SAN FRANCISCO, CA

HOLME ROBERTS

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Hiring Attorney:
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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: **22**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Commercial Law & Securities	0	1
Environmental	0	1
Intellectual Property	2	1
Litigation	4	5
Real Estate	2	4
Tax	1	1

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN 2007	BEGAN WORK IN 2008	EXPECTED 2009
Laterals		3 (0)	4 (0)	5
Post-clerkship		0 (0)	0 (0)	0
Entry-level	145,000 /yr	1 (1)	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: **Primarily interested in students with superior academic records and maturity, 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) **1** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **0** (w)
Eligible 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	1	2	1	0
White	Men	6	3	0	0
	Women	2	3	3	0
Black/African American	Men	0	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	1	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	6	3	1	0
	Women	3	5	4	0
	TOTAL NUMBER	9	8	5	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: **Holme Roberts & Owen LLP (HRO) opened a San Francisco office in 2002 to provide additional resources to our current clients. HRO currently does legal work for more than 150 clients in California. Our clients span a wide variety of industries from technology to financial institutions to large corporate clients.**

San Francisco is an exciting, vibrant and beautiful city. It is known for the Golden Gate Bridge, Alcatraz, fantastic shopping, dining, cultural entertainment and beautiful bay views. There are many reasons why San Francisco is consistently rated as one of the top cities in which to live.

The San Francisco office is a small but growing office. With 250 attorneys firmwide, opportunities to share knowledge, expertise and resources is encouraged.

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.