MULTI-OFFICE DATA
TAMPA, FL

FOWLER WHITE BOGGS

FOWLER WHITE BOGGS P.A.
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Hiring Attorney: **Mrs. Hala Sandridge**
Address Inquiries To:
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Manager - Recruiting and Professional Development
FOWLER WHITE BOGGS P.A.
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Total # offices: **5** Firm size range: **101-250**
offices on form: **5** NALP member? **Y**
Total # of Attorneys: **122** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business & Appellate Litigation	21	12
Commercial, Insurance & Health Care Lit	14	8
Employment & Immigration	11	3
Corporate	15	2
Tax, Trusts & Estates	8	3
Government, Environmental & Real Estate	21	4

COMPENSATION & EMPLOYMENT DATA:

	2011	BEGAN WORK IN		EXPECTED
Lawyers	Compensation	2009	2010	2011
Laterals		1 ( )	12 ( )	5
Post-clerkship		( )	1 ( )	
Entry-level	95000 /yr	5 ( )	5 (5)	4
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	1825 $/wk	4 ( )	( )	4
1Ls	$/wk			

2010 summer 2Ls considered for associate offers: **4** # offers made: **3**
Hire school term clerks? **Y**
1Ls hired? **TBD** When after 12/1 should 1Ls apply? **12/2**
Split summers allowed? **N** 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? **N** Students at non-US law schools? **N**
Hiring Criteria: **Generally seek students in the top 25% with entrepreneurial spirit.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **CBC**
Comp./prog. credit for judicial clerkship? **CBC**
Comp./prog. credit for other adv. degrees? **CBC**
Other compensation comments: **Summer associates who accept 1st year associate offers receive a $7000 signing bonus. All associates are eligible for a bonus at fiscal year end.**
PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info: **The firm offers shareholder and equity shareholder positions.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. (m) **2** (w) **ptrs/mbrs.** **1** (m) **4** (w) **oth. lawy.** **1** (m) **3** (w)
Elig. for alt. work sched. determined by: **Board of Directors**
Paid non-medical parental leave? **Y**
Comments: **Eligibility for associates being promoted while working a part-time schedule is based on demonstrating capabilities consistent with the firm's shareholder evaluation criteria.**
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	5	0	2	0
	Women	1	0	0	0
White	Men	56	15	3	3
	Women	18	12	4	1
Black/African American	Men	0	2	0	0
	Women	1	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	1	0	0
	Women	0	1	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	2	0	0	0
	Women	0	1	0	0
TOTAL	Men	63	18	5	3
	Women	20	14	2	1
	TOTAL NUMBER	83	32	7	4
Disabled	Men	0	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: **Our Diversity Committee is committed to ensuring the firms composition is representative of the diversity in our communities.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010 : **5** # job fairs/consortia attended in 2010 : **3**

BILLABLE HOURS: **2009** **2010**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **Y** If yes, number: **1800**
Hours policy details:

Is billable hour credit given for pro bono work? **N**
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?
Comments:

NARRATIVE: Associates begin employment in a practice area of interest. We believe this assignment facilitates the new lawyer's learning process and enables them to become involved in more substantive matters on an accelerated basis. Under the supervision of a senior attorney, an associate works closely with several lawyers in the group. Because of our focus on immediate specialization, our associates interact with clients and attend court early in their career.

Law students spending the summer with the firm encounter many of the same real life experiences as our practicing lawyers. In addition to many challenging substantive assignments, law students undertake our new attorney professional development program. This program offers practical courses not taught in law school, yet essential for successful lawyers, particularly in a private law firm setting. Billing Essentials and How to Make Good Writers Great are a few sample courses.

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.