

### Basic Information

1420 Fifth Avenue, Suite 4200  
P.O. Box 91302  
Seattle, WA 98111-9402  
Organization Size: 184  
Office Size: 120  
**Hiring Attorney:**  
Ms. Laura Marquez-Garrett

**Recruiting Contact:**  
Mr. Len Roden  
Manager of Attorney Recruiting  
1420 Fifth Avenue, Suite 4200  
P.O. Box 91302  
Seattle, Washington (WA)  
98111-9402  
United States  
**Phone:** 206-223-6123  
careers@lanepowell.com

### Compensation & Benefits

2020 compensation for entry-level lawyers (\$/year) 150,000  
**Summer Compensation**  
2020 compensation for Post-3Ls (\$/week)  
2020 compensation for 2Ls (\$/week) 2,900  
2020 compensation for 1Ls(\$/week)

### Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track?  
How many years is the equity track?

### Pro Bono/Public Interest

Mike Nesteroff  
Co-Chair, Pro Bono Committee  
206-223-7000  
nesteroffm@lanepowell.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide  
% Firm Billable Hours last year 4  
Average Hours per Attorney last year 65  
Percent of associates participating last year 82  
Percent of partners participating last year 57  
Percent of other lawyers participating last year 42

### 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? Case-by-case  
Is rotation mandatory? 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? Yes

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 42	17	7	4	0
	Women 24	11	6	1	5
	Non-binary 0	0	0	0	0
	Total 66	28	13	5	5
<b>Latinx</b>	Men 0	2	0	0	0
	Women 1	0	0	0	0
	Non-binary 0	0	0	0	0
<b>White</b>	Men 38	15	7	0	0
	Women 19	10	6	1	1
	Non-binary 0	0	0	0	0
<b>Black or African American</b>	Men 1	0	0	0	0
	Women 0	1	0	0	1
	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	0
	Women 2	4	0	0	2
	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	1
	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 0	0	0	1	0

	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	1	0	0	1	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	4	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

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## 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
Admiralty, Maritime, Aviation	Transportation	27	0	8	0	3
Appellate	Appellate	3	0	0	0	0
Banking, Finance	Finance & Banking	12	1	3	0	0
Bankruptcy	Creditors' Rights	9	1	3	0	0
Business, Corporate	Corporate, Securities, M&A	22	4	10	0	0
Business, Corporate	Immigration	2	0	2	0	0
Business, Corporate	Start Ups and Emerging Companies	12	1	10	0	0
Government, Regulatory, Administrative	Government Law	10	2	2	0	0
Intellectual Property	IP Litigation	3	0	0	0	0
Intellectual Property	Transactional IP	5	0	3	0	0
International	International Arbitration	5	0	1	0	0
Labor and Employment	Labor, Employment & Employee Benefits	14	7	4	0	0
Litigation	Commercial Litigation	47	4	13	1	0
Litigation	Senior Living and Long Term Care	20	3	7	0	0
Real Estate, Land Use	Construction	17	2	5	0	0
Real Estate, Land Use	Real Estate	13	3	3	0	0
Tax	Tax	8	2	0	0	0
Trusts and Estates	Private Client Services	8	0	3	0	0

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2018	Prior Summer Associates	2019	Prior Summer Associates	2020
Entry-level	1	1	2	2	1
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	2	0	0
Lateral Associates	10	0	6	0	0
All Other Laterals (non-traditional track)	3	0	7	0	0
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	2	0	1	0	3
1Ls	2	0	1	0	2

Number of 2019 Summer 2Ls considered for associate offers 1

Number of offers made to summer 2L associates 1

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## Diversity & Inclusion

**Diversity Contact:** Ms. Melissa Berry

**Diversity Website/URL:** <http://www.lanepowell.com/diversity/>

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## Organization Narrative

Lane Powell is a Pacific Northwest law firm with a national — and international — reach. Our approximately 200 attorneys are trusted counsel, advisors and advocates for individuals, small and large businesses, including Fortune 50 companies. Since 1875, clients have relied on Lane Powell's exceptional legal acumen and forward-thinking approach to resolve their most complex business, litigation and regulatory challenges.

With offices throughout Washington, Oregon and Alaska, we're thoroughly versed in the industries of the Pacific Northwest as well as the legal issues that face our clients on a regional, national and international level.

Many of our attorneys are leaders in their field and receive national recognition in their practice. Our clients benefit not only from some of the best legal minds, but the best business minds too: attorneys who are intimately familiar with the business environment, and know the emerging risks and opportunities of their industries and practice groups.

We emphasize a team approach and shared accountability for solving problems. In the business world, specialization is increasing and our multiple practice areas and industry groups reflect this process. Our clients benefit from the extensive experience of individual attorneys as well as the collective capabilities of our teams — attorneys who thrive on putting their minds and experience together to come up with creative, cost-effective and positive resolutions.

We're in it for the long haul. There's a reason we've enjoyed long-term relationships with Nordstrom and many other clients. First and foremost, we don't take our relationships for granted. We work with clients to build their business. We offer forward-thinking, long-term legal resolutions, not shortsighted approaches. We're dedicated to helping our communities thrive. We have strong ties to more than the business communities of the Pacific Northwest. As a firm and as individuals, we are involved directly in a wide variety of worthwhile organizations that have significantly contributed to community progress, which is why Lane Powell constantly remains one of the Top 75 Corporate Philanthropists in the Puget Sound region and Portland area by *Puget Sound Business Journal* and *Portland Business Journal*.

We have a commitment to diversity and inclusion, including initiatives focused on mentoring, hiring and fostering an inclusive workplace. A sampling of these initiatives includes diversity scholarships for law students, participation in the national Leadership Council on Legal Diversity, and a generous bonding leave package. We are proud to have consistently received a perfect score on the Human Rights Campaign's annual Corporate Equality Index since 2016.

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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.

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