DAVIS & HARMAN

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Total # offices: **1** Firm size range: **11-25**
NALP member? **N** Office size range: **11-25**
Total attys in this office: **25**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Insurance, Financial Institutions, Tax	**9**	**3**
Employee Benefits, Erisa, Tax	**7**	**2**
Legislation, Tax	**7**	**2**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2010 Compensation	BEGAN WORK IN 2008	BEGAN WORK IN 2009	EXPECTED 2010
Laterals		( )	( )	
Post-clerkship		( )	( )	
Entry-level	**150,000** /yr	**2** ( )	( )	
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	**TBD** $/wk	( )	**1** ( )	
1Ls	**TBD** $/wk	**2**	**2**	

2009 summer 2Ls considered for associate offers: **0** # offers made: **0**
Hire school term clerks? **CBC**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **1st semester grades**
Split summers allowed? **Y** If yes, minimum weeks:
Comments:
Accept applications for 2011 summer program from:
Joint degree students graduating in 2013? **Y**
Evening students graduating in 2013? **Y**
Judicial clerks? Students at non-US law schools?
Hiring Criteria: **Top 10% of class**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **N**
Comp./prog. credit for judicial clerkship? **N**
Comp./prog. credit for other adv. degrees? **Y**
Other compensation comments: **LLM Degree - one year credit**

PARTNERSHIP DATA: Two or more tiers? **N**
Additional partnership prog. info:

WORK/LIFE INFORMATION:
Part-time allowed? **CBC** Part-time avail.to entry-level? **CBC**
 # p-t assoc. 0 (m) **0** (w) **ptrs/mbrs. 0** (m) **1** (w) **oth. lawy. 4** (m) **0** (w)
Elig. for alt. work sched. determined by:
Paid non-medical parental leave? **Y**
Comments:

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

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
White	Men	**13**	**1**	**4**	**2**
	Women	**3**	**3**	**0**	**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**	**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	**13**	**1**	**4**	**2**
	Women	**3**	**4**	**0**	**0**
	TOTAL NUMBER	**16**	**5**	**4**	**2**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**2**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**

(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:

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2009: **0** # job fairs/consortia attended in 2009: **0**

BILLABLE HOURS:

	2008	2009
Avg annual assoc. hrs worked:	**1950**	**1950**
Avg. annual assoc. billable hrs:	**1850**	**1850**

Is there a minimum billable hours expectation? **Y** If yes, number: **1800**
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: % assoc. % ptrs/mbrs % other lawyers

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

NARRATIVE: Davis & Harman LLP is a relatively small firm with a nationally recognized practice. We have significant experience advising clients on life insurance products and retirement savings vehicles, corporate tax matters (with a particular emphasis on life insurance companies), ERISA, employee benefit arrangements, tax-exempt organizations, international matters, low-income housing incentives, and employment and excise tax issues. Many of the firm's members have government experience and were involved in molding the statutory and regulatory framework that governs our practice. The firm often has an active role in major federal legislative, regulatory, and administrative activities affecting our clients, including advocacy for clients with Congress and at the Treasury Department, Internal Revenue Service, Department of Labor, and other Federal government agencies.

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.