

# SALT LAKE CITY, UT

# STOEL RIVES

STOEL RIVES LLP - Salt Lake City  
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Total # offices: 11 Firm size range: 251-500  
 NALP member? Y Office size range: 51-100  
 Total attys in this office: 69

Hiring Attorney: Mr. Matthew Durham  
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PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate, Securities & Finance	8	7
Trial; Appellate; Litigation	6	6
Enviro; Nat Rcs; Land Use	2	1
Labor & Emp; Empl Benefits	2	0
Tax; Trusts & Estates	7	3
IP; Trademark; Patent	6	11
Real Estate	1	4
Energy & Telecomm	2	1
Commercial Law; Bankruptcy	2	0

### COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		10 ( 0 )	9 ( 0 )	4
Post-clerkship		0 ( 0 )	0 ( 0 )	2
Entry-level	120,000 /yr	1 ( 0 )	4 ( 0 )	4
LLMs (US)		0 ( 0 )	0 ( 0 )	0
LLMs (non-US)		0 ( 0 )	0 ( 0 )	0
<b>Summer</b>				
Post-3Ls	2,200 \$/wk	0 ( 0 )	0 ( 0 )	0
2Ls	2,200 \$/wk	7 ( 3 )	7 ( 0 )	8
1Ls	2,200 \$/wk	1	1	0

# 2007 summer 2Ls considered for associate offers: 7 # offers made: 7

Hire school term clerks? Y

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

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

Comments:

Accept applications for 2009 summer program from:

Joint degree students graduating in 2011? Y

Evening students graduating in 2011? Y

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

Hiring Criteria: **Highly motivated; outstanding academic record; excellence in written and oral communication; law review/law journal preferred; strong work ethic. Commitment to living/working in Salt Lake City.**

**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: **Associates will first be considered for partnership at the end of seven years of creditable practice.**

### WORK/LIFE INFORMATION:

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

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

Elig. for alt. work sched. determined by: **Practice Group Leader & Mg. Partner**

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? N

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	1	0	0	1
	Women	0	0	0	0
White	Men	34	27	0	5
	Women	1	6	0	2
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	35	27	0	6
	Women	1	6	0	2
TOTAL NUMBER		36	33	0	8
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: **Participation in minority outreach programs provided by local Bar and law schools.**

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

# schools visited in 2007: 10 # 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: 1800

Hours policy details: **Discretionary merit and billable goals bonuses.**

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-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? N

Comments:

**NARRATIVE: Stoel Rives offers law students, experienced lawyers and other professionals unique career opportunities. With over 350 lawyers and a varied client base, Stoel Rives' practice encompasses more than 30 practice areas.**

**We focus on select industries and discrete areas of the law, and offer the kinds of professional opportunities available at only leading firms.**

**The technological capability and diversity of experience in a firm of our size add up to better results for our clients and satisfying careers for our lawyers. The broad scope of our practice areas means that when a difficult legal question arises, you will find a colleague who can provide insight and guidance.**

**Our smaller offices provide opportunities that are generally available only at a large firm. For more information about Stoel Rives, please visit our website at www.stoel.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.