NALP LAW FIRM Questionnaire
2004-2005 Academic Year

This form reflects information for:
☐ one office only
☑ multiple offices

Date completed April 2004
NALP member Y ☑ N ☐

Office size (attys): ☐ 2-10 ☐ 11-25 ☐ 26-50 ☑ 51-100 ☐ 101-250 ☐ 251-500 ☐ 501+

Total firm size (attys): ☐ 2-10 ☐ 11-25 ☐ 26-50 ☑ 51-100 ☐ 101-250 ☐ 251-500 ☐ 501+

CONTACT INFORMATION

Firm: Smith Haughey Rice & Roegge
Street Address: 250 Monroe Avenue, NW, Suite 200
City: Grand Rapids State/Province: MI Zip: 49503 Country: USA
Tel: (616) 774-8000 Fax: (616) 774-2461

Hiring Attorney: Thomas R. TerMaat
ADDRESS INQUIRIES TO: ☐ Ms. ☑ Mr.
Name: Thomas R. TerMaat
Title: Hiring Partner
Firm: Smith Haughey Rice & Roegge
Address: 250 Monroe Avenue, NW, Suite 200
Grand Rapids, MI 49503
Phone: (616) 458-6295
E-mail: ttermaat@shrr.com
Web site: http://www.shrr.com

DEMOGRAPHICS (as of 2-1-2004)

Size of Office Completing Form

Ptrs/Mems	40	Paralegals	11
Of Counsel	4	Other Prof.	
Associates	13	Support	61
Senior Attys.		School-Term	
Staff Attys.		Law Clerks	
Total Attys.	57		

Other Offices

City	No. Attys
Traverse City, MI	18
East Lansing, MI	4
Ann Arbor, MI	4

as of 2-1-2004	Ptrs/Mems	Of Counsel	Assocs.	Senior Attys.	Staff Attys.	Summer 04
Men	49	5	13			2
Women	7	2	7			4
Totals	56	7	20			6
Black						2
Hispanic						
Am. Ind./Alsk.						
As. & Pac. Isl.						
Multi-Racial						
Disabled						
Openly Gay						
as of 2-1-2003	Ptrs/Mems	Of Counsel	Assocs.	Senior Attys.	Staff Attys.	Summer 03
Men	50	4	12			2
Women	7	2	6			2
Totals	57	6	18			4
Black			1			
Hispanic						
Am. Ind./Alsk.						
As. & Pac. Isl.						1
Multi-Racial						
Disabled						
Openly Gay						

PRIMARY PRACTICE AREAS	No. Ptrs/Mems & Of Counsel	No. Other Lawyers
Medical Malpractice		
General Civil Litigation		
Governmental Law		
Appellate		
Business & Property Law		
Workers Compensation		
Health Law		
Transportation and No-Fault		
Employment & Labor Law		
Professional Malpractice		
Criminal Law		

EMPLOYMENT DATA

Number in parens ( ) represents former summer associates

		Hired	Expected Hires	
		2003	2004	2005
Attorneys	Laterals	4 ( )		
	Post-clerkship	4 ( )	2	
	Entry-level	( )	2	
	LLMs	( )		
	Foreign LLMs	( )		
Summer	Post-3Ls	( )		
	2Ls	3 ( )	5	
	1Ls	1	1	

No. 2003 summer 2Ls considered for associate offers 3
No. offers made 3
Split summers allowed? Y ☐ N ☑ Min. weeks:
1Ls hired? Y ☐ N ☐ Other Minority Clerkship
When after 12/1 should 1Ls apply?
Accept applications for 2005 summer program from:
Joint degree applicants graduating in 2006 or later?
Y ☐ N ☑ Considered as 1L ☐ 2L ☐
Judicial clerks? Y ☐ N ☐
Students at foreign law schools? Y ☐ N ☐
Hiring criteria Top one-third (33 1/3%)

	2003	2004
Avg. annual assoc. hrs. worked		
Avg. annual assoc. billable hrs		
Min. assoc. billable hrs.		
1L summer $/week	$ $1,050	$ $1,115
2L summer $/week	$ $1,050	$ $1,115
Post-3L summer $/week	$	$
Entry-level base $/year	$	$

Notes:

Firm: Smith Haughey Rice & Roegge

PARTNERSHIP DATA	99	00	01	02	03
Lawyers promoted to ptrs/mems	___	2	3	2	0

Two or more tiers? Y ☑ N ☐
Partnership track (yrs): 6.5
Notes:

BENEFITS Health, Disability and Life Insurances, Profit Sharing, 401 (K) match, Professional Membership Dues, Bar Review Course and CLE

PRO BONO Encouraged

OTHER DATA
Work assignments: Departmentalized? Y ☐ N ☐
Rotation? Y ☐ N ☐ Length: _____
Part-time allowed? Y ☐ N ☐ case by case (cbc) ☑
Part-time available to entry level? Y ☐ N ☐ cbc ☐
No. part-time assoc. _____ No. part-time ptrs. _____
PUBLIC INTEREST FELLOWSHIPS _____

MINORITY RECRUITMENT EFFORTS
Smith Haughey Rice & Roegge is an active participant in a minority clerkship program sponsored by the Grand Rapids Bar Association and encourages minority applications.

CAMPUS INTERVIEWS

State your organization's non-discrimination policy:
Smith Haughey Rice & Roegge promotes opportunities and prohibits discriminatory practices on the basis of race, color, sex, creed, religion, height, weight, national origin, marital status or handicap.

NARRATIVE *(No attachments, please):*

Our summer associate program is structured to provide the summer associate and the firm with the best possible opportunity to know each other in preparation to make a career and hiring decision. All assignments are coordinated through a hiring partner who will ensure that the summer associate has a broad exposure to the firm, its members and the various practice areas. Weekly meetings are held to review the attorneys' schedules for the upcoming week in an effort to provide the summer associates opportunities to attend and observe motions, lay and expert depositions, mediations and trials. The hiring partner serves as a "mentor," answering questions, providing feedback and facilitating assimilation of the summer associate within the firm.

You will find that Smith Haughey is an excellent place to practice law. It has always been our philosophy to train and develop our new attorneys by providing them with challenging opportunities for professional growth as soon as the associate is sworn in after passing the bar exam. Smith Haughey also solicits and encourages direct associate input on matters of firm management through committee membership and attendance at firm meetings. Smith Haughey has a reputation among the bench and bar as highly competent lawyers who practice with integrity and professional courtesy. Shareholders, associates, administrators, paraprofessionals, staff and secretarial staff treat each other with mutual respect, fairness and kindness. Smith Haughey is committed to its appreciation of diversity and service to the community.

NALP is fundamentally committed to the accessibility of the legal profession to all individuals of competence and requisite moral character. NALP is strongly opposed to discrimination which is based upon gender, age, race, color, religious creed, national origin, disability, marital, parental, or veteran status, sexual orientation, or the prejudice of clients related to such matters.

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