SALT LAKE CITY, UT

SMITH HARTVIGSEN

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Total # offices: 1 Firm size range: 11-25
NALP member? N Office size range: 2-10
Total attys in this office: 19

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Water / Environmental	2	4
Litigation	3	3
Municipality / Bond work	1	3
Family Law	1	2
Injury / Malpractice	1	2
Employment	1	2

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN 2006	2007	EXPECTED IN 2008
Laterals		( )	( )	
Post-clerkship		( )	( )	
Entry-level	/yr	( )	( )	
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summers				
Post-3Ls	$/wk	( )	( )	
2Ls	$/wk	( )	( )	
1Ls	1500 $/wk			

2007 summer 2Ls considered for associate offers: 2 # offers made: 2
Hire school term clerks? N
1Ls hired? Y 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? Y
Evening students graduating in 2011? N
Judicial clerks? Y Students at non-US law schools? N
Hiring Criteria:

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

PARTNERSHIP DATA: Two or more tiers? N Partnership track (years): 0
Additional partnership prog. info:

WORK/LIFE INFORMATION:
Part-time allowed? Y Part-time avail.to entry-level? Y
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	0
	Women	0	0	0	0
White	Men	8	5	4	2
	Women	0	1	1	1
Black/African American	Men	0	0	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	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	8	5	4	2
	Women	0	1	1	1
TOTAL NUMBER		8	6	5	3
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 : 2

BILLABLE HOURS:

	2006	2007
Avg annual assoc. hrs worked:	1820	1825
Avg. annual assoc. billable hrs:	1800	1800

Is there a minimum billable hours expectation? Y If yes, number: 1800
Hours policy details:

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

NALP is committed to helping law students secure employment in an environment free of discrimination. NALP is opposed to discrimination based upon race, color, age, religion, creed, national origin, disability, sexual orientation, gender identity, gender expression, genetic information, parental, marital, domestic partner, civil union, military or veteran status.