

**MULTI-OFFICE DATA
SACRAMENTO, CA**

DOWNEY BRAND

DOWNEY BRAND LLP

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Hiring Attorney: Mr. Richard Sueyoshi

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Recruiting Director

DOWNEY BRAND LLP

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Sacramento, CA 95814

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Total # offices: 4 Firm size range: 101-250
offices on form: 4 NALP member? Y
Total # of Attorneys: 119 Reporting for: All Offices

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate, Securities, Tax, Corporate, Sec	7	9
Family, Trusts, Estate, Family, Trusts, Est	6	5
Real Estate, Real Estate	5	3
Litigation, Litigation	18	20
Employment, Employee Benefits, Employ	5	5
Energy, Land Use, Minerals	6	6
Environmental, Environmental	6	7
Water	6	5

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		12 ()	12 ()	6
Post-clerkship		1 (1)	0 ()	2
Entry-level	100.000 /yr	7 (5)	11 (5)	12
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	0 (0)	0 (0)	0
2Ls	1,700 \$/wk	8 (8)	15 (15)	12
1Ls	\$/wk	1	1	1

2007 summer 2Ls considered for associate offers: 15 # offers made: 15

Hire school term clerks? N

1Ls hired? N When after 12/1 should 1Ls apply? N/A

Split summers allowed? N If yes, minimum weeks:

Comments:

Accept applications for 2009summer program from:

Joint degree students graduating in 2011? N

Evening students graduating in 2011? N

Judicial clerks? N Students at non-US law schools? N

Hiring Criteria: We seek students with outstanding academic credentials & strong writing skills. Also considered are extra-curricular activities (moot court, Law Review) and previous work experience.

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? N

Comp./prog. credit for judicial clerkship? Y

Comp./prog. credit for other adv. degrees? CBC

Other compensation comments:

PARTNERSHIP DATA: Two or more tiers? Y Partnership track (years): 7

Additional partnership prog. info: Factors considered for advancement to partner include overall productivity; legal skills, judgment & analysis; business/client development; and community service.

WORK/LIFE INFORMATION:

Part-time allowed? CBC Part-time avail.to entry-level? N

p-t assoc. 0 (m) 2 (w) ptrs/mbrs. 1 (m) 3 (w) oth. lawy. 0 (m) 3 (w)

Elig. for alt. work sched. determined by: Executive Committee

Paid non-medical parental leave? Y

Comments: Part-time consideration is given to attorneys continuously employed by the firm a minimum of 3 years. Lateral hires w/a minimum of 3 years experience as an attorney will be considered after 2 years.

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? Y

Evaluations: Annual Upward reviews? N

Professional development staff? Y Billable hours credit for training time? N

Rotation for jr. associates between departments/practice groups? N

Is rotation mandatory? N

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	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK
White	Men	23	11	2	UNK
	Women	14	20	4	UNK
Black/African American	Men	1	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK
Nat. Hawaiian/ Other Pacific Is.	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK
Asian	Men	1	2	UNK	UNK
	Women	UNK	4	UNK	UNK
Amer. Indian/ Alaska Native	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK
2 or More Races	Men	1	1	UNK	UNK
	Women	UNK	3	UNK	UNK
TOTAL	Men	45	22	4	5
	Women	14	29	5	7
TOTAL NUMBER		59	51	9	12
Disabled	Men	UNK	1	UNK	UNK
	Women	UNK	UNK	UNK	UNK
Openly GLBT	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	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: We host one or two first-year law students from McGeorge and/or UC Davis in conjunction with a minority summer fellowship program.

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

schools visited in 2007 : 13 # job fairs/consortia attended in 2007 : 4

BILLABLE HOURS:

Avg annual assoc. hrs worked: 2006 2007

Avg. annual assoc. billable hrs: 1852 1944

Is there a minimum billable hours expectation? Y If yes, number: 1750

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? 50

For bonus consideration, is a pro bono hour equivalent to a billable hour? Y

PRO BONO INFORMATION:

- % firm billable hours:
- avg. hrs. per attorney: 27

Participation: 22 % assoc. .03 % ptrs/mbrs 22 % 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: Downey Brand is Sacramento's largest law firm and well-known throughout the California Central Valley as a premier full-service firm that has been a mainstay of the region since 1926. Our attorneys practice in over 20 distinct areas of law from our main location in Sacramento, as well as offices in Stockton and Roseville, California and Reno, Nevada. The firm prides itself on its dynamic and innovative approaches to the practice of law. We have recognized academic and legal expertise and also possess the interpersonal skills, common sense and business savvy to provide effective legal and business counseling. Our attorneys stay current with changes in the law and business by teaching and attending seminars, writing articles for legal/industry publications, and through involvement in professional, trade and business organizations. We serve as leaders in local, state and national bar associations, as well as a host of community activities.

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.