BELIN MCCORMICK

Belin McCormick, P.C.
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Hiring Attorney: **Mr. Lance Lange**
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Hiring Partner
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Des Moines, IA 50309
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Total # offices: **1** Firm size range: **26-50**
NALP member? **Y** Office size range: **26-50**
Total attys in this office: **38**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	**15**	**5**
Corporate	**6**	**1**
Real Estate	**4**	**0**
Tax	**2**	**1**
Administrative & Regulated Industries	**2**	**0**
Bankruptcy	**1**	**0**
Environmental	**1**	**0**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN 2008	BEGAN WORK IN 2009	EXPECTED 2010
Laterals		( )	**1** ( )	
Post-clerkship		( )	( )	**1**
Entry-level	**140,000** /yr	( )	**1** ( )	
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	**2692** $/wk	( )	( )	
2Ls	**2692** $/wk	**2** (**2**)	**3** (**2**)	**2**
1Ls	**2692** $/wk	**4**	**2**	**2**

2009 summer 2Ls considered for associate offers: **1** # offers made: **1**
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 2011 summer program from:
Joint degree students graduating in 2013? **Y**
Evening students graduating in 2013? **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: **case by case basis**
Paid non-medical parental leave?
Comments:

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 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**26**	**1**	**1**	**0**
	Women	**4**	**1**	**2**	**0**
Black/African American	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**1**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
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	**27**	**2**	**1**	**5**
	Women	**4**	**2**	**2**	**0**
	TOTAL NUMBER	**31**	**4**	**3**	**5**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**0**	**0**	**0**	**0**
	Women	**0**	**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: **The Belin Firm strongly encourages applicants from underrepresented groups.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2009: **0** # job fairs/consortia attended in 2009: **0**

BILLABLE HOURS: **2008** **2009**
Avg annual assoc. hrs worked: **1850** **1950**
Avg. annual assoc. billable hrs: **1765** **1916**
Is there a minimum billable hours expectation? **Y** If yes, number: **1850**
Hours policy details: **Associates are eligible for bonuses for hours billed beyond 1850 hours.**

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.