

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: 55

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  
 Seattle, WA 98154-1192  
 (206) 624-3600 rmisich@riddellwilliams.com

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

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		2 ( )	( )	UNK
Post-clerkship		( )	1 ( )	
Entry-level	105,000 /yr	1 ( )	1 ( )	2
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	2019 \$/wk	( )	( 1 )	3
1Ls	\$/wk			

# 2010 summer 2Ls considered for associate offers: 1 # offers made: 1  
 Hire school term clerks? Y  
 1Ls hired? N When after 12/1 should 1Ls apply? No 1L prgrm avail.  
 Split summers allowed? N If yes, minimum weeks:  
 Comments:  
 Accept applications for 2012 summer program from:  
 Joint degree students graduating in 2014? N  
 Evening students graduating in 2014? 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 and 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) 2 (w) oth. lawy. (m) (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 2011**

As of Feb. 1, 2011	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	1	0	0
	Women	0	0	0
White	Men	32	3	1
	Women	10	4	1
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	1
	Women	0	1	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	4	2
	Women	10	5	1
TOTAL NUMBER		46	9	3
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 associate position and a scholarship to a 2L.**

**CAMPUS INTERVIEWS for past year** (see full list online):  
 # schools visited in 2010: 2 # job fairs/consortia attended in 2010: 1  
**BILLABLE HOURS:** 2009 2010  
 Avg annual assoc. hrs worked: 1648  
 Avg. annual assoc. billable hrs: 1598  
 Is there a minimum billable hours expectation? Y If yes, number: 1800  
 Hours policy details: **Up to 50 pro bono hrs credited to 1800 hrs min. Credit given for other activities such as CLE prep.**

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: 1  avg. hrs. per attorney:  
 Participation: 100 % assoc. 67 % 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, 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. We actively support civic organizations focusing on the arts, education, environment, social services and youth. We encourage involvement in pro bono cases and bar activities.**

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.