

### Basic Information

666 Walnut Street  
Suite 2000  
Des Moines, IA 50309  
Organization Size: 26  
Office Size: 27  
**Hiring Attorney:**  
Mrs. Kelsey Knowles

**Recruiting Contact:**  
Mrs. Kelsey Knowles  
Hiring Attorney  
666 Walnut Street, Suite 2000  
Des Moines, Iowa (IA) 50309  
United States  
**Phone:** 515-283-4631  
kjknowles@belinmccormick.com

### Compensation & Benefits

2020 compensation for entry-level lawyers (\$/year) 150,000  
**Summer Compensation**  
2020 compensation for Post-3Ls (\$/week) 2,885  
2020 compensation for 2Ls (\$/week) 2,885  
2020 compensation for 1Ls(\$/week) 2,885

### Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 4.5

### Pro Bono/Public Interest

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide  
% Firm Billable Hours last year  
Average Hours per Attorney last year  
Percent of associates participating last year  
Percent of partners participating last year  
Percent of other lawyers participating last year

### Professional Development

Evaluations Annual  
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No  
Rotation for junior associates between departments/practice groups? Case-by-case  
Is rotation mandatory? No  
Does your organization have a dedicated professional development staff? No  
Does your organization have a coaching/mentoring program? Yes  
Does your organization give billable hours credit for training time? No

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	16	4	0	0
	Women	4	2	0	0
	Non-binary	0	0	0	0
	Total	20	6	0	0
<b>Latinx</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>White</b>	Men	16	4	0	0
	Women	3	2	0	0
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Asian</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>LGBTQ</b>	Men	0	0	0	0
	Women	0	0	0	0

	Non-binary	0	0	0	0
<b>Veteran</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	0	0	0	0

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

NALP Copyright 2020

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Government, Regulatory, Administrative	Administrative	5	0	1		0
Arbitration, Dispute Resolution, Mediation	Alternative Dispute Resolution	5	0	1		0
Appellate	Appeals	8	0	3		0
Banking, Finance	Banking and Finance	3	0	0		0
Government, Regulatory, Administrative	Environmental	1	0	0		0
Family	Family Law	1	0	0		0
Intellectual Property	Intellectual Property	2	0	0		0
Labor and Employment	Labor and Employment	7	0	3		0
Litigation	Litigation	13	0	4		0
Real Estate, Land Use	Real Estate	3	0	1		0
Tax	Tax	3	0	1		0
Business, Corporate	Transactional	10	0	3		0
Trusts and Estates	Trust and Estates	3	0	1		0

## HIRING & RECRUITMENT

	Began Work In		Expected		
	2018	Prior Summer Associates		2019	Prior Summer Associates
LAWYERS					
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates					
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls					
1Ls					

Number of 2019 Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

General Hiring Criteria

Belin McCormick seeks candidates with strong academic credentials from competitive law schools who have an interest in a long-term practice in Des Moines, Iowa. Candidates should also possess strong written and oral communication skills. Candidates must be authorized to work in the U.S. without employer sponsorship.

## Diversity & Inclusion

## Organization Narrative

Belin McCormick is a dynamic firm located in a vibrant state capital and growing metropolitan area. 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, labor and employment, 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 attorneys 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, and associate training is strongly emphasized. The firm also offers a short membership/shareholder track and a compensation and benefits package comparable with larger markets. The firm's offices are located in downtown Des Moines, a growing and cosmopolitan city. Des Moines' strong, stable economy is anchored by industries such as insurance, financial services, health care, manufacturing, agriculture-related services and products and media. Des Moines' downtown is an expanding cultural and economic center with many new facilities having opened in recent years and with more under construction. Many of the city's most attractive residential neighborhoods are only minutes from downtown, allowing for short commute times to and from the office. There is also a significant amount of housing in the city center with almost no commute time needed to the office. The Des Moines metropolitan area offers superior public schools. Belin McCormick offers a challenging and sophisticated legal practice in a city that is among the nation's best in terms of quality of life. The firm seeks to hire the best legal talent from law schools around the nation. The firm also pays associate salaries that are intended to be significantly higher than any other Iowa law firm, and competitive with firms in much larger cities. Students and recent graduates with a sincere interest in practicing at Belin McCormick are urged to apply.

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.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

NALP Copyright 2020