

**SCHWABE, WILLIAMSON & WYATT, P.C.**  
**PACWEST CENTER SUITE 1900, 1211 SW FIFTH AVENUE, PORTLAND, OR 97204**  
**Ph: (503) 222-9981, Fax: (503) 796-2900, www.schwabe.com**

Total # offices: **5**  
 NALP member? **Y**

Firm size range: **101-250**  
 Office size range: **101-250**  
 Total attys in this office: **123**

Hiring Attorney: **Mr. C. Kent Roberts**  
 Address Inquiries To:

**Ms. Dori John**  
**Director of Attorney Recruiting**  
**SCHWABE, WILLIAMSON & WYATT, P.C.**  
**PACWEST CENTER SUITE 1900, 1211 SW Fifth Avenue**  
**Portland, OR 97204**  
**(503) 796-2858 djohn@schwabe.com**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Commercial Litigation	9	9
Product Liability	7	5
Employment	4	7
Business/Corporate	12	13
Intellectual Property	7	10
Real Estate	7	5
Land Use	1	0
Tax & Estate Planning	8	4
Energy, Environment & Natural Resource	9	3
Condemnation	1	1

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2009 Compensation	BEGAN WORK IN		EXPECTED
		2007	2008	2009
Laterals		4 ( 0 )	6 ( 0 )	TBD
Post-clerkship		0 ( 0 )	0 ( 0 )	TBD
Entry-level	110,000 /yr	5 ( 5 )	7 ( 6 )	TBD
LLMs (US)		0 ( 0 )	0 ( 0 )	TBD
LLMs (non-US)		0 ( 0 )	0 ( 0 )	0
Summer				
Post-3Ls	\$/wk	0 ( 0 )	0 ( 0 )	0
2Ls	1800 \$/wk	8 ( 1 )	8 ( 1 )	TBD
1Ls	1800 \$/wk	2	2	TBD

# 2008 summer 2Ls considered for associate offers: **8** # offers made: **8**  
 Hire school term clerks? **N**  
 1Ls hired? **TBD** When after 12/1 should 1Ls apply? **December 1**  
 Split summers allowed? **N** If yes, minimum weeks:  
 Comments:

Accept applications for 2010 summer program from:  
 Joint degree students graduating in 2012? **N**  
 Evening students graduating in 2012? **N**  
 Judicial clerks? **N** Students at non-US law schools? **N**  
 Hiring Criteria: **The firm seeks candidates with strong academic performance, prior work experience, a mature attitude, and potential for both personal and professional growth.**

**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**  
 Judicial clerkship bonus? **Y**  
 Comp./prog. credit for judicial clerkship? **Y**  
 Comp./prog. credit for other adv. degrees? **N**  
 Other compensation comments: **\$3,000 bar stipend; bar exam and bar review expenses; relocation expenses; eligibility for merit and production bonuses. \$10,000 clerkship bonus for appellate or federal trial courts.**

**PARTNERSHIP DATA:** Two or more tiers? **Y** Partnership track (years): **0**  
 Additional partnership prog. info: **SWW has both equity and non-equity shareholder status. Each attorney is considered on an individual basis and as a result there is no predetermined shareholder track.**

**WORK/LIFE INFORMATION:**  
 Part-time allowed? **Y** Part-time avail. to entry-level? **N**  
 # p-t assoc. **6** (m) **2** (w) ptrs/mbrs. **6** (m) **1** (w) oth. lawy. **1** (m) **2** (w)  
 Elig. for alt. work sched. determined by: **case-by-case basis**  
 Paid non-medical parental leave? **Y**  
 Comments: **Schwabe, Williamson & Wyatt offers six weeks of paid non-medical parental leave.**

**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? **N**

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

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009**

As of Feb. 1, 2009	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	2	0	0	0
	Women	1	0	0	0
White	Men	51	17	8	3
	Women	14	14	5	0
Black/African American	Men	1	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	2
	Women	1	4	0	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	1	0	0
	Women	0	4	0	0
TOTAL	Men	55	17	11	5
	Women	13	22	5	0
TOTAL NUMBER		68	39	16	5
Disabled	Men	0	0	1	0
	Women	0	0	0	0
Openly GLBT	Men	1	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: **The firm actively seeks minority candidates through various diversity job fairs in the region, and our 1L Diversity Scholarship.**

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

# schools visited in 2008: **6** # job fairs/consortia attended in 2008: **5**

**BILLABLE HOURS:** 2007 2008  
 Avg annual assoc. hrs worked: **2110 2100**  
 Avg. annual assoc. billable hrs: **1615 1660**  
 Is there a minimum billable hours expectation? **Y** If yes, number: **1800**  
 Hours policy details:

Is billable hour credit given for pro bono work? **N**  
 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? **N**  
**PRO BONO INFORMATION:**  Firm-wide  Office specific  
 % firm billable hours: **1.3**  avg. hrs. per attorney: **21**  
 Participation: **69** % assoc. **58** % ptrs/mbrs **71** % 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:** For over 100 years, Schwabe, Williamson & Wyatt, P.C. has been one of the leading full service commercial law firms in the Pacific Northwest. Our attorneys advise many of the Northwest's leading businesses from offices in Portland, Bend, and Salem, OR and Seattle and Vancouver, WA.

Our business attorneys have extensive expertise in corporate counseling, finance, real estate and land use, energy and utilities, environmental and natural resources, health care, labor relations, intellectual property, taxation and estate planning, forest products, securities, immigration, transportation, and governmental relations. SWW operates one of the largest trial departments of any firm in the region. Litigation practice areas include business, commercial, antitrust, professional malpractice defense, construction, product liability, maritime, employment, workers' compensation, environmental and land use, intellectual property and patent.

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.