

MINNEAPOLIS, MN

LARKIN HOFFMAN

Larkin Hoffman Daly & Lindgren Ltd.
 1500 Wells Fargo Plaza, 7900 Xerxes Avenue South, Minneapolis, MN 55431-1194
 Ph: 952-835-3800, Fax: 952-896-1580, www.larkinhoffman.com

Total # offices: 1 Firm size range: 51-100
 NALP member? N Office size range: 51-100
 Total attys in this office: 75

Hiring Attorney: Mr. Joseph J. Fittante, Jr.
 Address Inquiries To:
 Ms. Mariel E. Piilola

Human Resourced Director
 Larkin Hoffman Daly & Lindgren Ltd.
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 952-835-3800 hr@larkinhoffman.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Banking and Finance	4	6
Bankruptcy	2	1
Business Litigation	9	5
Corporate	10	2
Employment	4	5
Environmental Regulation	6	2
Family	2	1
Franchise	4	2
Government Relations	5	3
Health	6	2
Intellectual Property	4	2
Land Use and Real Estate Development	11	7
Real Estate Litigation	4	4
Tax, Trust and Estate	5	2

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN		EXPECTED
		2007	2008	2009
Laterals		()	()	
Post-clerkship		()	()	
Entry-level	100,000 /yr	()	()	
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	1,000 \$/wk	()	()	
1Ls	\$/wk			

2008 summer 2Ls considered for associate offers: 1 # offers made: 1

Hire school term clerks? **CBC**
 1Ls hired? When after 12/1 should 1Ls apply?
 Split summers allowed? **CBC** If yes, minimum weeks:
 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? **Y**
 Hiring Criteria: **Larkin Hoffman is interested in hardworking, energetic students with excellent academic records, strong communication skills and diverse life experiences.**

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:

PARTNERSHIP DATA: Two or more tiers? **N** Partnership track (years): **7.5**
 Additional partnership prog. info:

WORK/LIFE INFORMATION:
 Part-time allowed? **Y** Part-time avail. to entry-level? **Y**
 # p-t assoc. **0** (m) **4** (w) ptrs/mbrs. **1** (m) **1** (w) oth. lawy. **3** (m) **0** (w)
 Elig. for alt. work sched. determined by:
 Paid non-medical parental leave?
 Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:
 Coaching/mentoring program? **Y**
 Evaluations: **Annual** Upward reviews?
 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	0	0
	Women	0	0	0
White	Men	39	7	2
	Women	5	16	2
Black/African American	Men	0	0	0
	Women	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	0	0	0
	Women	0	1	0
Amer. Indian/ Alaska Native	Men	0	0	0
	Women	0	0	0
2 or More Races	Men	0	0	0
	Women	0	0	0
TOTAL	Men	39	7	2
	Women	5	17	2
TOTAL NUMBER		44	24	4
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	1	0	0
	Women	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:

- 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 2008: **4** # job fairs/consortia attended in 2008: **1**

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: **1800**
 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? **50**
 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: Larkin Hoffman has proudly served the legal and business counseling needs of its clients for the past 50 years. What began as a two attorney practice has grown into a firm of more than 70 attorneys, ranking among Minnesota's top 15 largest law firms.

As a full-service firm, we provide counsel and legal guidance to clients ranging from individuals to emerging companies and Fortune 500 corporations. Larkin Hoffman practices in the areas of real estate and land use law, corporate law and government relations, business and intellectual property litigation, franchise and distribution law, technology and intellectual property law, labor and employment law, and other personal legal services.

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.