

**REINHART BOERNER VAN DEUREN S.C.**  
1000 North Water Street, P.O. Box 2965, Milwaukee, WI 53201-2965  
Ph: (414)298-1000, Fax: (414)298-8097, www.reinhartlaw.com

Total # offices: **4** Firm size range: **101-250**  
# offices on form: **4** NALP member? **Y**  
Total # of Attorneys: **200** Reporting for: **All Offices**

Hiring Attorney: **Mr. Albert S. Orr**

Address Inquiries To:

**Ms. Sandra W. Faull**

**Manager of Attorney Recruiting**

**REINHART BOERNER VAN DEUREN S.C.**

1000 North Water Street, P.O. Box 2965

Milwaukee, WI 53201-2965

(414)298-8528 swfaull@reinhartlaw.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
<b>Bankruptcy</b>	<b>2</b>	<b>3</b>
<b>Business</b>	<b>28</b>	<b>14</b>
<b>Employee Benefits</b>	<b>16</b>	<b>7</b>
<b>Estate Planning</b>	<b>5</b>	<b>4</b>
<b>Health</b>	<b>6</b>	<b>6</b>
<b>Intellectual Property</b>	<b>8</b>	<b>5</b>
<b>Labor</b>	<b>6</b>	<b>6</b>
<b>Litigation</b>	<b>23</b>	<b>13</b>
<b>Real Estate/Environmental</b>	<b>22</b>	<b>11</b>
<b>Tax</b>	<b>12</b>	<b>3</b>

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		4 ( )	4 ( )	4
Post-clerkship		( )	( )	2
Entry-level	115,000 /yr	8 ( 8 )	10 ( 10 )	4
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
<b>Summer</b>				
Post-3Ls	\$/wk	( )	( )	
2Ls	2,200 \$/wk	11 ( )	7 ( 0 )	4
1Ls	2,200 \$/wk	2	1	1

# 2009 summer 2Ls considered for associate offers: **7** # offers made: **4**

Hire school term clerks? **Y**

1Ls hired? **Y** When after 12/1 should 1Ls apply? **Immediately**

Split summers allowed? **N** If yes, minimum weeks:

Comments:

Accept applications for 2011 summer program from:

Joint degree students graduating in 2013? **Y**

Evening students graduating in 2013? **Y**

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

Hiring Criteria: **Prefer students in top 20% of class; law review or other journal or moot court experience desirable.**

**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: **Associate bonus program provides for a productivity bonus, an excellence bonus and a business development bonus.**

**Potential bonuses up to \$36,250.**

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

Additional partnership prog. info:

**WORK/LIFE INFORMATION:**

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

# p-t assoc. **0** (m) **3** (w) ptrs/mbrs. **0** (m) **4** (w) oth. lawy. **0** (m) **1** (w)

Elig. for alt. work sched. determined by: **CBC**

Paid non-medical parental leave? **Y**

Comments:

**TRAINING AND PROFESSIONAL DEVELOPMENT:**

Coaching/mentoring program? **Y**

Evaluations: **Semi-Annual** Upward reviews? **N**

Professional development staff? **Y** Billable hours credit for training time? **Y**

Rotation for jr. associates between departments/practice groups? **N**

Is rotation mandatory?

**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	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
White	Men	<b>101</b>	<b>33</b>	<b>7</b>	<b>4</b>
	Women	<b>22</b>	<b>25</b>	<b>2</b>	<b>0</b>
Black/African American	Men	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Nat. Hawaiian/ Other Pacific Is.	Men	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Asian	Men	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
Amer. Indian/ Alaska Native	Men	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
2 or More Races	Men	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Women	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
TOTAL	Men	<b>104</b>	<b>36</b>	<b>7</b>	<b>4</b>
	Women	<b>24</b>	<b>27</b>	<b>2</b>	<b>0</b>
TOTAL NUMBER		<b>128</b>	<b>63</b>	<b>9</b>	<b>4</b>
Disabled	Men	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Openly GLBT	Men	<b>NC</b>	<b>NC</b>	<b>NC</b>	<b>NC</b>
	Women	<b>NC</b>	<b>NC</b>	<b>NC</b>	<b>NC</b>

(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:

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

# schools visited in 2009: **3** # job fairs/consortia attended in 2009: **0**

**BILLABLE HOURS:**

Avg annual assoc. hrs worked: **1900 1861**

Avg. annual assoc. billable hrs: **1791 1736**

Is there a minimum billable hours expectation? **Y** If yes, number: **1900**

Hours policy details: **Includes certain training and firm activities.**

Is billable hour credit given for pro bono work? **CBC**

Is there a maximum that will be credited? If yes, what?

For bonus consideration, is a pro bono hour equivalent to a billable hour?

**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? **N**

Comments:

**NARRATIVE:** Reinhart Boerner Van Deuren S.C. offers new lawyers varied experiences, advanced responsibilities and ample opportunities. We consider ourselves problem solvers. Our attorneys have provided creative thinking, intelligent advice and conscientious service to public, closely held and family-owned businesses in a variety of industries for over 100 years. Many of our clients enlist us to satisfy all of their legal needs, and the unique solutions our attorneys offer often extend beyond traditional legal advice. We expose new associates to client contact immediately, and encourage them to assume primary responsibility for projects within the first few months of their tenure with us. We support the development of new specialties in an ever-changing legal market, and fortify our attorneys with the skills and resources necessary to develop their own practice ideas and client base. For more information please visit our website at www.reinhartlaw.com.

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.