

Ungaretti & Harris LLP
 3500 Three First National Plaza, Chicago, IL 60602
 Ph: 312-977-4400, Fax: 312-977-4405, www.uhlaw.com
 Hiring Attorney: Mr. Timothy E. Horton/ Ms. Liz Davis
 Address Inquiries To:
Ms. Donna M. Long
 Legal Recruiting Coordinator
 Ungaretti & Harris LLP
 3500 Three First National Plaza
 Chicago, IL 60602
 312-977-4400 dmlong@uhlaw.com

Total # offices: 3 Firm size range: 101-250
 NALP member? Y Office size range: 101-250
 Total attys in this office: 104

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	25	11
Corporate/Securities	13	4
Healthcare	14	5
Real Estate	8	5
Labor & Employment	8	3
Government	8	2
Public Finance	4	2
Bankruptcy	2	1
Trusts & Estates	2	1
Tax	2	1
Employee Benefits & Exec Comp	4	4
Intellectual Property	4	3
Financial Services	5	0
Finance & Restructuring	7	1

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		3 ()	5 ()	
Post-clerkship		()	()	
Entry-level	125,000 /yr	2 ()	4 ()	3
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	2,403.85 \$/wk	(4)	(3)	3
1Ls	\$/wk			

2010 summer 2Ls considered for associate offers: 3 # offers made: 3
 Hire school term clerks? **CBC**
 1Ls hired? **N** When after 12/1 should 1Ls apply?
 Split summers allowed? **N** If yes, minimum weeks:
 Comments:
 Accept applications for 2012 summer program from:
 Joint degree students graduating in 2014? **N**
 Evening students graduating in 2014? **N**
 Judicial clerks? **N** Students at non-US law schools? **N**
 Hiring Criteria: **Ungaretti & Harris LLP seeks candidates with strong academic records who can accept responsibility and interact with firm personnel and clients on a professional basis from the outset.**
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
 Judicial clerkship bonus? **N**
 Comp./prog. credit for judicial clerkship? **N**
 Comp./prog. credit for other adv. degrees? **N**
 Other compensation comments: **Consists of (i) Fixed element, a variable hours element that ranges from \$2,500 (1,950 hours billed) to \$15,000 (2,300 hours billed), and (ii) a discretionary merit-based bonus.**
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) 0 (w) ptrs/mbrs. 0 (m) 0 (w) oth. lawy. 0 (m) 0 (w)
 Elig. for alt. work sched. determined by:
 Paid non-medical parental leave? **Y**
 Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? **Y**
 Evaluations: **Annual** Upward reviews? **N**
 Professional development staff? **Y** Billable hours credit for training time? **N**
 Rotation for jr. associates between departments/practice groups? **N**
 Is rotation mandatory?

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	1	1	0	0
	Women	0	0	0	0
White	Men	53	16	2	0
	Women	15	11	1	0
Black/African American	Men	1	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	1	0	0
	Women	1	1	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	55	18	2	0
	Women	16	12	1	0
TOTAL NUMBER		71	30	3	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: **Please visit www.uhlaw.com for a more detailed description of our commitment to diversity as well as our Diversity Statement.**

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

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

BILLABLE HOURS: 2009 2010

Avg annual assoc. hrs worked: 1982 1898
 Avg. annual assoc. billable hrs: 1737 1703
 Is there a minimum billable hours expectation? **Y** If yes, number: 1950
 Hours policy details:

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

Is there a maximum that will be credited? **Y** If yes, what? 50

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

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: U&H offers a broad array of legal services to a client base that ranges from the entrepreneur to the Fortune 100. We train our associates through mentoring, which we believe is invaluable in the development of excellent lawyers, and we seek to keep our practice up-to-date technologically. We are strongly committed to increasing our diversity, and we are an equal opportunity employer. Our summer program consists of a small group of well-qualified second-year law students. We search for students who blend academic excellence with maturity and confidence. Our goal is to provide summer associates with an opportunity to participate in a range of legal, professional and social activities that will provide a realistic experience of life as a first-year associate. We believe the small size of the summer program is an especially attractive feature in that it allows a degree of flexibility and personal attention not possible at many other firms.

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.