## LOS ANGELES, CA

# HOLME ROBERTS

**HOLME ROBERTS & OWEN LLP - LOS ANGELES**
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Hiring Attorney:
Address Inquiries To:
**Ms. Karla Tartz**
**Director of Recruiting & Training**
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Total # offices: **9**
NALP member? **Y**

Firm size range: **101-250**
Office size range: **11-25**
Total attys in this office: **11**

| PRIMARY PRACTICE AREAS: | # Ptrs/Mbrs | # Assoc. & Oth. Lawy. |
|---|---|---|
| **Commercial Law & Securities** | **2** | **0** |
| **Litigation** | **4** | **2** |
| **Real Estate** | **1** | **1** |
| **Tax** | **1** | **0** |

COMPENSATION & EMPLOYMENT DATA:

| Lawyers | 2009 Compensation | BEGAN WORK IN 2007 | BEGAN WORK IN 2008 | EXPECTED 2009 |
|---|---|---|---|---|
| Laterals | | 5 ( 0 ) | 4 ( 0 ) | 5 |
| Post-clerkship | | 0 ( 0 ) | 0 ( 0 ) | 0 |
| Entry-level | 145,000 /yr | 1 ( 0 ) | 0 ( 0 ) | 0 |
| LLMs (US) | | 0 ( 0 ) | 0 ( 0 ) | 0 |
| LLMs (non-US) | | 0 ( 0 ) | 0 ( 0 ) | 0 |
| **Summer** | | | | |
| Post-3Ls | 2788 $/wk | 0 ( 0 ) | 0 ( 0 ) | 0 |
| 2Ls | 2788 $/wk | 0 ( 0 ) | 0 ( 0 ) | 0 |
| 1Ls | 2788 $/wk | 0 | 0 | 0 |

# 2008 summer 2Ls considered for associate offers: **0** # offers made: **0**
Hire school term clerks? **CBC**
1Ls hired? **N** When after 12/1 should 1Ls apply?
Split summers allowed? **CBC** 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: **Interested in students with superior academic records, but also consider other factors that indicate commitment to excellence and the drive and ability to achieve it.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **CBC**
Other compensation comments: **Competitive bonus and salary system. Salary is based on legal skills, economics, leadership, business development skills, ownership mentality and seniority.**
PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **7.50**
Additional partnership prog. info: **Partnership generally takes 7.5 to 9 years.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
**# p-t assoc. 0** (m) **0** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **0** (w)
Elig. for alt. work sched. determined by: **CBC Basis**
Paid non-medical parental leave? **Y**
Comments: **Parental leave is provided for the primary caregiver after the birth or adoption of a child.**

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **Y**
Professional development staff? **Y** Billable hours credit for training time? **N**
Rotation for jr. associates between departments/practice groups? **N**
Is rotation mandatory?

**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 | 0 | 0 | 0 | 0 |
| | Women | 0 | 1 | 0 | 0 |
| White | Men | 4 | 1 | 1 | 0 |
| | Women | 3 | 0 | 0 | 0 |
| Black/African American | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| Nat. Hawaiian/ Other Pacific Is. | Men | 1 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| Asian | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| Amer. Indian/ Alaska Native | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| 2 or More Races | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| TOTAL | Men | 5 | 1 | 1 | 0 |
| | Women | 3 | 1 | 0 | 0 |
| | TOTAL NUMBER | 8 | 2 | 1 | 0 |
| Disabled | Men | NC | NC | NC | NC |
| | Women | NC | NC | NC | NC |
| Openly GLBT | Men | NC | NC | NC | NC |
| | Women | NC | NC | NC | NC |

(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 James E. Bye Diversity Scholarship, Rocky Mountain Diversity Legal Career Fair, National Hispanic Bar Assoc. Job Fair**

CAMPUS INTERVIEWS for past year (see full list online):
# schools visited in 2008 : **10** # job fairs/consortia attended in 2008: **2**

BILLABLE HOURS: **2007** **2008**
Avg annual assoc. hrs worked: **1826** **2115**
Avg. annual assoc. billable hrs: **1472** **1536**
Is there a minimum billable hours expectation? **Y** If yes, number: **1850**
Hours policy details:

Is billable hour credit given for pro bono work? **N**
Is there a maximum that will be credited? 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: ☐ avg. hrs. per attorney:
Participation: **10** % assoc. **32** % ptrs/mbrs **30** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship?
Comments:

NARRATIVE: **The attorneys in the Los Angeles office of Holme Roberts & Owen LLP (HRO) focus on the areas of litigation, environmental, real estate, corporate, sports facilities, media and entertainment law. In addition, by leveraging work across the firm's platform, the lawyers in Los Angeles are able to draw on the experience of 250 attorneys in HRO's offices in California, Colorado, Utah, Arizona, England and Germany, in areas such as corporate law and securities, employment, environmental, international law, intellectual property, sports and facilities design, health care, oil and gas, emerging growth, restaurant and hospitality, employee benefits, tax, antitrust and bankruptcy.**

**The Los Angeles office is a small but growing office. Through sophisticated technology, HRO attorneys can access other offices, seamlessly. In a small office, there are opportunities for associates to be directly involved in complex litigation matters and business transactions.**

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.