

**MULTI-OFFICE DATA  
HOUSTON, TX**

**CHAMBERLAIN HRDLICKA**

Chamberlain, Hrdlicka, White, Williams & Martin  
Two Allen Center, 1200 Smith St. Suite 1400, Houston, TX 77002  
Ph: 713/658-1818, Fax: 713/658-2553, www.chamberlainlaw.com

Total # offices: **3** Firm size range: **101-250**  
# offices on form: **3** NALP member? **Y**  
Total # of Attorneys: **101** Reporting for: **All Offices**

Hiring Attorney: **Mr. Wayne A. Risoli**  
Address Inquiries To:  
**Ms. Tiffany Y. Fayle**  
**Director of Firm Marketing and Recruiting**  
**Chamberlain Hrdlicka White Williams & Martin**  
Two Allen Center, 1200 Smith St. Suite 1400  
Houston, TX 77002  
713/658-1818 tiffany.fayle@chamberlainlaw.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Tax	5	3
Tax Controversy	13	6
Corporate	8	3
Litigation	9	14
Labor	1	3
Employee Benefits	3	1
Trusts & Estate	6	5
Appellate	2	0
Admiralty	2	2
Real Estate	3	0
Construction	4	1
International	2	1
Immigration	1	0
Energy	2	0

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		( )	( )	
Post-clerkship		( )	( )	
Entry-level	125,000 /yr	( )	( )	
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	2500 \$/wk	( )	( )	
1Ls	\$/wk			

# 2007 summer 2Ls considered for associate offers: **4** # offers made: **2**

Hire school term clerks? **N**  
1Ls hired? **N** When after 12/1 should 1Ls apply?  
Split summers allowed? **N** If yes, minimum weeks:  
Comments:

Accept applications for 2009summer program from:  
Joint degree students graduating in 2011? **N**  
Evening students graduating in 2011? **N**  
Judicial clerks? **N** Students at non-US law schools? **N**  
Hiring Criteria: **Top 25% required; Law Review and other extracurricular activities preferred.**

**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**

Judicial clerkship bonus? **Y**  
Comp./prog. credit for judicial clerkship? **Y**  
Comp./prog. credit for other adv. degrees? **Y**  
Other compensation comments:

**PARTNERSHIP DATA:** Two or more tiers? Partnership track (years):  
Additional partnership prog. info:

**WORK/LIFE INFORMATION:**

Part-time allowed? **CBC** Part-time avail.to entry-level? **N**  
# p-t assoc. (m) **1** (w) ptrs/mbrs. (m) (w) oth. lawy. (m) (w)  
Elig. for alt. work sched. determined by:  
Paid non-medical parental leave?  
Comments:

**TRAINING AND PROFESSIONAL DEVELOPMENT:**

Coaching/mentoring program?  
Evaluations: **Semi-Annual** Upward reviews? **Y**  
Professional development staff? **N** 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 2008**

As of Feb. 1, 2008	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	1	0	0	0
	Women	0	0	0	0
White	Men	49	24	3	0
	Women	6	9	1	0
Black/African American	Men	0	0	0	0
	Women	0	2	1	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	0	0	0
	Women	1	2	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	1	0	0	0
	Women	0	0	0	0
TOTAL	Men	53	24	3	2
	Women	6	13	2	3
TOTAL NUMBER		59	37	5	5
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:

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

# schools visited in 2007 : **7** # job fairs/consortia attended in 2007 : **0**

**BILLABLE HOURS:**

Avg annual assoc. hrs worked: **1857 1941**  
Avg. annual assoc. billable hrs: **1814 1908**  
Is there a minimum billable hours expectation? **Y** If yes, number: **1850**  
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?

**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: A SNAPSHOT OF CHAMBERLAIN, HRDLICKA, WHITE, WILLIAMS & MARTIN**

Ask about our firm, and most people will tell you about our impressive national reputation in tax. But after 40+ years in business, we've grown far beyond our tax roots to become a leading multidisciplinary practice with nearly 100 attorneys and offices in Houston, Atlanta and Philadelphia. We serve every type of business, but we concentrate on mid-sized public companies, privately held companies and high net worth individuals. Our primary practice areas include commercial litigation and employment law; corporate, securities and finance; admiralty/maritime; employee benefits; estate planning and trusts; real estate; construction law; international tax, tax controversy and tax planning. Opportunities for new associates can be found in each of these practice areas.

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.