

Fredrikson & Byron, P.A.
200 South Sixth Street, Suite 4000, Minneapolis, MN 55402
Ph: 612-492-7141, Fax: 612-492-7077, www.fredlawrecruiting.com

Total # offices: 4 Firm size range: 101-250
offices on form: 4 NALP member? Y
Total # of Attorneys: 230 Reporting for: All Offices

Hiring Attorney: Mr. Gregory E. Karpenko

Address Inquiries To:

Ms. Greta M. Larson

Manager of Legal Recruiting

Fredrikson & Byron, P.A.

200 South Sixth Street, Suite 4000

Minneapolis, MN 55402

612-492-7141 glarson@fredlaw.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation and IP Litigation	35	25
Corporate/M&A/International	25	11
IP/Trademark/Advertising/E-Commerce	15	9
Securities	11	9
Real Estate	11	6
Trusts & Estates	10	5
Employment Law	10	4
Health	11	2
Tax & Business/Employee Benefits	8	4
Energy	4	8
Bankruptcy	3	2
Immigration	2	1
Government	1	1

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		7 (1)	17 (0)	10
Post-clerkship		1 ()	2 (2)	2
Entry-level	110,000 /yr	7 (7)	9 (9)	6
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	1950 \$/wk	0 (0)	0 (0)	0
2Ls	1950 \$/wk	7 (1)	6 (1)	10
1Ls	1950 \$/wk	1	1	1

2010 summer 2Ls considered for associate offers: 6 # offers made: 6

Hire school term clerks? Y

1Ls hired? Y When after 12/1 should 1Ls apply? December 1

Split summers allowed? CBC If yes, minimum weeks: 7

Comments:

Accept applications for 2012 summer program from:

Joint degree students graduating in 2014? Y

Evening students graduating in 2014? Y

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

Hiring Criteria: We look for individuals with diverse backgrounds who have demonstrated leadership & success through performance and involvement in academics, extracurricular activities & community involvement.

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? N

Comp./prog. credit for judicial clerkship? CBC

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

Other compensation comments: Production bonus formula takes into account hours billed over par, creditable management time and up to 75 hours of pro bono and/or community presence time.

PARTNERSHIP DATA: Two or more tiers? N

Additional partnership prog. info: All shareholders have equal voting rights.

WORK/LIFE INFORMATION:

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

p-t assoc. 3 (m) 4 (w) ptrs/mbrs. 11 (m) 3 (w) oth. lawy. 15 (m) 3 (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? 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	1	1	0	0
	Women	0	0	0	0
White	Men	94	28	22	2
	Women	38	32	4	5
Black/African American	Men	0	0	0	0
	Women	0	3	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	1	1
	Women	2	0	1	1
Amer. Indian/ Alaska Native	Men	1	0	0	0
	Women	0	0	0	0
2 or More Races	Men	2	0	0	0
	Women	0	0	0	0
TOTAL	Men	98	29	23	3
	Women	40	35	5	7
TOTAL NUMBER		138	64	28	10
Disabled	Men	0	1	0	0
	Women	1	0	0	0
Openly GLBT	Men	0	0	0	0
	Women	0	2	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: Diversity is a core value of Fredrikson & Byron. We acknowledge both the moral and business imperatives for promoting diversity.

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

schools visited in 2010 : 7 # job fairs/consortia attended in 2010 : 3

BILLABLE HOURS: 2009 2010

Avg annual assoc. hrs worked: 1739 1747

Avg. annual assoc. billable hrs: 1670 1716

Is there a minimum billable hours expectation? Y If yes, number: 1775

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? 75

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

PRO BONO INFORMATION:

% firm billable hours: 3.56 avg. hrs. per attorney: 50.5

Participation: 91.2 % assoc. 71.2 % ptrs/mbrs % other lawyers

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

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

Comments: Fredrikson sponsors a fellowship through the Minnesota Justice Foundation.

NARRATIVE: Our lawyers pride themselves on being both business advisors and strategic legal counselors. We strive to craft legal solutions that combine a client's strategic goals with our legal know-how and a practical understanding of business, whether in the courtroom or the boardroom. The result is a solid, focused and growing firm, built on understanding clients' needs.

Fredrikson & Byron is committed to helping our associates develop their legal, consulting and managerial skills.

Whatever your professional leanings may be, you will find a place to practice and grow here, with experienced, accessible associates and shareholders who can guide you on your path.

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.