

BOSE MCKINNEY & EVANS LLP
 111 Monument Circle, SUITE 2700, INDIANAPOLIS, IN 46204
 Ph: (317) 684-5000, Fax: (317) 684-5173, www.boselaw.com

Total # offices: **4** Firm size range: **101-250**
 # offices on form: **4** NALP member? **Y**
 Total # of Attorneys: **119** Reporting for: **All Offices**

Hiring Attorney: **Mr. Bryan Babb**

Address Inquiries To:

Ms. Jane Bailey

Recruiting Coordinator/HR Specialist

BOSE MCKINNEY & EVANS LLP

111 Monument Circle, Suite 2700

Indianapolis, IN 46204

(317) 684-5278 jane.bailey@boselaw.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	24	9
Labor	4	3
Creditors Rights	5	3
Public	5	1
Intellectual Property	5	4
Public Finance	2	0
Utilities	3	2
Real Estate	7	2
Business	20	5
Estate	6	2
Environmental	3	1
Health	0	1
Sports	1	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		()	11 (2)	11
Post-clerkship		()	()	
Entry-level	90,000+ /yr	()	()	
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	1750 \$/wk	()	(1)	1
2Ls	1750 \$/wk	2 (5)	(1)	
1Ls	1750 \$/wk	1	2	2

2010 summer 2Ls considered for associate offers: **1** # offers made: **0**

Hire school term clerks? **CBC**

1Ls hired? **TBD** When after 12/1 should 1Ls apply? **when grades are in**

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? **N** Students at non-US law schools? **N**

Hiring Criteria: **Top 25% of class, and other significant accomplishments and work experience that demonstrate the ability to interact well with others and to function effectively as an attorney.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? **N**

Comp./prog. credit for judicial clerkship? **Y**

Comp./prog. credit for other adv. degrees? **N**

Other compensation comments: **Entry-level comp. includes guaranteed year-end bonus, \$5,000 start-up bonus, bar review/exam fees, bonus for billable above billable goal and relocation assistance.**

PARTNERSHIP DATA: Two or more tiers? **Y**

Additional partnership prog. info:

WORK/LIFE INFORMATION:

Part-time allowed? **CBC** Part-time avail.to entry-level? **N**

p-t assoc. **0** (m) **1** (w) ptrs/mbrs. **4** (m) **2** (w) oth. lawy. **1** (m) **1** (w)

Elig. for alt. work sched. determined by: **Practice Group Chair & Management**

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 2011

As of Feb. 1, 2011	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	2	0	0	0
	Women	1	0	0	0
White	Men	63	12	0	0
	Women	14	7	0	0
Black/African American	Men	0	1	0	0
	Women	0	2	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	1	0	0
TOTAL	Men	65	13	12	0
	Women	15	10	4	0
TOTAL NUMBER		80	23	16	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: **We are committed to recruiting, retaining and promoting minority attorneys for the enrichment of our firm, clients and community.**

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

schools visited in 2010 : **0** # job fairs/consortia attended in 2010 : **1**

BILLABLE HOURS: 2009 2010

Avg annual assoc. hrs worked: **1849**

Avg. annual assoc. billable hrs: **1375**

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? 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: **23.05**

Participation: **18** % assoc. **36** % ptrs/mbrs **0** % other lawyers

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

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

Comments:

NARRATIVE: Bose McKinney & Evans offers the opportunity for a sophisticated, high-level legal practice without the bureaucracy and lifestyle sacrifices often associated with large firms. Our clients include businesses of all sizes headquartered throughout the world, governmental units, school corporations and individuals. We routinely represent clients in large and complicated business transactions and in high-stakes litigation involving significant claims and cutting edge legal and constitutional issues. We are active in shaping the law on behalf of our clients at the state legislature and before national, state and local administrative agencies. We also, however, focus attention on the needs of small, family-owned businesses and give them the help they need to grow. Despite our growth in recent years, we remain committed to the individuality and personal growth of each lawyer in the firm resulting in a group of highly skilled lawyers who work well together.

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.