PERKINS COIE BROWN & BAIN

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Total # offices: **15** Firm size range: **501-700**
NALP member? **N** Office size range: **51-100**
Total attys in this office: **71**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	**29**	**30**
Intellectual Property Litigation	**8**	**6**
Business	**2**	**2**
Employment	**1**	**0**
White Collar Crime	**2**	**3**
Political Law	**2**	**3**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN 2006	BEGAN WORK IN 2007	EXPECTED 2008
Laterals		3 ( )	1 ( )	2
Post-clerkship		2 (2)	1 (1)	2
Entry-level	120,000* /yr	5 (4)	3 ( )	5*
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	2,300 $/wk	( )	( )	0
2Ls	2,300 $/wk	( )	( )	10
1Ls	2,200 $/wk			4*

2007 summer 2Ls considered for associate offers: **8** # offers made: **8**
Hire school term clerks?
1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/2**
Split summers allowed? **Y** If yes, minimum weeks: **7**
Comments: **A returning summer has a minimum of 5 weeks as a 2L.**
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? **N**
Hiring Criteria: **We hire attorneys who will excel in the profession. We seek demonstrable evidence in : law school/undergrad. grades/achievements (law review, moot court, honors/awards, life experiences, etc.).**
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus?
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments:

PARTNERSHIP DATA: Two or more tiers? **N** Partnership track (years): **7-9**
Additional partnership prog. info: **All partners vote/participate in all partner activities but base income is guaranteed and capital contributions deferred for all partners until base income reaches specified level.**
WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**
 # p-t assoc. (m) **5** (w) **ptrs/mbrs.** **2** (m) **1** (w) **oth. lawy.** **1** (m) **1** (w)
Elig. for alt. work sched. determined by:
Paid non-medical parental leave? **Y**
Comments: **We provide two months paid maternity, one month paid adoption leave and for all new parents one month paid parental leave. See details on www.perkinscoie.com or www.nalp.org.**
TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **Y**
Professional development staff? **Y** Billable hours credit for training time? **Y**
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	2
White	Men	28	20	2	5
	Women	6	12	1	6
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	1	0
Asian	Men	0	0	0	1
	Women	0	0	0	1
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	1
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	29	20	2	6
	Women	6	12	2	8
	TOTAL NUMBER	35	32	4	14
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: **Two 1L Diversity Fellowships offered (summer) and an A.S.U. Minority Writing Intern (Spring). Please see www.nalpdirectory.com**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2007 : **12** # job fairs/consortia attended in 2007: **1**

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: **1800**
Hours policy details: **First year associates can earn $145,000 for 2,000 billable hours.**

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **CBC** If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☐ % firm billable hours: ☒ avg. hrs. per attorney: **39**
Participation: **82** % assoc. **56** % ptrs/mbrs **59** % other lawyers

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

NARRATIVE: Perkins Coie Brown & Bain combines the rigor, challenges and rewards of an outstanding national practice with the many benefits of living in Phoenix, Arizona. The firm represents some of the nation's leading companies, including Honeywell International, Intel, Phelps Dodge, PricewaterhouseCoopers LLP, and Vitesse Semiconductor, as well as local businesses, national and local political candidates and entities, and individuals requiring white collar criminal defense. Our summer program is the principal source of our entry-level associates. The program provides a variety of opportunities for each summer associate, with emphasis on participation and experience rather than lengthy research assignments. Summer associates are assigned a wide range of work assignments, making their exposure to our practice areas as broad as or focused as they desire. For additional details on our people, practices and hiring needs, visit our web site at www.perkinscoie.com.

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.