

COLLECTIVE FORM: No

Holland & Knight LLP - New York
195 Broadway, 24th Floor, New York, NY 10007, Tel: (212) 513-3200, Fax: (212) 385-9010, www.hklaw.com

DEMOGRAPHICS (as of 2/1/2004)

Ptrs/Membs Of Counsel	64
Associates	1
Senior Attys.	63
Staff Attys.	8
Total Attys.	136
Paralegals	18
Other Prof Support	126
School-Term Clerks	

PRIMARY PRACTICE AREAS	No Ptrs/Membs & Of Counsel	No Other Lawyers
International	22	19
Litigation	7	14
Corporate Securities & M&A	13	10
Structured Finance & Tax & Real Estate	14	10
Maritime	9	6
Aviation, Product Liability & Mass Tort	9	9
Labor & Employment	2	3
Trusts & Estates	10	
White Collar Crime	2	4
Bankruptcy	4	3

Hiring Attorney: Michael Student
ADDRESS INQUIRIES TO:
Ms. Laura Erickson
Attorney Recruitment Coordinator
Holland & Knight LLP - New York
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	(as of 2/1/2004)				(as of 2/1/2003)							
	Memb	Of Couns	Ascs	Sr Attys	Staff Attys	Summ04	Pb/Memb	Of Count	Asces	Sr An s	Staff Any	Summ03
Men	56	1	30	4		4	56		34	3		2
women			33	4		1	8		29	2		3
Totals	64	1	63	8	0	5	64	0	63	5		5
Slack			3			1			2			
Hispanic	1		2				1		2			
Am. Ind/Alsk.									1			
As. & P. Ist.	1		3				1		2			2
Multi-Racial												
Disabled												
Openly Gay			2			2			2			

BENEFITS: 4 wks. vacation; medical/dentallife/disability ins.; dependent ins. (addl); domestic partner coverage; 12 wks. maternity leave; long term care (addl); pre-tax plans for dependent, medical/dental, addl life or dependent care exp; transport & parking subsidy;EAP;401 (K); emerg./sick child day care; CLE&bar.

PRO BONO: Our pro bono policy commits 50 hours per year per lawyer to pro bono work, valued at \$7.5 million annually. In 1989, the Community Services Team was established to devote full-time efforts to public interest law. Two full-time lawyers rotate through the CST.

PUBLIC INTEREST FELLOWSHIPS: Chesterfield Smith Fellowships are awarded to students with outstanding academics and a commitment to community service. Fellows join the summer program and, after law school, serve on the CST for 2 years after which they join a practice area as a 3rd year associate.

MINORITY RECRUITMENT EFFORTS: We are committed to the development of a diverse workforce from across racial, gender, age, ethnic, national, sexual orientation and religious lines to provide to our clients the benefit of an experienced and diverse pool of professionals.

NON-DISCRIMINATION POLICY: Holland & Knight is committed to providing equal employment opportunity by recruiting, hiring, training, promoting and compensating employees without regard to race, color, religion, gender, national origin, age, marital status, sexual orientation or disability.

NARRATIVE:

Holland & Knight has achieved a balance between growth and stability, providing outstanding career opportunities for lawyers at all levels. The firm is well known for its high-quality work, client service, community service, as well as promoting a quality-of-life-ethic throughout the firm. Our goal is to make a positive difference for our clients, our communities, our profession and the lives of our partners, associates, staff and their families. This goal is clearly stated in the Holland & Knight Commitment, which guides the actions of the firm, our attorneys and our administrative staff.

Our focus has helped us grow nationally and internationally into one of the country's largest law firms, attracting merged firms, lateral partners and new associates who are highly competent and have similar values. Most recently, Holland & Knight expanded into Los Angeles, Seattle, Portland, Chicago, San Antonio, Bethesda and Annapolis, following New York City and Northern Virginia expansions. In 1998, the firm opened offices in Boston and Providence. The firm's 1998 joint venture with the Mexico City law firm of Gallastegui Y Lozano began our international expansion, which continued during 1999 and 2000, when the firm entered into formal professional relationships with Haim Samet, Steinmetz, Haring & Co. Advocates In Israel and Evaldo Ramos-Aduogados Asociados in Sao Paulo and Rio de Janeiro, Brazil.

Our associates are engaged in all types of client matters and work closely with partners, learning and developing from their guidance. We believe in helping our associates grow personally and professionally to reach their full potential as our future partners. To aid associates in their development, Holland & Knight has an Associate Evaluation Program, which is designed to periodically provide each associate with a formal evaluation that is especially meaningful and constructive. We have a formal mentoring program in which associates are assigned mentors to help guide their work and careers.

The Holland & Knight Institute was created in 1997 to serve as an In-House University to facilitate CLE programs and learning across the firm, and to clients and corporate institutional partners.

In keeping with the Holland & Knight Commitment, firm lawyers have a lengthy and distinguished record of dedication to public service activities, and officers of charitable organizations and local, state and national bar associations. Holland & Knight is the only firm in the history of the ABA to have two lawyers elected to serve as President: Chesterfield Smith - 1973 to 1974 and Martha Barnett - 2000 to 2001. Since 1989, Holland & Knight has funded a firmwide Community Services Team to represent pro bono matters of major significance for individuals, groups and causes that would not otherwise be represented.

Holland & Knight's summer associate program is structured to provide exposure to as many practice areas as possible. Through in-house training, video conferencing and assignments, summer associates work on matters in diverse practice areas, observe conferences, negotiations, oral arguments, closings, depositions, hearings and trials, providing a broad foundation to assist them in selecting an area of practice in which to specialize as a lawyer.

Additional Offices (as of 1/31/04):

Los Angeles: 58 attys.; Jacksonville: 43 attys.; Ft. Lauderdale: 38 attys.; Northern Virginia: 32 attys.; Tallahassee: 31 attys.; San Francisco: 26 attys.; Providence: 22 attys.; St.Petersburg: 19 attys.; Seattle: 18 attys.; Portland: 16 attys.; West Palm Beach: 15 attys.; Lakeland: 15 attys.; San Antonio: 12 attys.; Bethesda: attys.; Rancho Santa Fe: 7 attys.; Bradenton: 3 attys.; Annapolis: 2 attys.

EMPLOYMENT INFORMATION

Office size (attys): 101-250 Total firm size(attys): 501+
Number in parens () represents former summer associates

	Hired	Expected Hires	
Attorneys	2003	2004	2005
Laterals	6 ()	12	12
Post-clerkship	()		
Entry-level	10 (9)	5	6
LLMs	()		
Foreign LLMs	()		
Summer	2003	2004	2005
Post-3Ls	()		
2Ls	5 ()	5	6
1Ls			

No. 2003 summer 2Ls considered for associate offers: 5
No. offers made: 5
Split summers allowed: C Min. weeks: 8
ILs hired? cbc Other:
When after 12/1 should ILs apply? January 1
Accept applications for 2005 summer program from:
Joint degree candidates graduating in 2007 or later? Yes
Considered as 1L: cbc 2L: Yes
Judicial clerks? Yes
Students at foreign law schools? case-by-case
Hiring Criteria: We seek to hire highly motivated candidates who have demonstrated achievement in their academic, business and work experience. We prefer to recruit students who have law school journal experience and show an interest in our fields of practice.

	2003	2004
Avg. annual assoc. hrs worked		
Avg. annual assoc. billable hrs.		
Min. annual assoc. billable hrs.	1900	1900
1L summer \$/week	\$2,200	\$2,200
2L summer \$/week	\$2,400	\$2,400
Post 3-L summer \$/week		
Entry-level base \$/yr	\$125,000	\$125,000
Other compensation:		

OTHER DATA

Work Assignments: Departmentalized? Yes
Rotation? No

Notes:
Part-time allowed? Yes
Part-time available to entry level? case-by-case
No. part-time assoc.: 3 No. part-time ptrs.:

PARTNERSHIP DATA

Lawyers promoted to Ptrs/Membs:	1999	2000	2001	2002	2003
	3	0	3	2	2

Two or more tiers? Yes
Partnership track (yrs.): 7-9 years
Notes:

OTHER OFFICES:	(City, State, No. of Lawyers)
Washington	DC 161 Tampa FL 96
Chicago	IL 161 Atlanta GA 62
Boston	MA 126 Orlando FL 57
Miami	FL 106 Add'l-See Narrative

CAMPUS INTERVIEWS:

Bafl Hall	Boston College
Boston University	Chicago
Columbia	Cornell
Duke	Emory
Fordham	George Washington
Georgetown	Harvard
Hofstra	Illinois
Michigan	NYU
North Carolina	Northwestern
Pennsylvania	USC
Stanford	Texas
UCLA	Vanderbilt
Virginia	Washington and Lee
University of Washington	Yale