MULTI-OFFICE DATA
DES MOINES, IA

NYEMASTER GOODE

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Total # offices: **3** Firm size range: **51-100**
offices on form: **3** NALP member? **Y**
Total # of Attorneys: **86** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate	**26**	**4**
Litigation	**27**	**12**
Patent	**5**	**0**
Tax	**6**	**1**
Legislation	**5**	**0**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN 2009	BEGAN WORK IN 2010	EXPECTED 2011
Laterals		**3** ( )	( )	**1**
Post-clerkship		( )	**1** ( )	
Entry-level	**90,000** /yr	**1** (**1**)	( )	**3**
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	**1,595** $/wk	**2** ( )	**2** ( )	**2**
1Ls	**1,500** $/wk	**2**	**4**	**3**

2010 summer 2Ls considered for associate offers: **2** # offers made: **1**
Hire school term clerks? **Y**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **Immediately**
Split summers allowed? **Y** If yes, minimum weeks: **4**
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: **The Firm attempts to hire candidates with excellent academic records and established research, writing and communication skills. The Firm seeks candidates in the top 10% of their class.**

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: **The Firm provides a first-year bonus to associate attorneys who have completed a judicial clerkship. In certain instances, credit toward partnership also will be offered.**

PARTNERSHIP DATA: Two or more tiers? **N**
Additional partnership prog. info: **The Firm generally provides one year of credit toward shareholdership to attorneys who complete a two-year state court clerkship or a one-year clerkship with a U.S. Federal Court.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
p-t assoc. (m) (w) **ptrs/mbrs.** (m) (w) **oth. lawy.** (m) (w)
Elig. for alt. work sched. determined by:
Paid non-medical parental leave? **Y**
Comments: **With respect to parental leave, the Firm complies with the requirements of FLMA.**

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Semi-Annual** Upward reviews? **N**
Professional development staff? Billable hours credit for training time? **N**
Rotation for jr. associates between departments/practice groups? **N**
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**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**52**	**6**	**7**	**0**
	Women	**17**	**3**	**1**	**0**
Black/African American	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**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**	**0**	**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	**52**	**6**	**7**	**0**
	Women	**17**	**3**	**1**	**0**
	TOTAL NUMBER	**69**	**9**	**8**	**0**
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 Firm is an Equal Opportunity Employer. The Firm encourages qualified applicants from minority groups.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010 : **2** # job fairs/consortia attended in 2010 : **0**

BILLABLE HOURS:

	2009	2010
Avg annual assoc. hrs worked:	**1887**	**2004**
Avg. annual assoc. billable hrs:	**1670**	**1766**

Is there a minimum billable hours expectation? **Y** If yes, number: **1850**
Hours policy details: **Since 2000, the Firm has committed over 35,000 hours to civic, pro bono, and bar activities.**

Is billable hour credit given for pro bono work? **N**
Is there a maximum that will be credited? If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour? **N**

PRO BONO INFORMATION:
☐ % 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?
Comments:

NARRATIVE: **For those seeking a meaningful and sophisticated law practice and a great quality of life, Nyemaster Goode is an outstanding place to work. Nyemaster Goode is the largest firm in Iowa, and continues to grow. In 2008, the Firm opened a Cedar Rapids office, which is its third Iowa office. The Firm also expanded its IP practice by hiring several patent attorneys. The Firm's diverse practice and depth of expertise enable it to offer solutions to the most challenging legal issues in virtually every area of the law. The Firm has been listed as a "Go To" Law Firm® in a recent survey of the Top 500 U.S. Companies by Corporate Counsel magazine, an honor bestowed on only one-half of one percent of all law firms in the world. Thirty-one of its attorneys have been recognized in Best Lawyers of America. Twenty-two of its attorneys have been recognized as leading individuals in their fields of practice by Chambers USA, America's Leading Lawyers for Business.**

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.