

Basic Information

U.S Bank Centre
Suite 3400
Seattle, WA 98101
Organization Size: 171
Office Size: 33
Hiring Attorney:
Mr. Darius Hartwell

Recruiting Contact:
Ms. Michelle Baird-Johnson
Director of Talent Acquisition and Integration
1211 SW 5th Avenue
Suite 1900
Portland, Oregon (OR) 97204
United States
Phone: 503.796.2484
AttorneyRecruiting@Schwabe.com

Compensation & Benefits

2020 compensation for entry-level lawyers (\$/year) 125,000

Summer Compensation

2020 compensation for Post-3Ls (\$/week)

2020 compensation for 2Ls (\$/week) 2,400

2020 compensation for 1Ls(\$/week) 2,400

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track?

How many years is the equity track?

Lawyer Demographics

| | Partner/Member | Associates | Counsel | Non-traditional Track/Staff Attorneys | Summer Associates |
|--------------------------------------------------|----------------|------------|---------|---------------------------------------|-------------------|
| | Men | 18 | 9 | 0 | 1 |
| | Women | 9 | 4 | 2 | 2 |
| | Non-binary | 0 | 0 | 0 | 0 |
| | Total | 27 | 13 | 2 | 3 |
| Latinx | Men | 0 | 1 | 0 | 0 |
| | Women | 0 | 1 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |
| White | Men | 17 | 4 | 0 | 1 |
| | Women | 9 | 1 | 0 | 2 |
| | Non-binary | 0 | 0 | 0 | 0 |
| Black or African American | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 1 |
| Native Hawaiian or Other Pacific Islander | Men | 0 | 1 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |
| Asian | Men | 1 | 3 | 0 | 0 |
| | Women | 0 | 2 | 1 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |
| Native American or Alaska Native | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 1 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |
| 2 or More Races | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |
| Persons with Disabilities | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |
| LGBTQ | Men | NC | NC | NC | NC |
| | Women | NC | NC | NC | NC |
| | Non-binary | NC | NC | NC | NC |
| Veteran | Men | NC | NC | NC | NC |
| | Women | NC | NC | NC | NC |
| | Non-binary | NC | NC | NC | NC |

Pro Bono/Public Interest

Darien Loiselle
 Shareholder
 503-796-2069
 dloiselle@schwabe.com

| | |
|---------------------------------------------------------------------------------|-----------|
| Is the pro bono information indicated here firm-wide or specific to one office? | Firm-wide |
| % Firm Billable Hours last year | |
| Average Hours per Attorney last year | 27.6 |
| Percent of associates participating last year | 78% |
| Percent of partners participating last year | 48% |
| Percent of other lawyers participating last year | |

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 2020 |
|--------------------------------------------|---------------|-------------------------|------|-------------------------|------------------|
| | 2018 | Prior Summer Associates | 2019 | Prior Summer Associates | |
| Entry-level | 2 | 2 | 1 | 1 | 2 |
| Entry-level (non-traditional track) | 0 | 0 | 0 | 0 | 0 |
| Lateral Partners | 3 | 0 | 1 | 0 | 2 |
| Lateral Associates | 2 | 0 | 2 | 0 | 3 |
| All Other Laterals (non-traditional track) | 0 | 0 | 1 | 0 | 1 |
| Post-Clerkship | 0 | 0 | 0 | 0 | 0 |
| LL.M.s (U.S.) | 0 | 0 | 0 | 0 | 0 |
| LL.M.s (non-U.S.) | 0 | 0 | 0 | 0 | 0 |
| SUMMER | | | | | |
| Post-3Ls | 0 | 0 | 0 | 0 | 0 |
| 2Ls | 2 | 0 | 3 | 0 | 3 |
| 1Ls | 1 | 0 | 1 | 0 | 1 |

Number of 2019 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 2

General Hiring Criteria The firm seeks candidates with strong academic performance, prior work experience, commitment to the community, a mature attitude, and potential for both personal and professional growth.

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 |
|------------------------|-------------------------------------------|-------------------------|----------------|-------------------|---------------------------------------------------------------|----------------------------------------------|
| Business, Corporate | Business/Corporate | 6 | 0 | 3 | 0 | 1 |
| Labor and Employment | Employment | 0 | 0 | 0 | 0 | 0 |
| Environmental | Energy, Environmental & Natural Resources | 2 | 1 | 3 | 0 | 1 |
| Litigation | General Litigation | 12 | 0 | 6 | 0 | 2 |
| Intellectual Property | Intellectual Property | 2 | 1 | 3 | 0 | 1 |

| | | | | | | |
|------------------------------|-----------------------|---|---|---|---|---|
| Real Estate, Land Use | Real Estate/Land Use | 5 | 1 | 2 | 0 | 0 |
| Tax | Tax & Estate Planning | 1 | 0 | 0 | 0 | 0 |

Diversity & Inclusion

Diversity Contact: Mr. Joseph Straus

Diversity Website/URL: <https://www.schwabe.com/about-values-diversity>

Organization 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. In Washington, we have offices in Seattle and Vancouver. In Oregon, we have offices in Portland, Bend, Eugene, and Salem. We also have new locations in Mountain View, California and Anchorage, Alaska.

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. Schwabe 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, environmental and land use, intellectual property and patent, bankruptcy, insurance defense, condemnation, and appeals.

Attorneys at Schwabe actively participate in community activities, professional organizations and nonprofit services. Since 1993, the firm's Seattle office has sponsored and supported the Legal Action Center pro bono legal clinic through the Catholic Community Services of Western Washington, which provides nonprofit legal services for low-income clients.

New Associates typically assume a significant amount of early independence and responsibility. It is not unusual for new litigation associates to handle hearings, depositions, and assist with trials within their first two years, or for new business associates to work directly with clients. Associates are involved in firm management through participation on various committees. Schwabe provides an associate development program, including an individualized mentorship program and an associate retreat where associates learn about the firm and the practice of law with their peers in a relaxed environment. Schwabe reinvests in its future through continuing education. In-house seminars are taught by the firm's shareholders, senior associates, and outside professionals. Schwabe attorneys keep an open door, and associates are encouraged to take advantage of the years of experience of some of the most respected minds in the legal profession.

Schwabe devotes substantial resources to its Summer Associate Program. The program is carefully structured to allow summer associates the opportunity to develop their skills and get to know the firm. Whenever possible, summer associates are encouraged to attend depositions, trials, hearings, mediations, arbitrations, closings, client meetings and appellate arguments. Schwabe also provides social activities to allow the summer associates to interact with attorneys on an informal basis.

Client Service is a matter of highest priority for Schwabe. As a fundamental commitment to the firm and to one another, we strive to maintain a firm-wide culture and dedication to serving our clients in a manner designed to consistently exceed client expectations. This commitment permeates the firm and governs our actions and decisions.

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

NALP Copyright 2020