

**Basic Information**

801 Grand Avenue  
33rd Floor  
Des Moines, IA 50309  
Organization Size: 1262  
Office Size: 38  
**Hiring Attorney:**  
Ms. Shannon Sole

**Recruiting Contact:**  
Ms. Emily Coveyou  
Associate Recruiting Manager  
2200 Wells Fargo Center  
90 South Seventh Street  
Minneapolis, Minnesota (MN) 55402  
United States  
emily.coveyou@faegredrinker.com

**Compensation & Benefits 333**

2024 compensation for entry-level lawyers (\$/year) 150,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week)

2024 compensation for 2Ls (\$/week) 2,884

2024 compensation for 1Ls(\$/week) 2,884

**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	11	9	2	0	2
	Women	1	8	2	0	2
	Non-binary	0	0	0	0	0
	Total	12	17	4	0	4
<b>Latinx</b>	Men	0	0	0	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
<b>White</b>	Men	9	8	2	0	1
	Women	1	8	2	0	1
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	1	0	0	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	1	1	2	1	1
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	0	0	3	0	1
LL.M.s (U.S.)	NC	NC	NC	NC	NC
LL.M.s (non-U.S.)	NC	NC	NC	NC	NC
<b>SUMMER</b>					
Post-3Ls	NC	NC	NC	NC	NC
2Ls	1	0	2	1	1
1Ls	1	0	2	0	1

Number of 2023 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

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
Litigation	Business Litigation	5	1	2	1	0
Business, Corporate	Corporate	3	0	5	0	0
Business, Corporate Government, Regulatory, Administrative Litigation	Insurance	0	1	1	0	0
Labor and Employment	Labor & Employment	0	0	1	0	0

Litigation	Product Liability & Mass Torts	4	2	4	3	0
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## 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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