

Riddell Williams P.S.  
 1001 Fourth Avenue, Suite 4500, Seattle, WA 98154-1192  
 Ph: (206) 624-3600, Fax: (206) 389-1708, www.riddellwilliams.com

Total # offices: **1** Firm size range: **51-100**  
 NALP member? **N** Office size range: **51-100**  
 Total attys in this office: **58**

Hiring Attorney: **Mr. Michael Pierson**  
 Address Inquiries To:  
**Ms. Rebecca Misich**  
**Human Resources and Recruiting Coordinator**  
 Riddell Williams P.S.  
 1001 Fourth Avenue, Suite 4500  
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 (206) 624-3600 rmisich@riddellwilliams.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Antitrust	2	0
Bankruptcy	5	2
Commercial Litigation	8	2
Corporate/Securities/M&A/Tax	7	2
Environmental	6	2
Health Care	1	1
Intellectual Property	3	1
Insurance	1	0
Labor & Employment	5	2
Product Liability	3	0
Real Estate	4	0
Trusts and Estate	1	0

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		4 ( )	2 ( )	UNK
Post-clerkship		2 ( )	( )	2
Entry-level	100000 /yr	2 ( )	1 ( )	1
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	1923 \$/wk	2 ( )	( )	1
1Ls	\$/wk			

# 2009 summer 2Ls considered for associate offers: **0** # offers made: **0**  
 Hire school term clerks? **Y**  
 1Ls hired? **N** When after 12/1 should 1Ls apply? **Program not avail.**  
 Split summers allowed? **N** If yes, minimum weeks:  
 Comments:  
 Accept applications for 2011 summer program from:  
 Joint degree students graduating in 2013? **N**  
 Evening students graduating in 2013? **Y**  
 Judicial clerks? **Y** Students at non-US law schools? **N**  
 Hiring Criteria: **Outstanding intellectual ability, initiative, character, creative thinking, a strong client service attitude and desire to excel as private attorneys at an entrepreneurial business oriented law firm.**  
**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**  
 Judicial clerkship bonus? **N**  
 Comp./prog. credit for judicial clerkship? **Y**  
 Comp./prog. credit for other adv. degrees? **N**  
 Other compensation comments: **\$5K Bar exam stipend; Bar exam & review course expenses; moving expense allowance for associate/spouse or partner.**

**PARTNERSHIP DATA:** Two or more tiers? **Y**  
 Additional partnership prog. info: **Policy allows an assoc. to be considered as a principal after 5 years. We recognize that practices & individuals will develop at different rates, which is taken into consideration.**  
**WORK/LIFE INFORMATION:**  
 Part-time allowed? **Y** Part-time avail.to entry-level? **N**  
 # p-t assoc. (m) (w)ptrs/mbrs. **3 (m) 1 (w)**oth. lawy. **0 (m) 0 (w)**  
 Elig. for alt. work sched. determined by: **Firm policy.**  
 Paid non-medical parental leave? **Y**  
 Comments: **Two part-time Associates became Principals in January 2010.**

**TRAINING AND PROFESSIONAL DEVELOPMENT:**  
 Coaching/mentoring program? **Y**  
 Evaluations: **Semi-Annual** Upward reviews? **N**  
 Professional development staff? **Y** Billable hours credit for training time? **Y**  
 Rotation for jr. associates between departments/practice groups? **Other**  
 Is rotation mandatory? **N**

**BENEFITS:** see www.nalpdirectory.com

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010**

As of Feb. 1, 2010	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	1	0	0
	Women	0	1	0
White	Men	32	4	0
	Women	10	4	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	2	1	0
	Women	0	2	0
Amer. Indian/ Alaska Native	Men	1	0	0
	Women	0	0	0
2 or More Races	Men	0	0	0
	Women	0	0	0
TOTAL	Men	36	5	0
	Women	10	7	0
TOTAL NUMBER		46	12	0
Disabled	Men	NC	NC	NC
	Women	NC	NC	NC
Openly GLBT	Men	NC	NC	NC
	Women	NC	NC	NC

(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: **RW Diversity Fellowship for a summer assoc. position and a scholarship to a 2L.**  
**CAMPUS INTERVIEWS for past year** (see full list online):  
 # schools visited in 2009: **0** # job fairs/consortia attended in 2009: **0**  
**BILLABLE HOURS:** 2008 2009  
 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: **Up to 50 pro bono hours credited to 1800 hours minimum.**

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: **3**  avg. hrs. per attorney:  
 Participation: **86** % assoc. **63** % 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:** What makes a great law firm? People. Our people are our greatest asset. We work hard to create a progressive, inclusive culture that respects and values the contributions of all our employees. Values that distinguish the firm: camaraderie, respect, high ethical standards, strong work ethic and client-orientation, and a commitment to improving our broader community. We hire bright, creative people--self-starters eager to build successful careers in a team-oriented environment. Because we measure the firm's success by our effectiveness in helping our clients succeed, we look for people who share our drive to provide exceptional client service. Our client base of regional, national and international businesses, produces challenging and interesting work in a broad range of practice areas. We have a strong tradition of giving back to the community through supporting civic organizations that focus on children, human services, bar activities, and pro bono cases.

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.