

STEPTOE & JOHNSON LLP - PHOENIX

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Senior Director - West Coast Administrator

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Phoenix, AZ 85004

(602) 257-5200 dmores@steptoel.com

Total # offices: 8
NALP member? N

Firm size range: 251-500
Office size range: 51-100
Total attys in this office: 54

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
ERISA, Labor & Employment	3	9
Mass Tort Litigation	3	4
Insurance Litigation	3	9
Telecom, Internet & Media & IP	1	3
Tax	1	3
Corporate, Securities & Finance	2	1
Gov't Affairs & Public Policy	1	1
Securities/Commercial Litigation	1	6
Appellate Litigation	1	2

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		1 (0)	8 (0)	
Post-clerkship		0 (0)	0 (0)	
Entry-level	125,000 /yr	3 (3)	2 (2)	
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	2,404 \$/wk	()	()	
2Ls	2,404 \$/wk	4 (0)	4 (0)	4
1Ls	2,404 \$/wk			

2007 summer 2Ls considered for associate offers: 4 # offers made: 3

Hire school term clerks? Y

1Ls hired? TBD When after 12/1 should 1Ls apply? After grades

Split summers allowed? CBC If yes, minimum weeks: 8

Comments:

Accept applications for 2009 summer 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: Top academic credentials. Law Review or equivalent writing

experience; previous legal & non-legal work experience; public interest

activities; and other interests and accomplishments.

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? Y

Comp./prog. credit for judicial clerkship? Y

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

Other compensation comments:

PARTNERSHIP DATA: Two or more tiers? N Partnership track (years): 8

Additional partnership prog. info: The firm has adopted a flexible and still-evolving response to career options traditionally associated with a firm of our size.

WORK/LIFE INFORMATION:

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

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

Elig. for alt. work sched. determined by: Career Development Team

Paid non-medical parental leave? Y

Comments:

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? CBC

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	0	1	0	0
	Women	0	0	0	0
White	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
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	1	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	15	11	10	1
	Women	2	10	6	1
TOTAL NUMBER		17	21	16	2
Disabled	Men	1	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: Please visit our website.

www.steptoel.com

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

schools visited in 2007: 6 # 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: 1950

Hours policy details:

Is billable hour credit given for pro bono work? Y

Is there a maximum that will be credited? N 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: 64

Participation: 92 % assoc. 63 % ptrs/mbrs 60 % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship?

Comments:

NARRATIVE: Steptoe & Johnson LLP's office in Phoenix, Arizona is both an integral part of the firm's national practice and the focal point for its expanding local and regional representations in Arizona and the Southwest. Since opening in January 1987, the Phoenix office has grown to fifty-four attorneys, and its practice has expanded significantly.

The Phoenix office has a broad-based practice, including business transactions, tax, commercial and employment litigation, media and communications law, Native American law, intellectual property, water rights and environmental law, and real estate development and finance. Its work extends to other areas in which the firm has a national reputation, such as government contracts law and sophisticated insurance coverage disputes. In addition to Arizona matters, Phoenix office attorneys are involved in regional and national cases as well, often working closely with the Washington, DC office.

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.