

**MULTI-OFFICE DATA
PHILADELPHIA, PA**

COZEN O'CONNOR

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Total # offices: 22 Firm size range: 501-700
 # offices on form: 22 NALP member? Y
 Total # of Attorneys: 551 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	8	1	1	0
	Women	2	0	0	0
White	Men	252	55	17	6
	Women	73	50	11	6
Black/African American	Men	3	0	0	1
	Women	1	2	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	1	0	0	0
	Women	0	0	0	0
Asian	Men	3	2	0	0
	Women	2	6	0	0
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	1
TOTAL	Men	297	67	24	7
	Women	85	67	11	8
TOTAL NUMBER		382	134	35	15
Disabled	Men	1	0	1	0
	Women	0	1	1	0
Openly GLBT	Men	1	0	0	0
	Women	1	1	0	1

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Commercial Litigation	91	55
Corporate	74	22
Global Insurance Group	76	36
Intellectual Property, Patent, Trademark	8	5
Labor & Employment	14	5
Private Client Services	12	8
Property Damage Litigation	82	28
Real Estate & Environmental	27	8

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		99 ()	49 ()	TBD
Post-clerkship		1 (1)	1 ()	
Entry-level	135,000 /yr	12 (11)	16 (13)	13
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	2,600 \$/wk	18 ()	17 ()	15
1Ls	\$/wk	2	1	TBD

2010 summer 2Ls considered for associate offers: 17 # offers made: 14
 Hire school term clerks? Y
 1Ls hired? TBD When after 12/1 should 1Ls apply?
 Split summers allowed? N If yes, minimum weeks:
 Comments:

Accept applications for 2012 summer program from:
 Joint degree students graduating in 2014? Y
 Evening students graduating in 2014? Y
 Judicial clerks? N Students at non-US law schools? N
 Hiring Criteria: **Top 20% and on law review with excellent legal research and writing skills and a commitment to quality and excellence in the practice of law.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
 Judicial clerkship bonus? Y
 Comp./prog. credit for judicial clerkship? Y
 Comp./prog. credit for other adv. degrees? **CBC**
 Other compensation comments: **\$7,000 stipend for entry-level associates. \$10,000 federal judicial clerkship bonus.**

PARTNERSHIP DATA: Two or more tiers? Y
 Additional partnership prog. info: **An attorney is eligible for membership at Cozen O'Connor 6 complete years out of law school.**

WORK/LIFE INFORMATION:
 Part-time allowed? Y Part-time avail. to entry-level? Y
 # p-t assoc. 0 (m) 9 (w) ptrs/mbrs. 3 (m) 21 (w) oth. lawy. 7 (m) 10 (w)
 Elig. for alt. work sched. determined by: **Department Chair**
 Paid non-medical parental leave? Y
 Comments: **Paid Family Medical Leave for Members of the firm.**

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?

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: **Cozen O'Connor also participates in Phila. Diversity Law Group Program and actively seeks applications from minority candidates.**

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

schools visited in 2010: 13 # job fairs/consortia attended in 2010: 1

BILLABLE HOURS: 2009 2010

Avg annual assoc. hrs worked:
 Avg. annual assoc. billable hrs: **1850 1850**

Is there a minimum billable hours expectation? If yes, number:
 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? **60**
 For bonus consideration, is a pro bono hour equivalent to a billable hour? Y

PRO BONO INFORMATION:

% firm billable hours: **1.49** avg. hrs. per attorney:
 Participation: **72 % assoc. 55 % ptrs/mbrs 37 % other lawyers**

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

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

NARRATIVE: Cozen O'Connor delivers legal services on an integrated and global basis, with over 550 attorneys in 22 cities on two continents. We represent a broad array of leading global corporations and ambitious middle market companies in all major industries. Our culture is entrepreneurial in spirit, cohesive in operation and familial at heart. The working atmosphere is relaxed, professional, cooperative and challenging. New associates are given direct client contact and file responsibility almost immediately. Cozen O'Connor's summer program has ranked in the top five nationally for the last three years on the American Lawyer Summer Survey. Our consistent high ranking in this survey demonstrates the firm's commitment to its summer program and to the mentoring and guidance of its young lawyers.

