

## Basic Information

Firmwide  
Organization Size: 15  
Office Size: 19  
**Hiring Attorney:**  
Mr. Richard Allan  
**Hiring Attorney #2:**  
Ms. Jessica Ferrell

**Recruiting Contact:**  
Ms. Solenn Grainger-Monsen  
Special Projects Administrator  
1191 2nd Ave  
Suite 2200  
Seattle, Washington (WA) 98101  
United States  
**Phone:** 206-465-7068  
sgrainger@martenlaw.com

## Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 190,000

**Summer Compensation**

2023 compensation for Post-3Ls (\$/week) 3,558  
2023 compensation for 2Ls (\$/week) 3,365  
2023 compensation for 1Ls(\$/week) 1,500

## 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	10	5	0	0	0
	Women	1	2	0	0	0
	Non-binary	0	0	0	0	0
	Total	11	7	0	0	0
<b>Latinx</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>White</b>	Men	10	4	0	0	0
	Women	1	2	0	0	0
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	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	0	1	0	0	0
	Women	0	0	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	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Jess Ferrell  
Partner  
206.292.2636  
jferrell@martenlaw.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

1.86%

Average Hours per Attorney last year

16.91

Percent of associates participating last year

50%

Percent of partners participating last year

33%

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?

Yes

Rotation for junior associates between departments/practice groups?

Yes

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
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	2		5	3	5
Entry-level (non-traditional track)	0				
Lateral Partners	2		3		
Lateral Associates	1		1		
All Other Laterals (non-traditional track)	0				
Post-Clerkship	1		1		
LL.M.s (U.S.)	0				
LL.M.s (non-U.S.)	0				
<b>SUMMER</b>					
Post-3Ls	0				
2Ls	2		5		0
1Ls	2				

Number of 2022 4

Summer 2Ls  
considered for  
associate offers

Number of offers 4

made to summer  
2L associates

General Hiring  
Criteria

The Firm is always interested in speaking with talented litigators, regulatory experts, former leaders in government, experienced transactional lawyers, and experts in energy, environmental, transportation, GreenTech, and related disciplines. Our approach to hiring aligns with our client service philosophy: attract the very best in their fields, so as to handle clients' most challenging issues.

Our team is composed of accomplished lawyers who could work anywhere (and have)—from Big Law, to the C-Suite, to the senior ranks of government. Each brings a proven track record and the strong conviction that small, nimble, and efficient teams are the key to superior results at the lowest possible cost. We are currently expanding our ranks through highly selective lateral hiring, our law school Summer Program, and the recruitment of 3L candidates with superior records and demonstrated interest in our areas of practice.

### Hire Fast Runners, Work As "One Firm"

Each member of the Marten team is a naturally "fast runner," driven, ambitious, and results oriented, with an innate curiosity and commitment to excellence that is on display in every aspect of their professional lives. We don't like to lose, and we never settle for "good enough." That said, we prize collaboration. It is the Team that wins, and our clients know that when they hire Marten Law, every single one of us is at their service, 24-7.

### Grant Early Responsibility, Drive Rapid Advancement

We believe that performance must always drive work allocation, and there are no artificial timelines for raises or promotion. We attract and retain top-flight lawyers by offering them an opportunity to climb as high and as fast as their talents and hard work can take them—including first- and second-chair roles on some of the most challenging matters in our areas of practice. Candidates should carefully review the "Representative [Matters](#)" portion of our lawyers' Bios, as well as our recent case studies, for a sampling of the work we do.

Our lawyers practice at the leading edge of their fields, speaking and writing frequently on a wide array of topics—including by publishing our award-winning legal and policy newsletter, *Marten Insights*, which reaches over 35,000 subscribers in all 50 states and over 20 countries.

#### Promote Diversity

In our increasingly global profession, a team of lawyers can never be at its best without a robust and sustained commitment to diversity and inclusion. Marten Law feels passionately about the importance of recruiting talented professionals from the widest possible range of backgrounds. This is more than rhetoric. Like many firms, we have not yet met our own goals, and merely trying without succeeding is not enough. We encourage diverse applicants to reach out to any of our lawyers at any time. Only by coming together as One Firm, with diverse perspectives unified by a shared mission, can we service our clients best. *Marten Law is an Equal Opportunity Employer and does not discriminate based upon race, religion, creed, color, national origin, sex, sexual orientation, age, disability, or marital status*

## 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
Energy	Energy	3		3		
Environmental	Environmental	11		7		
Real Estate, Land Use	Land Use	3		3		

## Diversity & Inclusion

**Diversity Contact:** Ms. Solenn Grainger-Monsen

**Diversity Website/URL:** <https://www.martenlaw.com/diversity-and-inclusion>

## Organization Narrative

Marten Law has built a national reputation as a leader in environmental and energy law. Our team of lawyers includes recognized authorities in alternative energy, climate change, air quality, hazardous and solid waste, water resources and water quality, fisheries, environmental review and permitting, and a host of other issues that our business and public clients confront every day. Unlike general practice firms, we focus on one practice area, so that we can be the best at it in the country. This has allowed our firm to represent clients in some of the most important energy and environmental matters nationally, including:

- Permitting the first clean coal plant designed to capture 90% of its emissions and sequester captured carbon dioxide into the ground;
- Resolving claims in the largest environmental bankruptcy proceeding in history;
- Representing controversial public and private development projects, including airports, mines, and wind developments;
- Initiating and defending rate challenges for major power consumers

We hire attorneys and staff who share our passion and excitement for our work, match our dedication to our clients, and look forward to a challenge. We prize collaboration and consider every single member of our firm a vital asset to reaching success. We are always looking for new team members to further innovation, diversity, and growth within Marten.

Not only do we take care in providing our clients the best service, we also believe in investing in our employees, and providing a comfortable, welcoming workplace. We do not believe in creating a competitive, toxic work environment that pits attorneys against one another for success; instead, we believe that collaboration and diverse viewpoints bring the best service, and ultimately the best results for our clients. At Marten, our staff are not just a name or number. Each employee is a valued, integral member of our team that has the opportunity for input, growth, and success.

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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