

LANE POWELL PC
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 Hiring Attorney: **Ms. Gwendolyn Payton**
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Lane Powell PC
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Total # offices: **5** Firm size range: **101-250**
 NALP member? **Y** Office size range: **101-250**
 Total attys in this office: **112**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Aviation	1	1
Complex Litigation	42	17
Construction	6	4
Creditors Rights	6	4
Employment	9	11
Immigration	1	1
Insurance Litigation	5	8
Intellectual Property	6	5
Mergers & Acquisitions	20	5
Real Estate	11	5
Tax	7	2
Trusts and Estates	5	2
(practice area numbers are firmwide)	0	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		6 ()	7 ()	4-5
Post-clerkship		()	()	
Entry-level	115,000* /yr	3 (3)	4 (4)	2
LLMs (US)		()	()	1
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	2000 \$/wk	()	()	2
1Ls	2000 \$/wk			1

2010 summer 2Ls considered for associate offers: **2** # offers made: **2**
 Hire school term clerks? **CBC**
 1Ls hired? **TBD** When after 12/1 should 1Ls apply?
 Split summers allowed? **N** If yes, minimum weeks:
 Comments:
 Accept applications for 2012 summer program from:
 Joint degree students graduating in 2014? **Y**
 Evening students graduating in 2014? **Y**
 Judicial clerks? **Y** Students at non-US law schools? **N**
 Hiring Criteria: **We seek well-rounded individuals with high academic credentials and a strong commitment to the Pacific Northwest and its communities.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus?
 Comp./prog. credit for judicial clerkship?
 Comp./prog. credit for other adv. degrees?
 Other compensation comments: *** Entry-level salary based on 1850 minimum billable hours (including up to 100 hours pro bono.) Stipend (\$5000) in lieu of salary during bar review and exam; bar review and exam expense**
PARTNERSHIP DATA: Two or more tiers? **Y**
 Additional partnership prog. info: **Eligible for partnership consideration after 7 to 8 years.**

WORK/LIFE INFORMATION:

Part-time allowed? **Y** Part-time avail. to entry-level? **CBC**
 # p-t assoc. **0** (m) **3** (w) ptrs/mbrs. **0** (m) **3** (w) oth. lawy. **6** (m) **1** (w)
 Elig. for alt. work sched. determined by:
 Paid non-medical parental leave? **Y**
 Comments: **paid bonding leave**

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? **Y** Upward reviews? **N**
 Evaluations: **Annual** Professional development staff? Billable hours credit for training time? **N**
 Rotation for jr. associates between departments/practice groups? **CBC**
 Is rotation mandatory? **N**

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	0	1	0	0
	Women	0	1	0	0
White	Men	50	15	7	0
	Women	18	12	2	0
Black/African American	Men	1	0	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	1	0	0
	Women	0	0	0	0
Asian	Men	2	0	0	0
	Women	1	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	1	0	0	0
	Women	0	0	0	0
TOTAL	Men	54	17	7	1
	Women	19	13	2	1
TOTAL NUMBER		73	30	9	2
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	UNK	UNK	0	UNK
	Women	UNK	UNK	0	UNK

(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: **George V. Powell Diversity Scholarship, Northwest Minority Job Fair, Puget Sound Minority Clerkship Program, Diversity Committee**

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

schools visited in 2010: **3** # job fairs/consortia attended in 2010: **1**

BILLABLE HOURS: 2009 2010

Avg annual assoc. hrs worked:
 Avg. annual assoc. billable hrs:
 Is there a minimum billable hours expectation? **Y** If yes, number: **1850**
 Hours policy details:

Is billable hour credit given for pro bono work? **Y**
 Is there a maximum that will be credited? **Y** If yes, what? **100**
 For bonus consideration, is a pro bono hour equivalent to a billable hour?

PRO BONO INFORMATION: Firm-wide Office specific
 % firm billable hours: **4.8** avg. hrs. per attorney: **70**
 Participation: **80** % assoc. **71** % ptrs/mbrs **79** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship?
 Comments:

NARRATIVE: Lane Powell PC is a leading Pacific Northwest multi-specialty law firm providing a wide range of legal services in business, employment, and litigation for emerging and established businesses, and individuals for more than 135 years. Our firm's Mission Statement is to: 1) Understand our clients' needs and exceed their expectations; 2) Provide the highest quality legal services; 3) Offer a challenging, nurturing, diverse, and respectful work environment with opportunities for professional growth; 4) Participate in the life of our communities; and 5) Generate successful financial results. We provide excellent opportunities for summer associates to work with our different practice groups and allow summer associates to choose from a wide variety of work assignments. We seek to provide substantive legal experience and client contact and offer as complete a view of our practice as possible, including attendance at trials, depositions, and hearings.

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.