

DES MOINES, IA

BELIN MCCORMICK

Belin McCormick, P.C.
 666 Walnut Street, Suite 2000, Des Moines, IA 50309
 Ph: 515-243-7100, Fax: 515-558-0715, www.belinmccormick.com

Total # offices: 1 Firm size range: 26-50
 NALP member? Y Office size range: 26-50
 Total attys in this office: 38

Hiring Attorney: Mr. Michael Abbott
 Address Inquiries To:
 Mr. Michael Abbott

Hiring Partner
 Belin McCormick, P.C.
 666 Walnut Street, Suite 2000
 Des Moines, IA 50309
 515-283-4657 mbabbott@belinmccormick.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	14	6
Corporate	6	1
Real Estate	4	0
Tax	2	1
Administrative	2	0
Bankruptcy	1	0
Environmental	1	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		1 ()	()	1
Post-clerkship		()	1 (1)	0
Entry-level	140000 /yr	1 (1)	()	1
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	2692 \$/wk	()	()	
2Ls	2692 \$/wk	3 (2)	2 (2)	1
1Ls	2692 \$/wk	4	2	2

2010 summer 2Ls considered for associate offers: 0 # offers made: 0
 Hire school term clerks? N
 1Ls hired? Y When after 12/1 should 1Ls apply? Immediately
 Split summers allowed? Y If yes, minimum weeks: 6
 Comments:

Accept applications for 2012 summer program from:
 Joint degree students graduating in 2014? Y
 Evening students graduating in 2014? N
 Judicial clerks? Y Students at non-US law schools? N
 Hiring Criteria: **Belin McCormick seeks candidates with strong academic credentials at competitive law schools.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? N
 Comp./prog. credit for judicial clerkship? Y
 Comp./prog. credit for other adv. degrees? Y
 Other compensation comments: **First year associate salary begins at \$140,000, with bonus eligibility and lock-step yearly salary increases. Associates are considered for equity partner after 4.5 years.**

PARTNERSHIP DATA: Two or more tiers? N
 Additional partnership prog. info: **First-year associates are hired with the expectation that they will be promoted to partner after 4.5 years.**

WORK/LIFE INFORMATION:

Part-time allowed? Y Part-time avail.to entry-level? Y
 # p-t assoc. 0 (m) 0 (w) ptrs/mbrs. 0 (m) 0 (w) oth. lawy. 1 (m) 2 (w)
 Elig. for alt. work sched. determined by:
 Paid non-medical parental leave? Y
 Comments: **The firm offers 12 weeks paid maternity leave.**

TRAINING AND PROFESSIONAL DEVELOPMENT:

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

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	0	0
	Women	0	0	0
White	Men	27	1	1
	Women	5	0	2
Black/African American	Men	0	0	0
	Women	0	1	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	0	1	0
	Women	0	0	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	27	2	1
	Women	5	1	2
TOTAL NUMBER		32	3	3
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	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
- Outreach to law student groups
- Directed mentoring efforts
- Bar sponsored programs
- Firm diversity committee
- Rec. at schools w/large min. pop.

Comments: **The Belin Firm strongly encourages applicants from underrepresented groups.**

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

schools visited in 2010: 0 # job fairs/consortia attended in 2010: 0

BILLABLE HOURS: 2009 2010

Avg annual assoc. hrs worked: 1950 1950
 Avg. annual assoc. billable hrs: 1916 1775
 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? N If yes, what?
 For bonus consideration, is a pro bono hour equivalent to a billable hour? N
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? N
 Comments:

NARRATIVE: Belin McCormick is a dynamic firm located in a vibrant state capital whose metropolitan area approaches 500,000 people. The firm offers a diverse practice covering most significant areas of the law. It is a full-service law firm for local and regional business entities as well as individuals, and it serves as counsel for many national and international corporate clients. Clients also seek out the firm for its expertise in specific areas such as business acquisitions, banking, litigation, and real estate development. The firm strives to provide the high-quality service expected from a well-recognized firm in the region.

Belin McCormick offers the incoming associate a comfortable and congenial working atmosphere. Our attorneys know each other well and work as a team. Associates receive very significant responsibility and client contact early in their careers.

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.