

DAVIS WRIGHT TREMAINE LLP - PORTLAND
1300 S.W. FIFTH AVENUE, SUITE 2300, PORTLAND, OR 97201
Ph: (503)241-2300, Fax: (503)778-5299, www.dwt.com

Total # offices: **9** Firm size range: **251-500**
 NALP member? **Y** Office size range: **51-100**
 Total attys in this office: **92**

Hiring Attorney: **Mr. John Cameron**
 Address Inquiries To:
Mr. Dan DiResta

Recruiting Coordinator
DAVIS WRIGHT TREMAINE LLP - PORTLAND
1300 S.W. Fifth Avenue, Suite 2300
Portland, OR 97201
(503) 241-2300 dandiresta@dwt.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	10	17
Business Transactions	11	11
Real Estate	6	6
Environmental	4	0
Employee Benefits	2	1
Employment	2	1
Bankruptcy	4	0
Commercial Transactions	2	1
Trusts & Estates	2	1
Intellectual Property	1	2
Health	2	0
Media	1	0
International	1	0
Business Tax	1	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		8 (0)	4 (0)	TBD
Post-clerkship		0 (0)	0 (0)	TBD
Entry-level	110,000 /yr	7 (5)	5 (4)	6
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	2000 \$/wk	1 (0)	0 (0)	0
2Ls	2000 \$/wk	5 (2)	6 (2)	7
1Ls	2000 \$/wk	2	2	3

2007 summer 2Ls considered for associate offers: **6** # offers made: **5**

Hire school term clerks? **N**
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **ASAP**
 Split summers allowed? **CBC** If yes, minimum weeks:
 Comments:

Accept applications for 2009 summer program from:
 Joint degree students graduating in 2011? **Y**
 Evening students graduating in 2011? **Y**
 Judicial clerks? **Y** Students at non-US law schools? **N**
 Hiring Criteria: **Academic excellence (top 20-25% of class). We seek highly motivated professionals with a sense of entrepreneurship and a desire to build a career. Demonstrated commitment to NW a definite plus.**
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
 Judicial clerkship bonus?
 Comp./prog. credit for judicial clerkship?
 Comp./prog. credit for other adv. degrees?
 Other compensation comments:

PARTNERSHIP DATA: Two or more tiers? **N** Partnership track (years): **7.5**
 Additional partnership prog. info: **A longer admission period will be appropriate in some cases, and a shorter period in others. Individual development and individual cases generally control admission decisions.**

WORK/LIFE INFORMATION:
 Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. (m) **2** (w)ptrs/mbrs. (m) **2** (w)oth. lawy. (m) (w)
 Elig. for alt. work sched. determined by: **Committee**
 Paid non-medical parental leave? **Y**
 Comments: **Davis Wright Tremaine is committed to working with its lawyers to balance their need for flexible working arrangements with the financial realities of our practice.**

TRAINING AND PROFESSIONAL DEVELOPMENT:
 Coaching/mentoring program? **Y**
 Evaluations: **Semi-Annual** Upward reviews?
 Professional development staff? **Y** 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	1	0	0	2
	Women	0	0	0	0
White	Men	43	12	10	4
	Women	6	8	2	3
Black/African American	Men	0	2	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	1	0	0
Asian	Men	1	1	0	0
	Women	0	2	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	1	0	0
2 or More Races	Men	0	0	0	0
	Women	0	1	0	0
TOTAL	Men	45	15	10	6
	Women	6	14	2	3
TOTAL NUMBER		51	29	12	9
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	1	0	0
	Women	0	1	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
- Outreach to law student groups
- Directed mentoring efforts
- Bar sponsored programs
- Firm diversity committee
- Rec. at schools w/large min. pop.

Comments: **Please see www.dwt.com re: our 1L Diversity Scholarship. DWT participates in the Oregon Minority and Northwest Minority Job Fairs.**

CAMPUS INTERVIEWS for past year (see full list online):
 # schools visited in 2007: **9** # job fairs/consortia attended in 2007: **4**

BILLABLE HOURS: 2006 2007
 Avg annual assoc. hrs worked: **2193 2143**
 Avg. annual assoc. billable hrs: **1904 1813**
 Is there a minimum billable hours expectation? **Y** If yes, number: **1800**
 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? **144**
 For bonus consideration, is a pro bono hour equivalent to a billable hour? **N**
PRO BONO INFORMATION: Firm-wide Office specific
 % firm billable hours: **3** avg. hrs. per attorney: **49**
 Participation: **84** % assoc. **57** % ptrs/mbrs **38** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
 Sponsor split pub int. summer and/or post-graduate fellowship? **N**
 Comments:

NARRATIVE: Thank you for your interest in DWT. We approach recruiting with a long-term vision. We focus on candidates who desire to grow with us to become future partners of the firm, and we are committed to assisting our lawyers in their career development and their service to the community at large.

We are dedicated to maintaining an atmosphere of camaraderie and cooperation. It is expected that we will treat each other with respect, conduct ourselves with honesty and integrity, support each other's individual efforts and contributions, and work together in teams to achieve our shared goals. These are important aspects of our firm's overall mission, which result in a pleasant place to work and also contribute to our skill and efficiency in serving clients. Our culture fosters teamwork in the solution of legal problems.

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.