

**MULTI-OFFICE DATA
CINCINNATI, OH**

DINSMORE & SHOHL

DINSMORE & SHOHL LLP
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Total # offices: **10** Firm size range: **251-500**
 # offices on form: **10** NALP member? **Y**
 Total # of Attorneys: **441** Reporting for: **All Offices**

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	2	0	0	0
	Women	0	0	0	0
White	Men	187	78	19	9
	Women	0	69	14	6
Black/African American	Men	4	3	1	2
	Women	1	5	0	4
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	2	0	0
	Women	1	1	1	3
Amer. Indian/ Alaska Native	Men	1	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	195	83	20	11
	Women	54	74	15	13
TOTAL NUMBER		249	157	35	24
Disabled	Men	2	1	1	0
	Women	2	0	0	0
Openly GLBT	Men	0	0	0	0
	Women	0	0	0	0

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Mass Tort	32	27
Business & Fiduciary Litigation	16	37
Intellectual Property	15	20
Corporate/M&A	16	14
Family Wealth Planning	17	12
Employment	14	15
Corporate/Securities	18	10
Commercial Litigation	11	17
Insurance & Liability Litigation	14	11
Labor	10	8
Commercial Finance/Real Estate	8	7
Real Estate Dev., Leasing & Ownership	11	4
Workers' Compensation	9	5
See online form for more practice groups	0	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals	71	()	33 ()	15-20
Post-clerkship		()	4 (1)	
Entry-level	105,000 /yr	15 (10)	10 (5)	11
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	1,800 \$/wk	()	()	
2Ls	1,800 \$/wk	14 (2)	16 (3)	12
1Ls	1,600 \$/wk	8	8	7

2010 summer 2Ls considered for associate offers: **15** # offers made: **13**
 Hire school term clerks? **CBC**
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **December 1**
 Split summers allowed? **CBC** If yes, minimum weeks: **6**
 Comments:
 Accept applications for 2012summer program from:
 Joint degree students graduating in 2014? **Y**
 Evening students graduating in 2014? **Y**
 Judicial clerks? **Y** Students at non-US law schools? **N**
 Hiring Criteria: **Academic achievement, writing ability, extra-curricular involvement or employment history (preferably in leadership positions), maturity, ability to accept responsibility, and interpersonal skills.**
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
 Judicial clerkship bonus? **CBC**
 Comp./prog. credit for judicial clerkship? **CBC**
 Comp./prog. credit for other adv. degrees? **CBC**
 Other compensation comments: **See NALP form for each office. \$8,000 summer stipend for graduates who begin in September. Starting salaries are 5% to 17.5% higher for candidates who practice before the Patent Office.**
PARTNERSHIP DATA: Two or more tiers? **Y**
 Additional partnership prog. info: **Associates are normally first considered for partnership 7 years after joining the firm, although partnership consideration is more likely after 8-9 years and is not limited to a fixed point in time.**
WORK/LIFE INFORMATION:
 Part-time allowed? **Y** Part-time avail. to entry-level? **CBC**
 # p-t assoc. (m) 7 (w) ptrs/mbrs. 3 (m) 3 (w) oth. lawy. 2 (m) 8 (w)
 Elig. for alt. work sched. determined by: **Based on departmental needs.**
 Paid non-medical parental leave? **CBC**
 Comments:

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

(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: **Dinsmore & Shohl values and promotes diversity in the workplace, the profession and the community.**

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

schools visited in 2010: **16** # job fairs/consortia attended in 2010: **2**

BILLABLE HOURS:

	2009	2010
Avg annual assoc. hrs worked:	1770	1875
Avg. annual assoc. billable hrs:	1680	1695

Is there a minimum billable hours expectation? **Y** If yes, number: **1900**

Hours policy details: **Our billable hour expectation is a target, not a minimum.**

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:

% firm billable hours: avg. hrs. per attorney: **28**
 Participation: **31** % assoc. **9** % ptrs/mbrs **10** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship?

Comments:

NARRATIVE: Dinsmore & Shohl LLP, celebrating over 100 years of service, has grown to be one of the largest full service regional law firms. Driven in part by its lead role in cases of national prominence, the Firm, currently comprised of approximately 450 attorneys, has continued to grow substantially over the past several years, with ten offices in Kentucky, Ohio, Pennsylvania and West Virginia. The Firm prides itself on a friendly and open atmosphere which we believe is compatible with our objectives of the highest professional competence and success in the practice of law. Dinsmore's practice is widely diversified with attorneys within the Firm providing counsel for regional, national and international clients. In order to assist associates in their professional development, Dinsmore offers various training programs and annual evaluations. If you are interested in employment as an associate or summer associate, we invite you to submit a resume and transcript.

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.