BST&Z

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Total # offices: **6**
NALP member? **N**
Firm size range: **51-100**
Office size range: **11-25**
Total attys in this office: **22**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Intellectual Property	**10**	**9**

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	1	1	0	0
	Women	0	0	0	0
White	Men	7	3	3	0
	Women	2	1	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	2	0	0
	Women	0	2	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	8	6	3	0
	Women	2	3	0	0
	TOTAL NUMBER	10	9	3	0
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	0	0	0
	Women	0	0	0	0

(See www.nalpdirectory.com for historical comparisons.)

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN 2007	BEGAN WORK IN 2008	EXPECTED 2009
Laterals		1 ( )	( )	
Post-clerkship		( )	( )	
Entry-level	130,000 /yr	( )	2 ( )	1
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	$2500 $/wk	2 ( )	1 ( )	1
1Ls	$/wk			

2008 summer 2Ls considered for associate offers: **1** # offers made: **0**
Hire school term clerks? **Y**
1Ls hired? **N** When after 12/1 should 1Ls apply? **N/A**
Split summers allowed? **N** 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: **Engineering degree is required. A background in electrical engineering, computer science or computer engineering preferred.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus?
Comp./prog. credit for judicial clerkship?
Comp./prog. credit for other adv. degrees?
Other compensation comments: **Competitive performance based bonus program; firm pays bar review and exam fees; patent exam and course study fees.**

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **5-7**
Additional partnership prog. info: **Partnership track is 5-7 years.**

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

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

BENEFITS: see www.nalpdirectory.com

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 firm is committed to a diverse workplace and supports the recruitment and retention of women and minority applicants.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2008: **4** # job fairs/consortia attended in 2008: **3**

BILLABLE HOURS: **2007** **2008**
Avg annual assoc. hrs worked: **1800** **1800**
Avg. annual assoc. billable hrs: **1800** **1800**
Is there a minimum billable hours expectation? **Y** If yes, number: **1800**
Hours policy details:

Is billable hour credit given for pro bono work?
Is there a maximum that will be credited? 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: ☐ 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? **N**
Comments:

NARRATIVE: Blakely Sokoloff Taylor & Zafman LLP, founded in June 1975, was established to provide excellence in the fields of patent, trademark, copyright and other areas of intellectual property law. The Firm has grown from the four original partners to 78 attorneys practicing in six locations: Los Angeles, Sunnyvale and Costa Mesa, California; Portland-Beaverton, Oregon; Denver, Colorado; and Seattle, Washington. Our growth has been internal, without benefit of merger or acquisition.

The Firm has extensive legal and technical experience, representing clients engaged in a broad range of technologies and business activities. Our attorneys have engineering and science degrees and represent a variety of clients such as Intel Corporation, SAP AG, Apple, Sony Corporation of America, and Applied Materials, Inc. The Firm provides the full range of intellectual property law services.

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.