" type="checkbox"/>	Bar sponsored Programs:	<input type="checkbox"/>
Outreach to law student groups:	<input checked="" type="checkbox"/>	Firm Diversity Committee:	<input checked="" type="checkbox"/>
Directed Mentoring Efforts:	<input checked="" type="checkbox"/>	Rec. at schools w/ large min. pop.:	<input type="checkbox"/>

Comments:

CAMPUS INTERVIEWS

Selected Campuses: Northwestern University School of Law
University of Chicago Law School

Job Fair/Corsortia Attended: Chicago Bar Association Minority Job Fair

CAMPUS INTERVIEWS FOR PRIOR YEAR

# of Schools Visited in 2009:	2
# of Job Fairs / Consortia Attended in 2009:	1

PRO BONO INFORMATION

Pro Bono Contact Information

Pro Bono Contact: Randall Oyler

Title: Partner

Phone: 312-984-3100

Fax: 312-984-3150

Email: randall.oyler@bfkn.com

The information indicated here is:

Firm-wide:	<input checked="" type="checkbox"/>	Office Specific:	<input type="checkbox"/>
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%Firm Billable Hours last year:

Average Hours per Attorney Last Year:

- Associates
- Partners/Members
- Other Lawyers

Participation last year:

- % Associates
- % Partners/Members
- % Other Lawyers

What percentage of attorneys performed more than 20 hours?

What was the number of actual pro bono hours contributed by the organization in the prior calendar year?

Does the organization maintain a formal pro bono policy that sets forth the organization's commitment to pro bono? Yes

How does the organization define what constitutes pro bono legal work? **In instances where it is not self-evident whether an engagement is pro bono, the Pro Bono Committee will determine by applying broad principles, including (1) poverty law; (2) civil rights and public rights law; (3) not-for-profit law; and (4) administration of justice.**

Does the organization set annual goals regarding the minimum number of pro bono hours to be contributed by the organization? No
 If yes, what is that annual goal?

Does the organization set individual attorney goals regarding the minimum number of pro bono hours to be contributed? No
 If yes, what is that annual goal?

Is an attorney's commitment to pro bono activity considered a favorable factor in advancement and compensation decisions?
 If yes, to what extent?

Are full-time support services (word processing, online research Lexis/Westlaw, out of pocket costs) available for pro bono representation? Yes
 If so, are there any limitations?

Are associates provided written evaluations of their work on pro bono matters? No

Does the organization employ one or more of the following structures to manage its pro bono program and to provide training and guidance to participating attorneys?

- Full-time attorney in a dedicated pro bono coordination/oversight role
- An attorney who coordinates pro bono projects as an ancillary duty to other work
- Pro Bono Committee
- Non-attorney administrator
- Other:

How is pro bono work assigned/distributed?

If an attorney is permitted to bring a pro bono case for possible consideration by the firm, who makes decisions about whether the firm will handle the matter?

- Pro Bono Coordinator
- Pro Bono Committee
- Department Chair
- Other:
- N/A

Does the organization provide any of the following to enable its attorneys to participate in pro bono activities or work in a public interest setting? (Check all that apply)

- Externships
- Sabbaticals
- Fellowships
- Part-time pro bono programs
- Other

If so, please describe:

Are pro bono opportunities available for summer associates?

Yes

Additional comments (Please use this space to provide any additional information about your organization's pro bono program including any special recognition or awards the organization has received for its pro bono work.):

Members of our Firm seek pro bono engagements that make a unique and significant difference. One of our goals is to ensure that everyone at the Firm has the opportunity to provide pro bono services in an area of interest to them, or in support of a cause or endeavor that is personally meaningful to them.

What are some of the areas in which your firm has performed pro bono work in the past year?

We are affiliated with the Public Interest Law Initiative and we are a charter member of The Chicago Bar Foundation Law Firm Leadership Circle, whose mission is to provide pro bono support to those in need. We partner with several local pro bono organizations to provide significant and on-going support.

PUBLIC INTEREST FELLOWSHIPS

Do you sponsor split public interest summer and/or post-graduate fellowships?

Public Interest Fellowship Comments:

NON - DISCRIMINATION POLICY

Non-Discrimination:

BFKN has a non-discrimination 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. These skills allow our lawyers to create added value for our clients in these areas. These areas include financial services law, corporate and securities law, real estate transactions and finance, asset restructurings and reorganizations, tax, business and estate planning, complex commercial litigation and employee benefits law.

The Firm's client base is diverse, ranging from Fortune 500 companies and large financial services organizations located in the United States and abroad to domestic middle market companies, individual entrepreneurs and community banking organizations. Some of these clients engage the Firm in lieu of their regular outside counsel to handle complex, time-sensitive or high-stakes matters that fall within our areas of specialty.

The Firm's growth has been controlled and carefully planned. We are committed to maintaining the unique mix of legal talent and areas of specialization that has allowed us to provide our clients with a level of depth, expertise and quality that is often found only at larger firms, and a level of personal attention, continuity, responsiveness and efficiency that few large firms can match.

We are also committed to maintaining an informal culture (for example, we dress casually all week, not just on Fridays), in addition to consistently top-notch legal work, which are recognized as the cornerstones of the firm's long-term success. We try whenever possible to avoid inflexible formal policies and bureaucratic burden and focus on the individual careers of our lawyers (within a strong team approach) which, in turn, helps our lawyers to better focus on the needs of our clients. The result has been the creation of a unique place where people enjoy and are proud to work, and where turnover is very low.

In short, we are a collection of lawyers who could have worked virtually anywhere, but who have chosen something less formal than most firms, but no less challenging or rewarding. We encourage you to talk to us to find out more about a firm set apart.