

Patton Boggs LLP
 1801 California Street, Suite 4900, Denver, CO 80202
 Ph: 303-894-6162, Fax: 303-894-9239, www.pattonboggs.com

Total # offices: 9 Firm size range: 501-700
 NALP member? Y Office size range: 26-50
 Total attys in this office: 42

Hiring Attorney: Mr. James Lewis
 Address Inquiries To:
Ms. Angela Welsh
 Regional Human Resources/Recruiting Mgr.
 Patton Boggs LLP
 1801 California Street, Suite 4900
 Denver, CO 80202
 303-894-6162 awelsh@pattonboggs.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Administrative, Regulated Industries		
Corporate, Securities		
Environmental		
Government Contracts		
Intellectual Property		
Litigation		
Oil And Gas		
Public Policy		
OSHA		

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN		EXPECTED
		2007	2008	2009
Laterals		1 ()	2 ()	
Post-clerkship		()	()	
Entry-level	155,000 /yr	2 (1)	1 (1)	3
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	TBD \$/wk	3 ()	4 ()	1
1Ls	TBD \$/wk	1	1	1

2008 summer 2Ls considered for associate offers: 3 # offers made: 3
 Hire school term clerks? **CBC**
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **12/1**
 Split summers allowed? **Y** If yes, minimum weeks: **8**
 Comments: **First half splits only.**
 Accept applications for 2010 summer program from:
 Joint degree students graduating in 2012? **N**
 Evening students graduating in 2012? **N**
 Judicial clerks? **Y** Students at non-US law schools? **N**
 Hiring Criteria: **We seek applicants with proven top academic achievement, solid writing and verbal skills, exceptional judgment and ethical standards and a team player attitude.**
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: **A stipend is allotted to entry-level attorneys to alleviate costs associated with moving and taking the bar. Associate bonuses are granted based on performance and hours billed.**
PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **8**
 Additional partnership prog. info: **Two-tier partnership; non-equity and equity**

WORK/LIFE INFORMATION:

Part-time allowed? **Y** Part-time avail. to entry-level? **Y**
 # p-t assoc. 0 (m) 1 (w) ptrs/mbrs. 0 (m) 0 (w) oth. lawy. (m) (w)
 Elig. for alt. work sched. determined by: **Management committee approval.**
 Paid non-medical parental leave? **Y**
 Comments: **The firm supports a strong alternative work schedule program for all attorneys.**

TRAINING AND PROFESSIONAL DEVELOPMENT:

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

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
	Women	0	0	0
White	Men	15	10	3
	Women	3	8	3
Black/African American	Men	0	0	0
	Women	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	0	0	0
	Women	0	0	0
Amer. Indian/ Alaska Native	Men	0	0	0
	Women	0	0	0
2 or More Races	Men	0	0	0
	Women	0	0	0
TOTAL	Men	15	10	3
	Women	3	8	3
TOTAL NUMBER		18	18	6
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	0	0
	Women	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: **Colorado Pledge to Diversity, Lavender Law, MABLSA, Sunbelt, Rocky Mnt Minority Fair, IMPACT, NNALSA, LeGal, and Vault/MCCA.**

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

schools visited in 2008: 33 # job fairs/consortia attended in 2008: 15

BILLABLE HOURS: 2007 2008

Avg annual assoc. hrs worked: 2076 2084
 Avg. annual assoc. billable hrs: 1814 1762
 Is there a minimum billable hours expectation? **Y** If yes, number: **1950**
 Hours policy details: **1950/1800/1650 tracks available CBC. Pro bono hours exceeding 100-hour requirement are billable.**

Is billable hour credit given for pro bono work? **Y**
 Is there a maximum that will be credited? **N** If yes, what?
 For bonus consideration, is a pro bono hour equivalent to a billable hour?
PRO BONO INFORMATION: Firm-wide Office specific
 % firm billable hours: **6.94** avg. hrs. per attorney: **93**
 Participation: **95** % assoc. **61** % ptrs/mbrs **62** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship? **Y**
 Comments: **We have established a law student scholarship with the National Council of La Raza to award a \$10,000 scholarship to underwrite a first-year Hispanic law student in summer employment.**

NARRATIVE: Few firms offer a work experience like Patton Boggs. A deeply rooted philosophy of ours - Our Power is in Our People - makes Patton Boggs an ideal home for attorneys wishing to explore personal affinities and cultivate individual talents. Our training, professional development and career development programs provide extensive support to associates as they grow and progress. First year associates are not assigned to a particular practice department. During their first year they are encouraged to work on projects in a variety of areas and are then, at the completion of that year, asked to join a department.

We seek to hire hard-working, motivated individuals with a strong work ethic and solid judgment. If you are a self-starter who values opportunity over guarantees and originality over conformity, then Patton Boggs could be the firm for you.

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.