

Basic Information

Faegre Drinker Firmwide
 Organization Size: 1262
 Office Size: 1029
Hiring Attorney: Mr. Nicolas Guzman
Hiring Attorney #2: Ms. Lauren Barta

Recruiting Contact: Ms. Dyana Barninger
 Senior Director of Lawyer and Consultant Recruiting
 2200 Wells Fargo Center
 90 South Seventh Street
 Minneapolis, Minnesota (MN) 55402
 United States
 dyana.barninger@faegredrinker.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 150000-215000
Summer Compensation
 2024 compensation for Post-3Ls (\$/week)
 2024 compensation for 2Ls (\$/week) 2884-4134
 2024 compensation for 1Ls(\$/week) 2884-4134

Partnership & Advancement

Does the firm have two or more tiers of partner? No
 If no, how many years is the partnership track?

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	338	172	67	9	53
	Women	164	224	57	12	41
	Non-binary	0	1	0	0	1
	Total	502	397	124	21	95
Latinx	Men	11	10	1	0	6
	Women	3	9	0	0	4
	Non-binary	0	0	0	0	0
White	Men	305	134	62	8	17
	Women	137	152	50	10	23
	Non-binary	0	1	0	0	0
Black or African American	Men	5	12	2	0	6
	Women	7	17	1	1	11
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	7	8	1	1	9
	Women	8	22	3	1	10
	Non-binary	0	0	0	0	1
Native American or Alaska Native	Men	0	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	4	2	0	0	0
	Women	6	13	3	0	3
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	2	8	1	0	4
	Women	4	14	0	0	8
	Non-binary	0	1	0	0	0
Veteran	Men	8	5	1	0	2
	Women	1	1	0	0	1
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Kelly Tautges
Pro Bono Counsel & Director
612-766-7000
kelly.tautges@faegredrinker.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.9
Average Hours per Attorney last year	35
Percent of associates participating last year	82
Percent of partners participating last year	63
Percent of other lawyers participating last year	57

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?	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

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	28	25	45	36	52
Entry-level (non-traditional track)	NC	NC	NC	NC	NC
Lateral Partners	NC	NC	NC	NC	NC
Lateral Associates	NC	NC	NC	NC	NC
All Other Laterals (non-traditional track)	NC	NC	NC	NC	NC
Post-Clerkship	NC	NC	NC	NC	NC
LL.M.s (U.S.)	NC	NC	NC	NC	NC
LL.M.s (non-U.S.)	NC	NC	NC	NC	NC
SUMMER					
Post-3Ls	NC	NC	NC	NC	NC
2Ls	43	9	49	15	63
1Ls	35	NC	46	NC	39

Number of 2023 Summer 2Ls considered for associate offers 49

Number of offers made to summer 2L associates 48

General Hiring Criteria

Our experience demonstrates that superior academic performance is fundamental. We also look for evidence of achievement, motivation, maturity, range of interests, teamwork and strong communication skills. We consider exhibited commitment to our core values: integrity, excellence, diversity and inclusion, shared commitment, teamwork and collaboration, mutual respect, and service to others.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Labor and Employment	Benefits and Executive Compensation	22	6	8	0	1
Litigation	Business Litigation	95	23	73	12	4
Real Estate, Land Use	Construction and Real Estate Litigation	17	4	19	1	0
Business, Corporate	Corporate	83	13	49	10	0

Banking, Finance	Finance & Restructuring	28	5	15	1	1
Government, Regulatory, Administrative	Government & Regulatory Affairs	35	7	14	1	3
Litigation	Health Care	12	4	8	1	1
Litigation	Insurance	35	11	22	3	3
Intellectual Property	Intellectual Property	51	12	39	4	2
Banking, Finance	Investment Management	12	4	10	1	0
Labor and Employment	Labor & Employment	32	8	27	2	2
Litigation	Private Client	14	2	5	0	2
Litigation	Product Liability and Mass Torts	40	9	48	8	1
Real Estate, Land Use	Real Estate	26	16	15	1	1

Diversity & Inclusion

Diversity Contact: Ms. Brita Horvath

Diversity Website/URL: <https://www.faegredrinker.com/en/about/diversity-and-inclusion#tab-Overview>

Organization Narrative

Welcome to Faegre Drinker! We are a firm committed to providing opportunities for our lawyers to grow and succeed in their legal careers. Our firm is best fit for those who are sincere in their work, authentic in their passion and thrive in environments that are open and collaborative. We are a firm who delivers excellence without arrogance.

Our approach to career development distinguishes us. Our multi-week training program for first-year associates introduces you to the practice of law, addressing topics like managing time and understanding client service, and provides concrete, skills-based training in practice group-specific topics. You will also develop close relationships with your classmates across the firm and connect with firm leadership.

The firm's Apprentice Program encourages first-year associates to take advantage of the various learning opportunities available at Faegre Drinker, including shadowing senior attorneys, attending practice-related events and joining client meetings. First-year associates can earn up to 50 hours of creditable time by engaging in these activities.

Our robust advisor system also contributes to your personal and professional development here. You'll be paired with a partner who is invested in you personally and professionally. You'll meet regularly and collaborate to figure out how you can get the work you want, develop your skills, and advance your career.

To further build on our approach to career development, we added a new role on our professional development team, Talent Advisor & Coach. This team is a dedicated resource to support associates in their growth and development, understanding feedback and tracking progress of your career goals. The relationship between Talent Advisor & Coach and associates is confidential.

Everything we do contributes to our culture of inclusion and belonging. We're committed to hiring, supporting, and retaining a diverse group of professionals and know that these goals require a sustained and long-term commitment. Diverse lawyers participate in our active Diversity Collective, which meets cross-office, holds annual retreats, and connects regularly with firm leaders and clients. Additionally, we are committed to our collective mental health and well-being and have numerous resources available. One of these resources includes a in-house well-being advisor and therapist.

At Faegre Drinker we recognize that in-person engagement plays an important role in establishing relationships that can positively impact career growth, development, and performance. We also acknowledge that there are many advantages to remote working environments. With these things in mind, we have adapted a hybrid-work model that allows a balance between the two. At our firm we provide the opportunity to both connect with your colleagues over lunch in the office or at in-office activities, along with the flexibility to work from home other days.

Through a culture that is rooted in client service excellence, mutual respect, collaboration & inclusion, Faegre Drinker is committed to your success.

Please join us!

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