

**MULTI-OFFICE DATA  
NASHVILLE, TN**

**BASS, BERRY & SIMS**

**BASS, BERRY & SIMS PLC**  
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Total # offices: 3 Firm size range: 101-250  
 # offices on form: 3 NALP member? Y  
 Total # of Attorneys: 219 Reporting for: All Offices

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011**

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	1	0	0	NC
	Women	0	1	0	NC
White	Men	87	52	6	NC
	Women	19	35	7	NC
Black/African American	Men	1	1	0	NC
	Women	2	3	0	NC
Nat. Hawaiian/ Other Pacific Is.	Men	0	1	0	NC
	Women	0	1	0	NC
Asian	Men	0	0	0	NC
	Women	0	1	0	NC
Amer. Indian/ Alaska Native	Men	0	0	0	NC
	Women	0	0	0	NC
2 or More Races	Men	0	1	0	NC
	Women	0	0	0	NC
TOTAL	Men	89	55	6	3
	Women	21	41	7	7
TOTAL NUMBER		110	96	13	10
Disabled	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
Openly GLBT	Men	1	2	1	NC
	Women	1	1	0	NC

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate	25	28
Health	8	15
Labor	6	4
Litigation	43	42
Public Finance	7	1
Estate	1	1
Employee Benefits/Executive Compensation	4	2
Intellectual Property - Transactional	2	4
Commercial Lending/Real Estate	14	12

**COMPENSATION & EMPLOYMENT DATA:**

	2011 Compensation	BEGAN WORK IN:		EXPECTED:
		2009	2010	2011
Lawyers				
Laterals		1 (0)	4 (0)	8
Post-clerkship		0 (0)	2 (2)	2
Entry-level	110,000 /yr	1 (1)	11 (11)	13
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	1800 \$/wk	20 (0)	11 (0)	10
1Ls	\$/wk	0	0	0

# 2010 summer 2Ls considered for associate offers: 11 # offers made: 5  
 Hire school term clerks? **NCB**  
 1Ls hired? **N** When after 12/1 should 1Ls apply? **N/A**  
 Split summers allowed? **Y** If yes, minimum weeks: **6**  
 Comments: **Currently, our firm offers a second-half only summer program**  
 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: **Our firm looks for motivated candidates who possess strong academic records and interpersonal skills and who aspire to work in a team environment.**  
**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**  
 Judicial clerkship bonus? **Y**  
 Comp./prog. credit for judicial clerkship? **Y**  
 Comp./prog. credit for other adv. degrees? **N**  
 Other compensation comments: **The firm provides a bonus and gives credit for both compensation and seniority purposes to associates joining the firm directly from a federal court clerkship.**  
**PARTNERSHIP DATA:** Two or more tiers? **Y**  
 Additional partnership prog. info: **Consideration for membership depends on individual performance and perceived readiness.**

**WORK/LIFE INFORMATION:**

Part-time allowed? **Y** Part-time avail. to entry-level? **N**  
 # p-t assoc. 1 (m) 6 (w) ptrs/mbrs. 0 (m) 4 (w) oth. lawy. 4 (m) 8 (w)  
 Elig. for alt. work sched. determined by: **Practice Chair, Executive Committee**  
 Paid non-medical parental leave? **Y**  
 Comments: **The firm offers parental leave to primary and non-primary caregivers upon the birth or adoption of a child**

**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

(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 firm is committed to building a workplace rich in diversity that reflects our clients and the communities we serve.**

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

# schools visited in 2010: 3 # job fairs/consortia attended in 2010: 2

**BILLABLE HOURS:**

	2009	2010
Avg annual assoc. hrs worked:	1985	2068
Avg. annual assoc. billable hrs:	1707	1827
Is there a minimum billable hours expectation? <b>Y</b>	If yes, number: 1850	
Hours policy details: <b>Associates are expected to bill between 1,850 and 2,050 hours annually.</b>		

Is billable hour credit given for pro bono work? **Y**  
 Is there a maximum that will be credited? **Y** If yes, what? **50**  
 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? **N**  
 Comments:

**NARRATIVE:** Bass, Berry & Sims PLC has developed a reputation as one of the Southeast's most respected law firms. Our firm focuses on the legal aspects of business needs, which encourages us to be creative in our search for the right solution. We distinguish ourselves by delivering consistently superior service and advice that is always client-centered. It's part of a philosophy that is committed to excellence. One-on-one relationships are at the heart of our client interaction. And inside our walls we promote a team approach to addressing our clients' challenges by maintaining a cohesiveness and sense of community. We further foster this team atmosphere by encouraging our associates to assume significant responsibility for client matters early in their careers. We represent more than 30 publicly traded and Fortune 500 companies and have been involved in some of the largest and most important business and litigation matters in the country

**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.**