

# SALT LAKE CITY, UT

# PARR WADDOUPS

Parr Waddoups Brown Gee & Loveless  
 185 S. State Street, Suite 1300, Salt Lake City, UT 84111  
 Ph: (801) 532-7840, Fax: (801) 532-7750, www.pwlaw.com

Total # offices: 1 Firm size range: 51-100  
 NALP member? N Office size range: 51-100  
 Total attys in this office: 67

Hiring Attorney: Mr. Jeffrey Hunt  
 Address Inquiries To:  
**Mr. Jeffrey Hunt**  
 Chairman, Recruiting Committee  
 Parr Waddoups Brown Gee & Loveless  
 185 S. State Street, Suite 1300  
 Salt Lake City, UT 84111  
 (801) 532-7840 jjh@pwlaw.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Bankruptcy, Creditors Rights	0	0
Business, Business Planning, Business T	0	0
Mergers & Acquisitions	0	0
Commercial, Litigation	0	0
First Amendment, Media, Libel	0	0
Contract	0	0
Construction	0	0
Employment, Erisa, Labor	0	0
Environmental, Oil And Gas	0	0
Estate, Trusts, Wills	0	0
Eminent Domain	0	0
Land Use, Real Estate, Zoning	0	0
Personal Injury, Product Liability	0	0
Tax	0	0

## COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		( )	( )	
Post-clerkship		( )	( )	
Entry-level	120000 /yr	( )	( )	
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	1800 \$/wk	( )	( )	
1Ls	1700 \$/wk			

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

Hire school term clerks? N

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

Split summers allowed? If yes, minimum weeks:

Comments:

Accept applications for 2009 summer program from:

Joint degree students graduating in 2011?

Evening students graduating in 2011?

Judicial clerks? Students at non-US law schools?

Hiring Criteria: Parr Waddoups generally hires candidates in the top 10% of their class with Law Review or other significant journal or moot court experience.

## CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus?

Comp./prog. credit for judicial clerkship?

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

Other compensation comments: All associates share in firm profits. Associates are guaranteed a profit distribution of at least \$2500 each year, and typically receive much higher.

PARTNERSHIP DATA: Two or more tiers? N Partnership track (years): 5

Additional partnership prog. info: Associates are hired with the expectation that each one will be promoted to partner at the appointed time.

## WORK/LIFE INFORMATION:

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

# p-t assoc. (m) (w) ptrs/mbrs. (m) (w) oth. lawy. (m) (w)

Elig. for alt. work sched. determined by:

Paid non-medical parental leave?

Comments:

## TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program?

Evaluations: Upward reviews?

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
	Women	0	0	0
White	Men	0	0	0
	Women	0	0	0
Black/African American	Men	0	0	0
	Women	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	0	0	0
	Women	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0
	Women	0	0	0
2 or More Races	Men	0	0	0
	Women	0	0	0
TOTAL	Men	46	8	5
	Women	4	4	0
TOTAL NUMBER		50	12	5
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	0	0
	Women	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: Parr Waddoups is one of the original signatories to an effort to increase minority outreach and employment opportunities in Utah.

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

# schools visited in 2007: 0 # job fairs/consortia attended in 2007: 0

## BILLABLE HOURS: 2006 2007

Avg annual assoc. hrs worked:

Avg. annual assoc. billable hrs:

Is there a minimum billable hours expectation? Y If yes, number: 1900

Hours policy details:

Is billable hour credit given for pro bono work? N

Is there a maximum that will be credited? If yes, what?

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

PRO BONO INFORMATION:  Firm-wide  Office specific

% 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:** Parr Waddoups is a leading Utah-based law firm, ranked as one of the most admired law firms in Salt Lake City in 2003, 2004 and 2005 by Corporate Board Member magazine. The firm has a sophisticated, challenging practice, which is national and international in scope. The firm is almost equally split between commercial litigation and business & finance (including M&A, employment, real estate, construction, antitrust, international trade, trusts and estates, IP, natural resources, media & First Amendment, product liability and environmental law).

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.