KEATING MUETHING

Keating Muething & Klekamp PLL
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Hiring Attorney: **Ms. Sue Erhart**
Address Inquiries To:
Mr. D. Brock Denton
Partner
Keating Muething & Klekamp PLL
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Total # offices: **1** Firm size range: **101-250**
NALP member? **Y** Office size range: **101-250**
Total attys in this office: **109**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business	**26**	**11**
Employee Benefits	**3**	**2**
Labor	**4**	**2**
Litigation	**20**	**17**
Private Client Services	**4**	**2**
Real Estate	**11**	**7**

COMPENSATION & EMPLOYMENT DATA:

	2010	BEGAN WORK IN				EXPECTED
Lawyers	**Compensation**	**2008**		**2009**		**2010**
Laterals		**1**	( )	**1**	( )	
Post-clerkship			( )		( )	
Entry-level	**113,000** /yr	**8**	(**7**)	**3**	(**3**)	**2**
LLMs (US)			( )		( )	
LLMs (non-US)			( )		( )	
Summer						
Post-3Ls	$/wk		( )		( )	
2Ls	**1,925** $/wk	**5**	( )	**4**	(**1**)	**2**
1Ls	**1,925** $/wk	**8**		**2**		**2**

2009 summer 2Ls considered for associate offers: **4** # offers made: **2**
Hire school term clerks? **CBC**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/1**
Split summers allowed? **CBC** If yes, minimum weeks:
Comments:
Accept applications for 2011 summer program from:
Joint degree students graduating in 2013? **Y**
Evening students graduating in 2013? **Y**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **Top 20% of class preferred. Law Review and/or Moot Court experience preferred. Our Hiring Committee is Chaired by Brock Denton and Sue Erhart.**

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: ***2010 Start plus bonus = $113,000. Signing bonus of $8,000, half payable upon acceptance of the offer and half paid April 1st. Performance bonus opportunity and profit sharing plan.**

PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info: **Partnership decisions are based on ability, progress, experience and overall contributions. Decisions are not made on a rigid timetable.**

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

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Semi-Annual** Upward reviews? **N**
Professional development staff? **Y** Billable hours credit for training time? **Y**
Rotation for jr. associates between departments/practice groups? **CBC**
Is rotation mandatory? **N**

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**1**	**0**	**0**
	Women	**1**	**0**	**0**	**0**
White	Men	**55**	**22**	**3**	**5**
	Women	**11**	**10**	**1**	**1**
Black/African American	Men	**0**	**1**	**0**	**0**
	Women	**1**	**1**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**0**	**0**	**0**
	Women	**0**	**2**	**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**	**0**	**0**	**0**
TOTAL	Men	**55**	**24**	**3**	**5**
	Women	**13**	**13**	**1**	**1**
	TOTAL NUMBER	**68**	**37**	**4**	**6**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**0**	**0**	**0**	**1**
	Women	**1**	**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: **Academic Connections Program for 1L students. Firm-wide Bridges Series diversity program. GCMCP and BLAC Round Table signatories.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2009: **7** # job fairs/consortia attended in 2009: **2**

BILLABLE HOURS: **2008** **2009**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs: **1876** **1844**
Is there a minimum billable hours expectation? **Y** If yes, number: **1900**
Hours policy details: **Combination of client billable hours, pro bono hours, and approved non-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: ☒ Firm-wide ☐ Office specific
☐ % firm billable hours: ☒ avg. hrs. per attorney: **20**
Participation: **99** % assoc. **1** % 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: Keating Muething & Klekamp PLL (KMK®), founded in 1954, is a service- oriented law firm with approximately 115 lawyers and a support staff of 135. We hire talented lawyers seeking a career in an environment that provides first chair responsibility and involvement at an early stage. Our competitive compensation and benefits package includes a profit sharing plan, which many firms have eliminated. KMK maintains both a base salary and bonus program that are in the top tier of similar employers in this region. Our benefits package is reflective of the long-term interests and needs of our associates and continues to be an area where we take the lead in this region.

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.