

**MULTI-OFFICE DATA  
BALTIMORE, MD**

**MILES & STOCKBRIDGE**

**MILES & STOCKBRIDGE, P.C.**  
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**MILES & STOCKBRIDGE, P.C.**  
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 Baltimore, MD 21202  
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Total # offices: **8** Firm size range: **101-250**  
 # offices on form: **8** NALP member? **Y**  
 Total # of Attorneys: **229** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Mass Torts	7	11
Bankruptcy, Creditors Rights	5	3
Commercial and Business Litigation	9	9
Labor & Employment Litigation	10	9
Products Liability	5	4
General Litigation	26	15
Intellectual Property and IP Litigation	12	9
Corporate	26	19
Tax & Wealth Management	10	8
Transactional Finance	13	7
Real Estate Finance	14	2
Real Estate Development	16	8

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2009 Compensation	BEGAN WORK IN		EXPECTED
		2007	2008	2009
Laterals		( )	5 ( 2 )	
Post-clerkship		( )	( )	
Entry-level	140,000 /yr	( )	5 ( 3 )	7
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	TBD \$/wk	4 ( 1 )	8 ( 3 )	9
1Ls	TBD \$/wk	5	6	3

# 2008 summer 2Ls considered for associate offers: **9** # offers made: **9**  
 Hire school term clerks? **N**  
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/1**  
 Split summers allowed? **N** If yes, minimum weeks:  
 Comments:  
 Accept applications for 2010 summer program from:  
 Joint degree students graduating in 2012?  
 Evening students graduating in 2012?  
 Judicial clerks? Students at non-US law schools?  
 Hiring Criteria: **Class rank - top 10% - 25% (depending on law school); Law Review/Journal or Moot Court (preferred).**

**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**

Judicial clerkship bonus? **N**  
 Comp./prog. credit for judicial clerkship? **CBC**  
 Comp./prog. credit for other adv. degrees?  
 Other compensation comments: **Associates are eligible for end-of-year merit bonuses.**

**PARTNERSHIP DATA:** Two or more tiers? **Y** Partnership track (years): **8-9**  
 Additional partnership prog. info: **Partnership track - 8-1/2 years; acceleration in extraordinary cases. Partnerships are effective January 1st.**

**WORK/LIFE INFORMATION:**

Part-time allowed? **Y** Part-time avail. to entry-level? **N**  
 # p-t assoc. **0** (m) **4** (w) ptrs/mbrs. **6** (m) **2** (w) oth. lawy. **3** (m) **5** (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? **N**  
 Professional development staff? **Y** Billable hours credit for training time? **N**  
 Rotation for jr. associates between departments/practice groups? **NA**  
 Is rotation mandatory?

**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	1	0	0
White	Men	0	0	0	0
	Women	0	0	0	0
Black/African American	Men	2	2	1	1
	Women	0	3	0	2
Nat. Hawaiian/ Other Pacific Is.	Men	0	1	0	0
	Women	0	0	0	0
Asian	Men	0	2	0	1
	Women	1	0	1	1
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	1	0	0	0
	Women	0	0	0	0
TOTAL	Men	106	45	14	6
	Women	22	27	15	5
TOTAL NUMBER		128	72	29	11
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	1	1	0	0
	Women	1	1	0	1

(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: **Miles & Stockbridge P.C. is committed to promoting and fostering diversity among our legal professionals at all levels.**

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

# schools visited in 2008 : **8** # 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: **1850**  
 Hours policy details:

Is billable hour credit given for pro bono work? **N**  
 Is there a maximum that will be credited? 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:  
 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? **N**  
 Comments:

**NARRATIVE:** Miles & Stockbridge is one of the leading law firms in the vibrant Baltimore/Washington/ Northern Virginia economy, with community-based offices located in key business centers throughout the region. Each office in our network has distinctive competencies - expertise in specific localities, industries or legal specialties - that combine to make Miles & Stockbridge a preferred law firm for Fortune 500 industrial giants, major financial institutions, privately owned businesses as well as national and local not-for-profit organizations. We represent businesses of various sizes, from national and global companies to local and emerging businesses, in a wide variety of industries, including manufacturing, financial services, real estate, communications, telecommunications and information technology.

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.