

<b>EMPLOYER INFO</b>	
Employer Name:	Desire & Faith LLP
Address:	7229 Joplin Avenue Suite 1300
City:	Joplin
State, Zip:	Missouri, 64802
Country:	United States
Phone:	(417) 457-7500
Fax:	(417) 457-7510
Web:	<a href="http://www.dflaw.com">www.dflaw.com</a>
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Hiring Attorney:	Hope IsNear
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Recruiting Contact:	Esther G. Rodriguez
Title:	Recruiting Manager
Employer Name:	Desire & Faith LLP
Address:	7229 Joplin Avenue Suite 1300
City:	Joplin
State, Zip:	Missouri, 64802
Country:	United States
Phone:	(417) 457-7522
Fax:	(417) 457-7510
Email:	Esther.rodriquez@dflaw.com

<b>OFFICE/ORGANIZATION SIZE</b>	
Multi Office Form:	N
Multi Office Form Reporting For:	
Specify:	
# Offices On Form:	1
Total # Offices:	5
Employer Size Range:	201-500 +
Office Size Range:	101-250
Total Attorneys In This Office:	127

<b>DEMOGRAPHIC INFORMATION</b>					
As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy	Summ Assoc.
Men		<b>57</b>	<b>21</b>		
Women		<b>17</b>	<b>32</b>		
Totals		<b>74</b>	<b>53</b>		
Hispanic/Latino	Men	21	10	0	1
	Women	6	8	0	1
White	Men	25	11	0	2
	Women	8	12	0	1
Black/Aliican American	Men	1	0	0	1
	Women	3	1	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	10	0	0	0

	Women	0	9	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	2	0	0
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	1	1	0	1
	Women	0	0	0	0

OTHER OFFICES		
City	State	Lawyers
Houston	TX	46
Jackson	MI	8
Joplin	MO	127
Nacogdoches	TX	134
Pawhuska	OK	36

PRIMARY PRACTICE AREAS:		
Practice Areas	# Ptrs/Mbrs	# Assoc. &Oth. Lawy.
Financial Institutions, International	5	2
International & Cross Borders	8	7
Private Wealth Services	3	2
Public Companies & Securites	4	4
Appellate	3	2
Labor & Employment	2	1
Litigation	36	20
Real Estate	12	7
Health	3	0
Bankruptcy	1	1
Entertainment and Sports	3	1
Land Use	5	1
ERISA/ESOP	1	2

COMPENSATION & EMPLOYMENT DATA						
Lawyers	2009 Compensation	BEGAN WORK IN				EXPECTED
		2007		2008		2009
Laterals		9	( )	6	( )	TBD
Post-clerkship		2	( 1 )		( )	1
Entry-level	60,000*	4	( 4 )	6	( 5 )	4
LLMa (US)		1	( 1 )		( )	
LLMs (non-US)			( )		( )	
<b>Summer</b>						
Post-3Ls	\$/wk		( )		( )	0
2Ls	600 \$/wk	7	( 2 )	5	( 1 )	7
1Ls	\$/wk	3	( )	3	( )	0

STUDENT EMPLOYMENT INFORMATION

# 2008 Summer 2Ls considered for associate offers: 5  
 # offers made: 5  
 Hire school term clerks? N  
 1Ls hired? N  
 When after 12/1 should 1Ls apply?  
 Split summers allowed? CBC  
 If yes, minimum weeks: 12  
 Comments:  
 Accept applications for the 2010 Summer Program from:  
 Joint degree students graduating in 2012 or later? N  
 Evening students graduating in 2012? N  
 Judicial Clerks? Y  
 Students at non-US law schools? N

Do you hire domestic LL.M.s? Y  
 In what practice areas:  
 Taxation  
 Do you hire foreign LL.M.s? Y  
 In what practice areas:  
 We provide foreign internship opportunities which run for a period of 4-5 mths.  
 When should LL.M.s submit applications?  
 Applications may be submitted at any time.  
 Preferred application materials:  
 Statement of interests recommendation letters.visa & resume

Hiring Criteria:

We seek candidates with superior academic credentials and diverse backgrounds who aspire to become leaders in the legal profession and in their communities. Candidates seeking positions at Desire & Faith must have the ability to excel as lawyers and the desire to promote Desire & Faith's commitment to its clients and communities. We value students who have law review or journal experience and an interest in our fields of practice. The Firm also actively recruits federal judicial clerks.

ATTORNEY HOURS		
Average annual associate hours worked:	(2007)	(2008)
Average annual associate billable hours:	(2007)	(2008)
Is there a minimum billable hour expectation?	Y	
If "Yes", number:	2900	
Hours policy details:		
Qualified pro bono work approved on a local level will be credited to billable hours.		
Is billable hour credit given for pro bono work?	Y	
Is there a maximum that will be credited?	N	
If yes, what?		
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: 201(k)/IRA/Other Ret. Plan w/Employer Contribution  
 Bar Association Fees  
 Business Casual Dress Code  
 CLE  
 Domestic Partner Benefits  
 Employee Assistance Program  
 Family/Dependent Care Leave  
 Flexible Spending Account/pre-tax Option  
 Life/AD&D  
 Long-term Care Insurance  
 Long-term Disability Insurance  
 Medical Insurance  
 Medical Spending Account  
 Parental Leave  
 Parking/Transportation  
 Profit Sharing  
 Relocation Expenses  
 Sabbatical Program  
 Short-term Disability Insurance  
 Sick Leave  
 Technology (Laptop, PDA, etc.)  
 Vacation Leave

**Benefit Package Comments:**

We offer one-week paid vacation per year; 201(k); comprehensive health, dental and vision plans; domestic partner benefits; parking allowance (at some locations); pre-tax dependent care and healthcare debit card program; pre-tax transit and parking program (at some locations); parental leave (maternity, paternity, adoption); emergency daycare (at some locations); business casual dress (at some locations); employee assistance program; CLE and Bar association fees.

**WORK/LIFE INFORMATION**

Part-time allowed? Y  
 Part-time available to entry-level? CBC  
 # of part-time associates: (m) (w) 5  
 # of part-time partners/members: (m) (w) 1  
 # of part-time other lawyers: (m) (w) 1  
 Eligibility for alternative work schedules determined by: Section Leader  
 Paid non-medical parental leave? Y

**Comments:**

Desire & Faith provides all lawyers with up to 16 weeks of Parental Leave per year for the birth or adoption of a child.

**TRAINING AND PROFESSIONAL DEVELOPMENT**

Coaching/mentoring program? Y  
 Evaluations: Annual  
 Upward reviews: N  
 Professional development staff: Y  
 Billable hours credit for training time: Y  
 Rotation for junior associates between departments/practice groups? Y  
 Is rotation mandatory? Y

**Comments:****PARTNERSHIP DATA**

Two or more tiers: Y  
 Partnership track (years): Min. 12  
 Additional partnership progression information:  
 Minimum of 12 years

## 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 checked="" 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 checked="" type="checkbox"/>

Comments:

Desire & Faith provides outstanding career opportunities for lawyers at all levels. The firm is well known for its high-quality legal work, client service, commitment to diversity, *pro bono* work and community service.

Desire & Faith's summer associate program is structured to provide exposure to many diverse practice areas. Summer associates work on substantive matters and observe conferences, negotiations, oral arguments, closings, depositions, hearings and trials. These experiences provide a broad foundation to assist them in selecting an area of practice in which to specialize.

## CAMPUS INTERVIEWS

Selected Campuses:

Boston College Law School  
Boston University School of Law  
Columbia University Law School  
Cornell Law School  
Duke University School of Law  
Emory University School of Law  
Florida International University College of Law  
George Washington University Law School  
Georgetown University Law Center  
Harvard Law School  
New York University School of Law  
Northwestern University School of Law  
Nova Southeastern University, Shepard Broad Law Center  
St. Thomas University School of Law  
Stanford Law School  
UCLA School of Law  
University of California at Berkeley, Boalt Hall School of Law  
University of Chicago Law School  
University of Illinois College of Law  
University of Miami School of Law  
University of Michigan Law School  
University of Notre Dame Law School  
University of Pennsylvania Law School  
University of Southern California Gould School of Law  
University of Virginia School of Law  
Vanderbilt University Law School  
Yale Law School

Job Fair/Corsortia Attended:

Harvard BLSA Job Fair 1L's  
Harvard BLSA Job Fair 2L's & 3L's  
Lavender Law Conference & Career Fair  
Nat. Native American Law Students Assoc. Job Fair  
National Law School Consortium - Miami  
Southeastern Minority Job Fair - Atlanta

## CAMPUS INTERVIEWS FOR PRIOR YEAR

# of Schools Visited in 2008: 40

# of Job Fairs/Corsortia Attended in 2008: 12

PRO BONO INFORMATION

Pro Bono Contact Information

Pro Bono Contact:

Title:

Phone:

Fax:

Email:

Dewanna Plantar

CST Administrator

417-457-5928

417-955-5564

dewanna.plantar@dflaw.com

The information indicated here is:

Firm-wide:  [X]

Office Specific:  [ ]

% Firm Billable Hours last year: 10

Average Hours per Attorney Last Year:

80.5 Associates

55.5 Partners/Members

77.5 Other Lawyers

Participation last year:

100% Associates

75% Partners/Members

52% Other Lawyers

What percentage of attorneys performed more than 20 hours? 75

What was the number of actual pro bono hours contributed by the organization in the prior calendar year? 75,236

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? Please see Desire & Faith's policy on Pro Bono Legal Services at <http://dflaw.com/id407/>.

Does the organization set annual goals regarding the minimum number of pro bono hours to be contributed by the organization? Yes

If yes, what is that annual goal? 75

Does the organization set individual attorney goals regarding the minimum number of pro bono hours to be contributed? Yes

If yes, what is that annual goal? 75

Is an attorney's commitment to pro bono activity considered a favorable factor in advancement and compensation decisions? Yes

If yes, to what extent? \*Our goal is to contribute 75 hours per attorney per year.

Please see Desire & Faith's policy on Pro Bono Legal Services at <http://dflaw.com/id407/>.

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? None

Are associates provided written evaluations of their work on pro bono matters? Yes

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?

[X] 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

[X] Non-attorney administrator

[ ] Other:

How is pro bono work assigned/distributed? Please see Desire & Faith's policy on Pro Bono Legal Services at <http://dflaw.com/id407/>.

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: Please see Desire & Faith's policy on Pro Bono Legal Services at <http://dflaw.com/id407/>.  
 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: Bonnie & Clyde Fellowships are awarded to students with outstanding academics who have usually completed federal clerkships. After serving 4 years they join a practice area as 3<sup>rd</sup>-year associates.

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.):

For more information on Desire & Faith's pro bono program please visit our website <http://dflaw.com/id103/>, or read our annual pro bono newsletter, "Doing Good", found at <http://dflaw.com/id456621/>.

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

For some time, Desire & Faith has concentrated on fairness in the administration of the death penalty, indigent defense reform, prison litigation and immigration. For further information, we invite you to review the Pro Bono Services Team newsletter, "Doing Good", by visiting <http://dflaw.com/id456621/>.

#### PUBLIC INTEREST FELLOWSHIPS

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

Public Interest Fellowship Comments: Bonnie & Clyde Fellowships are awarded to students with outstanding academics who have usually completed federal clerkships. Fellows spend their first 4 years primarily doing pro bono work and, possibly work on selected cases for our regular paying clients. They are then assigned to one of the firm's practice areas, usually litigation, as 3<sup>rd</sup>-year associate.

#### NON - DISCRIMINATION POLICY

Non-Discrimination:

Desire & Faith is committed to providing equal employment opportunity by recruiting, hiring, training, promoting and compensating employees without regard to race, color, religion, gender, national origin, age, marital status, sexual orientation or disability.

#### NARRATIVE

Desire & Faith provides outstanding career opportunities for lawyers at all levels. The firm is well known for its high-quality legal work, client service, commitment to diversity, *pro bono* work and community service.

Desire & Faith's summer associate program is structured to provide exposure to many diverse practice areas. Summer associates work on substantive matters and observe conferences, negotiations, oral arguments, closings, depositions, hearings and trials. These experiences provide a broad foundation to assist them in selecting an area of practice in which to specialize.