

JOPLIN, MO

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PRIMARY 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)		()	()	
Summer		()	()	
Post-3Ls	\$/wk	()	()	0
2Ls	600 \$/wk	7 (2)	5 (1)	7
1Ls	\$/wk	3	3	0

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 2010 summer program from:

Joint degree students graduating in 2012? N

Evening students graduating in 2012? N

Judicial clerks? Y Students at non-US law schools? N

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.**

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 * **In addition, the firm reimburses for Bar exam fees, a Bar review course and provides a \$100 study stipend for entry-level associates.**

PARTNERSHIP DATA: Two or more tiers? Y Partnership track (years): **Min. 12**

Additional partnership prog, info: **Minimum of 12 years**

WORK/LIFE INFORMATION:

Part-time allowed? Y

Part-time avail to entry-level? **CBC**

p-t assoc. (m) (w) 5 ptrs/mbrs. (m) (w) 1 oth. lawy. (m) (w) 1

Elig. for alt. work sched. determined by: **Section Leader** Paid non-medical parental leave? Y

Comments **D&F provides all lawyers with at least 1 year of service 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 jr. associates between departments/practice groups? Y Is rotation mandatory? Y

BENEFITS: see www.nalpdirectory.com

DESIRE & FAITH LLP

Total # offices: 5
 NALP member? Y

Firm size range: **201-500**
 Office size range: **101-250**
 Total attys in this office: **127**

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy	Summ Assoc.
Hispanic/Latino	Men	21	10	0	1
	Women	6	8	0	1
White	Men	25	11	0	2
	Women	8	12	0	1
Black/African 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
TOTAL	Men	57	21	0	4
	Women	17	32	0	3
TOTAL NUM3ER		74	53	0	7
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	1	1	0	1
	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:

- X Minority job fairs
- X Bar sponsored programs
- X Outreach to law student groups
- X Firm diversity committee
- X Directed mentoring efforts
- X Rec. at schools w/large min. pop.

Comments: **Diversity, inclusiveness & collegiality have always been core values that Desire & Faith has promoted and supported in many ways.**

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2008 : 40 # job fairs/consortia attended in 2008:12

BILLABLE HOURS: 2007 2008

Avg annual assoc. hrs worked:

Avg. annual assoc. billable hrs:

Is there a minimum billable hours 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

PRO BONO INFORMATION: X Firm-wide □ Office specific

X % firm billable hours: 10

X avg. hrs. per attorney: **47.9**

Participation: **100** % assoc. **75** % ptrs/mbrs **52** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information): Sponsor split pub int. summer and/or post-graduate fellowship? Y Comments **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 3rd-year associates.**

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. Our goal is to have a positive impact on our clients, our communities, our profession and the lives of our employees and their families.**

The firm offers associates career support and guidance - from a formal summer associate program to career coaching, training, evaluation and mentoring programs.

Since 1940, Desire & Faith has funded a Special Team to handle pro bono matters for those that could not otherwise afford representation.

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.