

Caplin & Drysdale, Chartered
One Thomas Circle, N.W., Washington, DC 20005-5802
Ph: (202) 862-5000, Fax: (202) 429-3301, www.caplindrysdale.com

Total # offices: **2** Firm size range: **51-100**
offices on form: **2** NALP member? **Y**
Total # of Attorneys: **68** Reporting for: **All Offices**

Hiring Attorney: **Mr. Cono Namorato**
Address Inquiries To:

Ms. Nawel Amerg
Attorney & Paralegal Recruitment Manager
Caplin & Drysdale, Chartered
One Thomas Circle, N.W., Suite 1100
Washington, DC 20005-5802
(202) 862-5010 nla@capdale.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Tax Controversies	14	5
Complex Financial Litigation	12	5
General Tax	12	4
Creditors Rights	12	5
Tax Litigation	9	4
Exempt Organizations	5	14
International Tax	12	4
Private Client/Estate Planning	5	3
Political Activity Law	3	4
Employee Benefits	2	2
White Collar Defense	5	0
Tax Crimes	5	2
Partnership Tax	2	0
Corporate Tax	5	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		3 (0)	1 (0)	2
Post-clerkship		0 (0)	1 (1)	
Entry-level	137,750 /yr	2 (1)	1 (1)	2
LLMs (US)		0 (0)	0 (0)	
LLMs (non-US)		0 (0)	0 (0)	
Summer				
Post-3Ls	2,625 \$/wk	()	()	
2Ls	2,625 \$/wk	()	()	
1Ls	2,375 \$/wk			

2009 summer 2Ls considered for associate offers: **1** # offers made: **1**

Hire school term clerks? **CBC**

1Ls hired? **TBD** When after 12/1 should 1Ls apply? **January 2010**

Split summers allowed? **Y** If yes, minimum weeks: **6**

Comments:

Accept applications for 2011 summer program from:

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

Evening students graduating in 2013? **Y**

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

Hiring Criteria: **Excellent academic credentials with special consideration given to 3L's going on to clerkships.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? **CBC**

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

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

Other compensation comments: **Year-end Merit Bonus, Judicial Clerkship**

Bonus, Bar Review & Exam Fees, Moving Expenses, Annual Bar Memberships & Dues, CLE

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

Additional partnership prog. info:

WORK/LIFE INFORMATION:

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

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

Elig. for alt. work sched. determined by: **Department Chair**

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?

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

Is rotation mandatory? **N**

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	0	0	0	NC
	Women	0	0	0	NC
White	Men	33	8	0	NC
	Women	5	10	0	NC
Black/African American	Men	0	0	0	NC
	Women	1	2	0	NC
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	NC
	Women	0	0	0	NC
Asian	Men	0	0	0	NC
	Women	0	1	1	NC
Amer. Indian/ Alaska Native	Men	0	0	0	NC
	Women	0	0	0	NC
2 or More Races	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
TOTAL	Men	33	8	2	NC
	Women	6	13	6	NC
TOTAL NUMBER		39	21	8	0
Disabled	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
Openly GLBT	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC

(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 seek to increase diversity within our firm by recruiting and retaining lawyers from diverse backgrounds.**

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

schools visited in 2009: **4** # job fairs/consortia attended in 2009: **0**

BILLABLE HOURS: 2008 2009

Avg annual assoc. hrs worked: **1800 1800**

Avg. annual assoc. billable hrs: **1800 1800**

Is there a minimum billable hours expectation? **Y** If yes, number: **1800**

Hours policy details:

Is billable hour credit given for pro bono work?

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: Caplin & Drysdale is a medium-sized firm headquartered in Washington, D.C., with a second small office in New York City. Best known as one of the nation's leading tax firms, most of the firm's lawyers are generalists with broad knowledge and experience in the tax law, and are experts in international tax matters, employee benefits, taxation of insurance companies and products, estate planning, exempt organizations, and litigation of civil and criminal tax cases at the trial and appellate stages.

A substantial part of the firm's practice is now devoted to civil and criminal litigation in both state and federal courts. The firm represents business entities and individuals in tax and other white-collar criminal prosecutions at all stages of the federal criminal process. The civil litigation practice includes the representation of plaintiffs and defendants in litigation involving RICO, securities law, ERISA, products liability, legal malpractice, etc.

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.