MULTI-OFFICE DATA
BOSTON, MA

FOLEY HOAG

FOLEY HOAG LLP
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Hiring Attorney: **Mr. Kenneth S. Leonetti**
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Total # offices: **3** Firm size range: **101-250**
offices on form: **3** NALP member? **Y**
Total # of Attorneys: **225** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	**35**	**63**
Business	**33**	**42**
Intellectual Property	**17**	**17**
Administrative, Environmental, Real Estat	**15**	**13**
Employment, Immigration, Labor	**11**	**8**
Estate, Tax, Trusts	**7**	**2**

COMPENSATION & EMPLOYMENT DATA:

	2009		BEGAN WORK IN				EXPECTED
Lawyers	Compensation		2007		2008		2009
Laterals			12	(1)	10	(1)	TBD
Post-clerkship			3	(2)	4	(3)	4
Entry-level	TBD	/yr	20	(16)	21	(21)	12
LLMs (US)			0	(0)	0	(0)	0
LLMs (non-US)			0	(0)	0	(0)	0
Summer							
Post-3Ls	TBD	$/wk	3	(0)	2	(1)	0
2Ls	TBD	$/wk	32	(1)	20	(2)	22
1Ls	TBD	$/wk	1		4		0

2008 summer 2Ls considered for associate offers: **19** # offers made: **19**
Hire school term clerks? **N**
1Ls hired? **TBD** When after 12/1 should 1Ls apply? **By 12/15/2009**
Split summers allowed? **CBC** If yes, minimum weeks:
Comments:
Accept applications for 2010summer program from:
Joint degree students graduating in 2012? **N**
Evening students graduating in 2012? **N**
Judicial clerks? **Y** Students at non-US law schools? **Y**
Hiring Criteria: **The firm values academic success in law school and college, superior writing and oral communication skills, and the intangible personal qualities of character, initiative and leadership.**
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees?
Other compensation comments: **Bonus program, bar review and exam fees, moving expenses for out-of-state students, and judicial clerkship bonus.**

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **8**
Additional partnership prog. info: **Foley Hoag's partnership includes both equity and income partners. Associates are eligible for admission as an equity or income partner eight years after law school graduation.**
WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **Y**
 # p-t assoc. 2 (m) **6** (w) **ptrs/mbrs. 0** (m) **4** (w) **oth. lawy. 1** (m) **2** (w)
Elig. for alt. work sched. determined by: **Executive Committee**
Paid non-medical parental leave? **Y**
Comments: **If an associate has worked for the firm at least one year, a paid leave of 4 weeks is available following the birth or adoption of a child by the associate or his or her spouse or domestic partner.**
TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Semi-Annual** Upward reviews? **Y**
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

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	1	0	0
	Women	0	3	0	0
White	Men	77	52	6	9
	Women	18	39	4	10
Black/African American	Men	1	1	0	0
	Women	0	5	1	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	5	1	1
	Women	0	7	1	1
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	1	0	0
	Women	0	1	0	0
TOTAL	Men	79	60	7	10
	Women	18	55	6	12
	TOTAL NUMBER	97	115	13	22
Disabled	Men	2	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	3	1	1	0
	Women	1	2	0	0

(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: **Foley Hoag is a founding member of The Boston Lawyers Group and is active in its efforts to increase minority hiring in Boston.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2008 : **17** # job fairs/consortia attended in 2008 : **6**

BILLABLE HOURS:	2007	2008
Avg annual assoc. hrs worked:	2031	1901
Avg. annual assoc. billable hrs:	1899	1700

Is there a minimum billable hours expectation? **Y** If yes, number: **1850**
Hours policy details: **Billable hour averages and expectations include full credit for pro bono 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:
☒ % firm billable hours: **5.7** ☐ avg. hrs. per attorney:
Participation: **83** % assoc. **71** % ptrs/mbrs **73** % other lawyers

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

NARRATIVE: **In 1943 Henry Foley and Garrett Hoag sought to establish a different kind of law firm. They were determined to hire the very best lawyers based entirely on individual merit, a departure from the exclusionary pratices common in that era. Today, more than 200 Foley Hoag partners, associates and counsel practice law at the highest level in business transactions and litigation matters throughout the United States and around the world.**

Foley Hoag lawyers are innovative, energetic and entrepreneurial, and we seek new lawyers who possess these same traits. We hire lawyers who have excelled academically, who are motivated and intellectually curious, and whose intelligence, character and creativity will inspire the confidence of clients and colleagues. We want lawyers who take initiative, who continually strive for and achieve excellence, and who are motivated by a desire to make a difference -- not only in their profession, but in their community as well.

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.