## WASHINGTON, DC

# **DAVIS & HARMAN**

Davis & Harman LLP

1455 Pennsylvania Avenue, NW, Suite 1200, Washington, DC 20004 Ph: 202 347 2230, Fax: 202 393 3310, www.davis-harman.com

Hiring Attorney: Mr. Bryan Keene

Address Inquiries To: Mrs. Rachael Dallesandro **Recruiting Coordinator** 

Davis & Harman LLP 1455 Pennsylvania Avenue, NW, Suite 1200

Washington, DC 20004

202 347 2230 rdallesandro@davis-harman.com

|  | ••••        |                       |
|--|-------------|-----------------------|
| PRIMARY PRACTICE AREAS:                | # Ptrs/Mbrs | # Assoc. & Oth. Lawy. |
| Insurance, Financial Institutions, Tax | 9           | 2                     |
| Employee Benefits, Erisa, Tax          | 6           | 2                     |
| Legislation, Tax                       | 7           | 2                     |
|  |             |                       |
|  |             |                       |
|  |             |                       |
|  |             |                       |
|  |             |                       |
|  |             |                       |
|  |             |                       |
|  |             |                       |
|  |             |                       |
|  |             |                       |
|  |             |                       |

## COMPENSATION & EMPLOYMENT DATA:

|                | 2011         | BEG          | BEGAN WORK IN |     |  |
|----------------|--------------|--------------|---------------|-----|--|
| Lawyers        | Compensation | 2009         | 2009 2010     |     |  |
| Laterals       |              | (            | ) (           | )   |  |
| Post-clerkship |              | (            | ) (           | )   |  |
| Entry-level    | 150,000 /    | r <b>0</b> ( | ) 0 (         | 2   |  |
| LLMs (US)      |              | (            | ) (           | )   |  |
| LLMs (non-US)  |              | (            | ) (           | )   |  |
| Summer         |              |              |               |     |  |
| Post-3Ls       | \$/~         | k (          | ) (           | )   |  |
| 2Ls            | TBD \$/      | k (          | ) (           | 1-2 |  |
| 1Ls            | TBD \$M      | k 2          | 2             | 1-2 |  |

# 2010 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 2012 summer program from:

Joint degree students graduating in 2014? Y Evening students graduating in 2014? 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:

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  $\label{eq:p-tassoc} \mbox{$\#$ p-t$ assoc. 0 (m) 0 (w)ptrs/mbrs. 0 (m) 1 (w) oth. lawy. 5 (m) 0 (w)}$ 

Elig. for alt. work sched. determined by: Paid non-medical parental leave? Y

Comments:

## TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program?

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

Total # offices: 1 NAI P member?

Firm size range: 11-25 Office size range: 11-25 Total attys in this office: 23

### **DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011**

| As of Feb. 1,                  | 2011         | Ptrs/Mbrs | Assoc. | All Oth. Lawy. | Summ Assoc. |
|--------------------------------|--------------|-----------|--------|----------------|-------------|
| Hispanic/Latino                | Men          | 0         | 0      | 0              | 0           |
|                                | Women        | 0         | 1      | 0              | 0           |
| White                          | Men          | 11        | 0      | 5              | 2           |
|                                | Women        | 3         | 3      | 0              | 0           |
| Black/African                  | Men          | 0         | 0      | 0              | 0           |
| American                       | Women        | 0         | 0      | 0              | 0           |
| Nat. Hawaiian/                 | Men          | 0         | 0      | 0              | 0           |
| Other Pacific Is.              | Women        | 0         | 0      | 0              | 0           |
| Asian                          | Men          | 0         | 0      | 0              | 0           |
|                                | Women        | 0         | 0      | 0              | 0           |
| Amer. Indian/<br>Alaska Native | Men          | 0         | 0      | 0              | 0           |
|                                | Women        | 0         | 0      | 0              | 0           |
| 2 or More Races                | Men          | 0         | 0      | 0              | 0           |
|                                | Women        | 0         | 1      | 0              | 0           |
| TOTAL                          | Men          | 11        | 0      | 5              | 2           |
|                                | Women        | 3         | 4      | 0              | 0           |
|                                | TOTAL NUMBER | 14        | 4      | 5              | 2           |
| Disabled                       | Men          | 0         | 0      | 0              | 0           |
|                                | Women        | 0         | 0      | 0              | 0           |
| Openly<br>GLBT                 | Men          | 1         | 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        |                                       |
| ☐ Directed mentoring efforts            | ☐ Rec. at schools w/large min. pop.   |

Comments:

CAMPUS INTERVIEWS for past year (see full list online):

# schools visited in 2010: 0 # job fairs/consortia attended in 2010: 0

BILLABLE HOURS: 2009 2010 Avg annual assoc. hrs worked: 1950 1950 Avg. annual assoc. billable hrs: 1850 1850

Is there a minimum billable hours expectation? Y If ves. number:

Hours policy details:

Is billable hour credit given for pro bono work?  ${\bf N}$ 

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

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