

Basic Information

Indianapolis, Indiana
 Organization Size: 306
 Office Size: 316
Hiring Attorney: Mr. Paul Sinclair

Recruiting Contact:
 Ms. Susan Schonfeld
 Chief Talent Acquisition Officer and Director of Strategic Planning
 20 F Street N.W.
 Suite 850
 Washington, District of Columbia (DC) 20001
 United States
Phone: 202-572-1602
 susan.schonfeld@icemiller.com

Compensation & Benefits

2016 compensation for entry-level lawyers (\$/year) 110,000

Summer Compensation

2016 compensation for Post-3Ls (\$/week)

2016 compensation for 2Ls (\$/week) 2,000

2016 compensation for 1Ls(\$/week) 2,000

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track? 6.5 - 8

How many years is the equity track? Based on individual performance

Pro Bono/Public Interest

Thomas Mixdorf
 Partner and Pro Bono Coordinator
 317-236-5832
 thomas.mixdorf@icemiller.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year

Average Hours per Attorney last year

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

Professional Development

Evaluations Annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No

Rotation for junior associates between departments/practice groups? Case-by-case

Is rotation mandatory? No

Does your organization have a dedicated professional development staff? Yes

Does your organization have a coaching/mentoring program? Yes

Does your organization give billable hours credit for training time? No

Lawyer Demographics

| | Partner/Member | Associates | Counsel | Non-traditional Track/Staff Attorneys | Summer Associates |
|---|------------------|------------|-----------|---------------------------------------|-------------------|
| | Men 145 | 41 | 19 | 1 | 4 |
| | Women 47 | 25 | 23 | 0 | 7 |
| | Total 192 | 66 | 42 | 1 | 11 |
| Hispanic/Latino | Men 2 | 0 | 0 | 0 | 1 |
| | Women 0 | 0 | 0 | 0 | 0 |
| White | Men 135 | 34 | 18 | 1 | 2 |
| | Women 44 | 21 | 24 | 0 | 4 |
| Black/African American | Men 4 | 4 | 1 | 0 | 1 |
| | Women 2 | 5 | 0 | 0 | 1 |
| Native Hawaiian/Other Pacific Islander | Men 0 | 1 | 0 | 0 | 0 |
| | Women 0 | 0 | 0 | 0 | 0 |
| Asian | Men 2 | 1 | 1 | 0 | 0 |
| | Women 1 | 0 | 0 | 0 | 1 |
| American Indian/Alaska Native | Men 0 | 0 | 0 | 0 | 0 |
| | Women 0 | 0 | 0 | 0 | 0 |
| 2 or more races | Men 2 | 0 | 0 | 0 | 0 |
| | Women 0 | 0 | 0 | 0 | 1 |
| Persons with Disabilities | Men 0 | 0 | 0 | 0 | 0 |
| | Women 0 | 0 | 0 | 0 | 0 |
| Openly LGBT | Men 1 | 0 | 0 | 0 | NC |
| | Women 0 | 0 | 1 | 0 | NC |

General Practice Areas

| GENERAL PRACTICE AREAS | EMPLOYER'S PRACTICE GROUP NAME | NO. OF PARTNERS/MEMBERS | NO. OF COUNSEL | NO. OF ASSOCIATES | NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS |
|--|--|-------------------------|----------------|-------------------|--|
| Bankruptcy | Bankruptcy and Financial Restructuring | 6 | 1 | 1 | 0 |
| Business, Corporate | Business Group | 38 | 4 | 17 | 0 |
| Labor and Employment | Employee Benefits | 8 | 2 | 4 | 0 |
| Energy | Environmental/Natural Resources/Toxic Tort | 11 | 2 | 1 | 0 |
| Labor and Employment | Labor and Employment Law | 20 | 9 | 4 | 0 |
| Intellectual Property Litigation | Litigation/Intellectual Property Group | 53 | 12 | 24 | 0 |
| Public, Municipal | Municipal Finance | 18 | 3 | 4 | 0 |
| Trusts and Estates | Personal Services | 9 | 0 | 4 | 0 |
| Government, Regulatory, Administrative | Public Affairs/Gaming | 15 | 2 | 0 | 1 |
| Real Estate, Land Use | Real Estate | 9 | 7 | 6 | 0 |
| Tax | Tax | 5 | 1 | 1 | 0 |

HIRING & RECRUITMENT

| LAWYERS | Began Work In | | | | Expected |
|-------------------------------------|---------------|-------------------------|------|-------------------------|----------|
| | 2014 | Prior Summer Associates | 2015 | Prior Summer Associates | 2016 |
| Laterals | 10 | 0 | 23 | 1 | 30 |
| Laterals (non-traditional track) | 2 | 0 | 3 | 0 | 1 |
| Post-Clerkship | 0 | 0 | 0 | 0 | 0 |
| Entry-level | 6 | 6 | 11 | 9 | 8 |
| Entry-level (non-traditional track) | 0 | 0 | 0 | 0 | 0 |
| LL.M.s (U.S.) | 0 | 0 | 0 | 0 | 0 |
| LL.M.s (non-U.S.) | 0 | 0 | 0 | 0 | 0 |
| SUMMER | | | | | |
| Post-3Ls | 1 | 0 | 1 | 0 | 1 |
| 2Ls | 9 | 1 | 8 | 0 | 11 |
| 1Ls | 2 | 0 | 2 | 0 | 2 |

Number of 2015 Summer 2Ls considered for associate offers 8

Number of offers made to summer 2L associates 6

General 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. The Firm's Director of Legal Personnel and Diversity works closely with the Firm's hiring partner, Personnel Committee and managing partners regarding recruiting and hiring practices. A number of internal initiatives such as firm-wide diversity training (started in 2006), and the creation and implementation of the Diversity Strategic Plan, have increased the overall awareness of and focus on diversity hiring during the recruiting process for new lawyers (just out of law school) and lateral lawyers. Specifically, in addition to traditional venues, the Firm has identified a number of organizations in different markets whose mission is to promote diversity and/or women and have a vehicle to broadcast employment opportunities to broader diverse audiences. For example, Ice Miller is a member of the Leadership Council on Legal Diversity (LCLD) and the Minority Corporate Counsel Association's Firm Affiliate Network (MCCA's FAN). In addition to posting lateral opportunities with the MCCA and participating in the LCLD 1L Scholars program, Ice Miller attorneys regularly participate in several regional programs offered by the LCLD and MCCA each year.

Diversity & Inclusion

Diversity Contact: Ms. Carrie Houston

Diversity Website/URL: <http://www.icemiller.com/careers/overview/diversity-inclusion/>

Organization Narrative

Ice Miller LLP believes in a work environment that is collaborative, friendly, and supportive. To maintain our culture, we are committed to building an environment where intelligent and diverse people want to work, individuals grow to develop and perform at their fullest potential, and our Ice Miller community has the protections of improved options regarding health, wellness and financial security. With offices in Columbus, Cleveland, Indianapolis, Chicago, DuPage County, Illinois, New York and Washington, D.C., our attorneys and professional staff are among the best and the brightest, and the Firm strives to create diverse and inclusive teams when possible.

Ice Miller supports the development needs of all of its employees. Each attorney participates in orientation, mentoring and training programs that include a meaningful evaluation system, career long mentor programs, and internal and external opportunities for professional development, leadership and management opportunities.

The culture of an organization is said to be a reflection of its leaders. Ice Miller benefits from strong leaders committed to an inclusive workplace. The Firm is proud of our group of highly motivated self-starters who have the flexibility to thrive in a fast-paced environment. Open doors are the standard in our Firm and our entire team develops close working relationships with one another. Ice Miller's environment remains innovative and flexible in order to respond to changes in the legal market, and be a pacesetter among law firms.

Ice Miller works with a strong commitment toward achieving cultural diversity and equal opportunity through the focused efforts of its Diversity and Inclusion Committee. The firm has had a Diversity and Inclusion Committee for over 14 years to help carry out its diversity and inclusion mission. The foundation of the committee's work is based upon the firm's internal diversity and inclusion strategic plan that focuses on the recruitment and retention of diverse attorneys, and the business case for diversity and inclusion to the Firm as a whole. The Diversity and Inclusion Committee works with the Personnel Committee and Professional Development Committee to encourage the hiring of diverse individuals, to maintain relationships with community and professional organizations with diversity initiatives, and to provide diversity training to our lawyers and staff. These committees implement policies, practices and efforts that align with our diversity and inclusion mission. While our Professional Development Committee focuses on the development of our attorneys as a whole, it is important that our community reflects the value we place on diversity, noted for example by a long history and tradition of developing female leaders. "The Firm's long history of successful women was not the result of any type of 'initiative,'" said Judy Okenfuss, managing partner at Ice Miller. "It evolved out of a belief that the best person should be hired for the job, regardless of gender." Over the course of multiple decades, the women of Ice Miller have influenced through leadership and management roles within and outside of the Firm, mentoring, training and leading by example. Further, creation of a diverse attorney retreat, focuses on networking, professional development, and Firm culture.

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