MULTI-OFFICE DATA
SALT LAKE CITY, UT

BTJD

BENNETT TUELLER JOHNSON & DEERE
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Hiring Attorney: **Mr. David M. Kono**
Address Inquiries To:
Mr. David M. Kono
Hiring Partner
Bennett Tueller Johnson & Deere
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Salt Lake City, UT 84121
801-438-2000 attorneys@btjd.com

Total # offices: **2** Firm size range: **26-50**
offices on form: **2** NALP member? **Y**
Total # of Attorneys: **33** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation, Business, Estate	**16**	**17**

COMPENSATION & EMPLOYMENT DATA:

	2008	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2006**	**2007**	**2008**
Laterals		**3** ( )	**3** ( )	**2**
Post-clerkship		**2** ( )	**3** ( )	**2**
Entry-level	**95.000** /yr	**1** ( )	( )	
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	**1827.00** $/wk	( )	( )	
1Ls	$/wk			

2007 summer 2Ls considered for associate offers: **2** # offers made: **2**
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply?
Split summers allowed? **Y** If yes, minimum weeks: **6**
Comments:
Accept applications for 2009 summer program from:
Joint degree students graduating in 2011? **N**
Evening students graduating in 2011? **N**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **BTJD is hiring students in the top 20% of their class who are bright, enthusiastic and posses strong interpersonal skills.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **N**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments:

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **6.5**
Additional partnership prog. info:

WORK/LIFE INFORMATION:
Part-time allowed? **N** Part-time avail.to entry-level?
 # p-t assoc. 0 (m) **0** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **0** (w)
Elig. for alt. work sched. determined by:
Paid non-medical parental leave? **N**
Comments:

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

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008

As of Feb. 1, 2008		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Black/African American	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**1**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**1**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**16**	**15**	**2**	**2**
	Women	**0**	**0**	**0**	**0**
	TOTAL NUMBER	**16**	**15**	**2**	**2**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**

(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:

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2007 : **2** # job fairs/consortia attended in 2007 : **0**

BILLABLE HOURS: **2006** **2007**
Avg annual assoc. hrs worked: **1850** **1850**
Avg. annual assoc. billable hrs: **1850** **1850**
Is there a minimum billable hours expectation? **Y** If yes, number: **1800**
Hours policy details:

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

NARRATIVE: We are actively seeking qualified new lawyers and lateral hires to join our firm. In addition to seeking the brightest attorneys, we are looking for individuals who, like us, are interested in growing our emerging firm.

We practice law at the most sophisticated levels but in an environment that is decidedly different from other law firms. From the very beginning, our associates are encouraged, and given the opportunity, to acquire client development and client service skills. We provide our associates with significant responsibility earlier than most other firms. As a result, our junior lawyers receive better training and experience than they would in larger firms. Specifically, several of our lateral hires have come from some of the largest law firms in the United States; without exception, each has noticed a significant and welcome difference from their previous law firm experiences with respect to client contact and responsibility.

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.