

**MULTI-OFFICE DATA  
INDIANAPOLIS, IN**

**ICE MILLER**

Ice Miller LLP  
 One American Square, Suite 2900, Indianapolis, IN 46282-0200  
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 Hiring Attorney: Ms. Myra Selby  
 Address Inquiries To:  
**Ms. Debra Pelletiere**  
**Director of Legal Personnel**  
**ICE MILLER LLP**  
 One American Square, Suite 2900  
 Indianapolis, IN 46282-0200  
 317-236-5822 careers@icemiller.com

Total # offices: **4** Firm size range: **101-250**  
 # offices on form: **4** NALP member? **Y**  
 Total # of Attorneys: **228** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Bankruptcy	2	2
Business	21	19
Drug & Device	6	6
Employee Benefits	9	7
Environmental	9	5
Intellectual Property (Chicago)	2	3
Labor	11	9
Litigation & IP Solutions Group	27	33
Municipal	13	7
Personal Services	6	3
Public Affairs/Gaming	7	0
Real Estate	6	6
Tax	5	2

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		5 ( 0 )	10 ( 0 )	
Post-clerkship		( )	( )	
Entry-level	100000 /yr	8 ( 8 )	1 ( 1 )	5
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	1900 \$/wk	( )	( )	7
1Ls	\$/wk			

# 2010 summer 2Ls considered for associate offers: **6** # offers made: **5**  
 Hire school term clerks? **N**  
 1Ls hired? When after 12/1 should 1Ls apply?  
 Split summers allowed? 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? **Y** Students at non-US law schools? **N**  
 Hiring Criteria: **Ice Miller considers each candidate on an individual basis taking into consideration things such as law school performance, personality, skills, work and life experiences as well as the needs of the firm.**  
**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**  
 Judicial clerkship bonus?  
 Comp./prog. credit for judicial clerkship?  
 Comp./prog. credit for other adv. degrees?  
 Other compensation comments: **2L Summer Program: \$2,000 start-up payment.**  
**Associates: \$6,000 summer stipend; bar exam and related expenses; moving expense allowance; bar association fees and CLE allowance.**  
**PARTNERSHIP DATA:** Two or more tiers? **Y**  
 Additional partnership prog. info: **Attorneys are evaluated based on their individual development and progression. Lawyers can be considered for income or equity partnership after 6 years.**  
**WORK/LIFE INFORMATION:**  
 Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**  
 # p-t assoc. **0** (m) **6** (w) ptrs/mbrs. **0** (m) **2** (w) oth. lawy. **0** (m) **5** (w)  
 Elig. for alt. work sched. determined by: **Management & practice group leader**  
 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?  
 Rotation for jr. associates between departments/practice groups?  
 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	0	2	0	0
	Women	0	0	1	0
White	Men	86	29	16	3
	Women	35	30	14	3
Black/African American	Men	2	4	1	0
	Women	1	4	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	2	1
	Women	0	0	1	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	88	35	19	4
	Women	36	34	16	3
TOTAL NUMBER		124	69	35	7
Disabled	Men	0	0	1	0
	Women	0	0	0	0
Openly GLBT	Men	0	0	0	0
	Women	0	0	1	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: **Active recruitment through on campus interview/education programs, diversity job fairs, CLEO, internship programs.**

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

# schools visited in 2010 : **10** # job fairs/consortia attended in 2010 : **3**

**BILLABLE HOURS:**

Avg annual assoc. hrs worked: **2200 2295**  
 Avg. annual assoc. billable hrs: **1719 1862**  
 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? **100**

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

**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:** Founded in 1910, Ice Miller LLP is one of the largest law firms in Indianapolis with a nationally recognized reputation in many of its practice areas. With additional offices in Chicago, Washington D.C. and Lisle, IL, the firm has over 225 lawyers, 40 paraprofessionals and over 250 support staff members.

**Ice Miller is a full-service law firm with extensive resources to help our clients achieve their legal and business goals. Ice Miller represents many prominent companies and organizations of all sizes on a regional or national basis. Ice Miller's lawyers and business professionals; through their understanding of business, industries, and government entities, help simplify the complexities faced by our clients.**

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.