

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? Y Office size range: 51-100  
 Total attys in this office: 56

Hiring Attorney: Mr. Robert Howie  
 Address Inquiries To:  
**Ms. Rebecca Misich**  
 Human Resources 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                    | 3           | 0                     |
| Bankruptcy                   | 5           | 1                     |
| Commercial Litigation        | 10          | 4                     |
| Corporate/Securities/M&A/Tax | 6           | 2                     |
| Environmental                | 3           | 3                     |
| Health Care                  | 1           | 0                     |
| Insurance                    | 1           | 1                     |
| Intellectual Property        | 3           | 0                     |
| Labor & Employment           | 4           | 3                     |
| Real Estate                  | 4           | 0                     |
| Trusts and Estates           | 2           | 0                     |
|                              |             |                       |
|                              |             |                       |

**COMPENSATION & EMPLOYMENT DATA:**

| Lawyers        | 2008 Compensation | BEGAN WORK IN |       | EXPECTED |
|----------------|-------------------|---------------|-------|----------|
|                |                   | 2006          | 2007  | 2008     |
| Laterals       |                   | 1 ( )         | 2 ( ) | 3        |
| Post-clerkship |                   | ( )           | 1 ( ) |          |
| Entry-level    | 100,000 /yr       | 1 ( )         | 1 ( ) | 1        |
| LLMs (US)      |                   | ( )           | ( )   |          |
| LLMs (non-US)  |                   | ( )           | ( )   |          |
| Summer         |                   |               |       |          |
| Post-3Ls       | \$/wk             | ( )           | ( )   |          |
| 2Ls            | 1,923 \$/wk       | 3 ( )         | 3 ( ) | 2        |
| 1Ls            | 1,923 \$/wk       |               |       |          |

# 2007 summer 2Ls considered for associate offers: 3 # offers made: 1  
 Hire school term clerks? Y  
 1Ls hired? N When after 12/1 should 1Ls apply?  
 Split summers allowed? N If yes, minimum weeks:  
 Comments:  
 Accept applications for 2009 summer program from:  
 Joint degree students graduating in 2011? N  
 Evening students graduating in 2011? 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 exps; moving expense allowance for associate/spouse or partner.**

**PARTNERSHIP DATA:** Two or more tiers? Y Partnership track (years): 5  
 Additional partnership prog. info: **Our 5 year track is unique. We recognize that various practices and individuals will develop at different rates and an associate may be considered earlier or later.**

**WORK/LIFE INFORMATION:**  
 Part-time allowed? Y Part-time avail.to entry-level? N  
 # p-t assoc. (m) 2 (w) ptrs/mbrs. (m) 2 (w) oth. lawy. 1 (m) 0 (w)  
 Elig. for alt. work sched. determined by: **Firm Policy**  
 Paid non-medical parental leave? Y  
 Comments: **30 day paid parental leave for attorneys who have completed one year of employment.**

**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 2008**

| As of Feb. 1, 2008               | Ptrs/Mbrs | Assoc. | All Oth. Lawy. | Summ Assoc. |
|----------------------------------|-----------|--------|----------------|-------------|
| Hispanic/Latino                  | Men       | 1      | 0              | 0           |
|                                  | Women     | 0      | 1              | 0           |
| White                            | Men       | 33     | 4              | 1           |
|                                  | Women     | 6      | 6              | 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      | 0              | 0           |
|                                  | Women     | 1      | 1              | 0           |
| Amer. Indian/ Alaska Native      | Men       | 0      | 0              | 0           |
|                                  | Women     | 0      | 0              | 0           |
| 2 or More Races                  | Men       | 0      | 0              | 0           |
|                                  | Women     | 0      | 0              | 0           |
| TOTAL                            | Men       | 36     | 4              | 1           |
|                                  | Women     | 7      | 8              | 0           |
| TOTAL NUMBER                     |           | 43     | 12             | 1           |
| Disabled                         | Men       | 0      | 0              | 0           |
|                                  | Women     | 0      | 0              | 0           |
| Openly GLBT                      | Men       | 0      | 0              | 0           |
|                                  | Women     | 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: **RW Diversity Fellowship-summer assoc. position & \$5K scholarship to a 2L. Resume Collection Programs at Boalt Berkeley & SW UCLA.**

**CAMPUS INTERVIEWS for past year** (see full list online):  
 # schools visited in 2007: 2 # 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: **Up to 50 pro bono hours credited to 1800 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:  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: 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.