

### Basic Information

The PSE Building  
10885 N.E. Fourth Street, Ste 700  
Bellevue, WA 98004  
Organization Size: 1240  
Office Size: 28  
**Hiring Attorney:**  
Mr. Chris Kang

**Recruiting Contact:**  
Ms. Cinnamon Baker  
Legal Recruiting Manager  
1201 Third Avenue  
Suite 4900  
Seattle, Washington (WA) 98101  
United States  
**Phone:** 206.359.3647  
CABaker@perkinscoie.com

### Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000  
**Summer Compensation**  
2024 compensation for Post-3Ls (\$/week)  
2024 compensation for 2Ls (\$/week) 4,327  
2024 compensation for 1Ls(\$/week) 4,327

### Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track?

### Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	6	4	8	0	0
	Women	6	3	1	0	0
	Non-binary	0	0	0	0	0
	Total	12	7	9	0	0
<b>Latinx</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>White</b>	Men	5	3	7	0	0
	Women	5	1	1	0	0
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	1	0	0	0	0
	Women	1	2	0	0	0
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	0	2	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Julie LaEace  
Senior Pro Bono Counsel & Director of Social Responsibility  
(312) 324-8609  
JLaEace@perkinscoie.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	4.3
Average Hours per Attorney last year	63.2
Percent of associates participating last year	82.3
Percent of partners participating last year	44.5
Percent of other lawyers participating last year	47.1

## Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	No
Is rotation mandatory?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	0	0	0	0	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	TBD
Lateral Associates	1	0	1	0	TBD
All Other Laterals (non-traditional track)	0	0	0	0	TBD
Post-Clerkship	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	0	0	0	0	0
1Ls	0	0	0	0	0

Number of 2023 Summer 2Ls considered for associate offers 0

Number of offers made to summer 2L associates 0

General Hiring Criteria Demonstrated academic excellence, creative problem solving ability, leadership in and service to the community, and dedication to excellence in the legal profession.

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Real Estate, Land Use	Real Estate & Land Use	6	0	2	0	0
Energy Environmental	Environment, Energy & Resources	3	2	1	0	0
Trusts and Estates	Personal Planning	2	1	3	0	0
Business, Corporate	Business	0	3	0	0	0
Litigation	Commercial Litigation	1	0	1	0	0

<b>Labor and Employment</b>	Labor & Employment	0	2	0	0	0
<b>Litigation</b>	Product Liability	0	1	0	0	0

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## Diversity & Inclusion

**Diversity Contact:** Ms. Genhi Givings Bailey

**Diversity Website/URL:** <http://www.perkinscoie.com/diversity/Diversity.aspx>

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## Organization Narrative

Perkins Coie is a leading international law firm that is known for providing high value, strategic solutions and extraordinary client service on matters vital to our clients' success. With more than 1,200 lawyers in offices across the United States and Asia, we provide a full array of corporate, commercial litigation, intellectual property and regulatory legal advice to a broad range of clients, including many of the world's most innovative companies and industry leaders as well as public and not-for-profit organizations.

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.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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