TURNER PADGET

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Hiring Attorney: **Mr. D. Andrew Williams**
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Total # offices: **5** Firm size range: **51-100**
offices on form: **5** NALP member? **Y**
Total # of Attorneys: **90** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business Litigation Group	**14**	**9**
Business Transactions Group	**5**	**5**
Specialty Litigation Group	**11**	**5**
Litigation Group	**17**	**12**
Workers' Compensation Group	**6**	**6**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN 2008	BEGAN WORK IN 2009	EXPECTED 2010
Laterals		3 (0)	2 (0)	1
Post-clerkship		0 (0)	0 (0)	0
Entry-level	/yr	2 (2)	4 (3)	2
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	$/wk	0 (0)	0 (0)	0
2Ls	$/wk	8 (5)	5 (2)	2
1Ls	$/wk	7	5	6

2009 summer 2Ls considered for associate offers: **2** # offers made: **2**
Hire school term clerks? **Y**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/1/2010**
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? **Y**
Hiring Criteria:

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: **Compensation/program credit for Federal Clerkships**

PARTNERSHIP DATA: Two or more tiers? **N**
Additional partnership prog. info:

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **Y**
 # p-t assoc. 1 (m) **1** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **1** (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? **Y**
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 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	0	0	0
	Women	0	0	0	0
White	Men	48	20	3	4
	Women	3	9	2	3
Black/African American	Men	2	0	1	0
	Women	0	1	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	0	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	1	0	0
	Women	0	0	0	0
TOTAL	Men	50	21	4	4
	Women	3	10	2	4
	TOTAL NUMBER	53	31	6	8
Disabled	Men	1	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: **Turner Padget is proud of our commitment to building a workforce dedicated to all people, all clients and all communities.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2009 : **2** # job fairs/consortia attended in 2009 : **0**

BILLABLE HOURS: **2008** **2009**
Avg annual assoc. hrs worked: **2036** **2025**
Avg. annual assoc. billable hrs: **2000** **2000**
Is there a minimum billable hours expectation? **Y** If yes, number: **1900**
Hours policy details: **Bonuses are earned once you reach 1900 hours and not after 110%.**

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **N** If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour? **N**
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: Turner, Padget, Graham & Laney P.A. is a thriving client-focused law firm in South Carolina committed to providing efficient, exceptional legal services, & offering responsible leadership to our community. Turner Padget is one of South Carolina's ten largest law firms, almost 100 attorneys & a support staff of over 125 working in offices in Columbia, Charleston, Florence, Greenville, & Myrtle Beach. Our clients include some of South Carolina's largest employers and a diverse range of business & legal interests.

Turner Padget's culture can be defined as one of respect & professionalism. Recognizing that each person in the firm is an asset in serving our clients, our management group & owners have created a culture where respect, listening, mentoring and service is expected. Attorneys and staff at all levels play critical roles on client matters and overall firm projects. We understand the importance of balancing work, family, & community.

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.