

PACIFIC NORTHWEST LEGAL MARKET

2004



**ATTORNEY SEARCH
CONSULTANTS**

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AREA MARKET OVERVIEW PACIFIC NORTHWEST

Technology Industry Complements Manufacturing Base

- National center for software, biotechnology and information technology companies, including Microsoft, Nintendo of America, Real Networks, Micron Technology, and Zymogenetics.
- Key industrial, manufacturing and consumer companies include Amazon.com, Nike, Weyerhaeuser, Boeing Manufacturing, Paccar, Starbucks, Costco, and Nordstrom.
- Thriving venture capital community centered in Seattle area.

Strong Regional Financial Service Center

- Home of Washington Mutual Bank and many profitable local banks.

Entrepreneurial Spirit

- Business has quieted since dot-com boom, but environment remains friendly for start-up companies.

Boom / Bust

- Historically prone to large economic upswings and downturns.
- Currently enjoying slow but steady recovery from recent bust.

Wide Variety of Legal Practices

- Corporate finance practice focuses on venture capital transactions, IPO's and follow-on public offerings, as well as transactions and governance counseling for private companies.
- Thriving general litigation practice, including securities and employment litigation.
- Intellectual property law is hot, especially patent prosecution and litigation.
- Seattle and Portland firms include wide range of boutique practices, such as employment, environmental, class action litigation, construction, real estate, health care, and maritime law.
- Diverse firms—from local powerhouses Perkins Coie and Preston Gates & Ellis, to branch offices of top national firms, to smaller quality firms.

Beautiful Environment

- Stunning, unspoiled coastline, forests and mountains very close to cities.
- Abundant opportunities for sports and recreation, including sailing and skiing.
- Vibrant, rich and diverse cultural offerings.
- Many unique neighborhoods with disparate benefits.

WHAT'S HOT / WHAT'S NOT PACIFIC NORTHWEST

HOT

Litigation

- Commercial (contract disputes)
- Securities (fraud)
- Intellectual Property (patent disputes)
- Employment (discrimination, wage and hour)

Transactional

- Corporate finance and securities
- Private company deals
- Corporate governance counseling
- Patent Prosecution (software, electrical engineering degrees in high demand)
- Trademark
- Technology licensing (software and biotech)
- Multinational expansion into Asia
- Health care
- Commercial real estate

Advisory

- Corporate governance counseling
- Labor and employment counseling
- Privacy and security counseling
- Trusts & Estates / Probate

NOT

- Antitrust
- Telecommunications
- IPO's

STEADY

- Bankruptcy (steady even when economy healthy)
- ERISA
- Tax
- Insurance defense litigation
- Family law
- Energy (hydro and wind)
- Maritime and shipping
- Immigration
- Municipal

REPRESENTATIVE FIRMS PACIFIC NORTHWEST

| | |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Large (400+) | Davis Wright Tremaine LLP (407 firmwide) Perkins Coie LLP (585) Preston Gates & Ellis LLP (412) Stoel Rives LLP (379) |
| Mid-Size (51-200) | Bullivant Houser Bailey PC (176) Foster Pepper & Shefelman PLLC (123) Garvey, Schuber & Barer (122) Gordon Thomas Honeywell Malanca Peterson & Daheim (75) Karr Tuttle Campbell (65) Lane Powell Spears Lubersky LLP (168) Miller Nash LLP (138) Paine, Hamblen, Coffin, Brooke & Miller, LLP (62) Riddell Williams PS (63) Ryan Swanson & Cleveland PLLC (52) Williams, Kastner & Gibbs PLLC (82) |
| Small GP (up to 50) | Betts Patterson & Mines (37) Cairncross & Hempelmann (35) Hillis Clark Martin & Peterson, P.S. (35) Keller Rohrbach LLP (50) Lee Smart Cook Martin & Patterson PS Inc. (49) Lukins & Annis, PS (50) Ogden Murphy Wallace (40) Stokes Lawrence, P.S. (32) Summit Law Group, PLLC (30) |
| Boutique | Bennett Bigelow & Leedom, PS (health care) Buck & Gordon (real estate) Christensen O'Conner Johnson Kindness (I.P.) Gordon Murray Tilden (litigation) Korr Cronin (litigation) |
| Out-of-State | Cozen O'Connor Darby & Darby Dorsey & Whitney LLP Gray Cary Ware & Fridenrich LLP Heller Ehrman White & McAulliffe LLP Holland & Knight Merchant & Gould Orrick, Herrington & Sutcliffe, LLP Townsend and Townsend and Crew LLP Wilson Sonsini Goodrich & Rosati Woodcock Washburn |

GETTING A JOB PACIFIC NORTHWEST

Summer Clerkships

- Firms prefer to hire summer associates with local tie, or proven interest in area. However, many associates at large firms are not Northwest natives.
- Most large firms allow splits with firms outside city, and occasionally (although reluctantly) with same city firms. Prefer first-half split, but will accommodate second-half split.
- Expect “realistic” summer experience with close attention paid to work quality, and less emphasis on social events.

Credentials

- Most big firms require top credentials from regional schools, but will hire top-third from top-ten law schools.
- Personality and “fit” is very important to most firms.

Law Firm Life

- 1800-1850 hours is typical minimum billable requirement.
- Market pay for first year associates is \$80,000 to \$125,000.
- Partnership consideration generally occurs at 7 years.
- Very few, if any, “9-5” jobs, but typically home for dinner.
- Relatively high cost of living in Seattle and Portland, but lower in surrounding areas.
- High home prices, especially within city limits. Associates typically own homes.
- Very high quality of life. Emphasis on life balance.

Judicial Clerkships

- Federal: District Courts and Ninth Circuit
- State: Superior (trial) and appellate courts, Washington Supreme Court

LIVING IN PACIFIC NORTHWEST

POPULATION:

- City of Seattle: 537,150
- Greater Seattle Area (King, Snohomish, Pierce and Kitsap counties): 3,275,847
- Cascadia (Washington, Oregon, British Columbia): 13,379,320

ETHNIC MAKE-UP:

- Hispanic/Latino: 5.3%
- White: 70.1%
- Asian: 13.1%
- African American: 8.4%
- American Indian and Alaskan Native: 1.0%
- Native Hawaiian and Other Pacific Islander: 0.5%

CLIMATE:

| | |
|---------------------------------|--------------|
| Altitude: | 20 Feet |
| Annual Precipitation: | 148 days |
| Annual Rainfall: | 34.0 inches |
| Annual Snowfall: | 9.0 inches |
| Average Sunny Days: | 136 days |
| Days Warmer than 90 Degrees: | 3 |
| Days Colder than 32 Degrees: | 32 |
| Average Temperature in July: | 74.0 degrees |
| Average Temperature in January: | 36.0 degrees |

COST OF LIVING:

| Cost of Living Indexes | Seattle | National Average |
|------------------------|----------|------------------|
| Overall | 135.7 | 100.0 |
| Housing | 188.8 | 100.0 |
| Food and Groceries | 109.5 | 100.0 |
| Transportation | 125.5 | 100.0 |
| Utilities | 67.0 | 100.0 |
| Health Care | 130.7 | 100.0 |
| Median Income | \$50,993 | \$53,475 |

CULTURAL LIVING

Global Community:

A coastal city that lies equidistant from Tokyo and London, Seattle is truly a cultural melting pot, particularly shaped by the Pacific Rim in everything from architecture to the work of late painters Mark Tobey and Morris Graves to the eclectic Seattle cuisine. The Chinatown/International District historically includes Chinese, Japanese, Korean, Filipino, Southeast Asians, Pacific Islanders and others, and the city's deep Scandinavian roots are evident. Seattle's namesake Chief Sealth is memorialized with statues and plaques all over town.

Soul of Innovation:

There is a palpable sense of entrepreneurship in Seattle. From the gritty determination of broadcasting pioneer Dorothy Stimson Bullitt to the Nordstrom way with retailing to Bill Gates' high-tech empire, this has proved a place of edgy sophistication. Seattle has status as a leader in trade with Asia, a number of world-class medical centers and, with an increasing number of wealthy individuals, a generous, growing philanthropy. It's common knowledge that Seattle is home to REI, Eddie Bauer, Nintendo, Starbucks, Boeing Commercial Airplanes, Amazon.com, RealNetworks and Microsoft. The Puget Sound area is the not only the nation's leader in internet business start-ups, but also the leader in business start-ups in general.

Arts and Culture:

A trip to Seattle offers more opportunities to experience arts and culture than you can probably fit in, but you'll have fun trying. Seattle's cultural scene continues to flourish with nationally respected opera, ballet, art galleries, museums, festivals and theater. In fact, Seattle boasts more theaters than any comparable sized US city, and the number of total performances ranks second only to New York. Seattle is one of only six American cities with resident major symphony, opera and ballet companies. Music ranges from a lively club scene to a vital jazz community to the internationally acclaimed Seattle symphony. Whether your interests run to contemporary or traditional art, aviation, Asian art, Nordic cultures, native cultures or history, Seattle's many museums offer something for everyone. Seattle's International Film Festival, held annually is the largest film festival in the country. Must see: the Edward E. Carlson Space Needle, created in 1962 for Seattle's World's Fair, the futuristic image that would become the internationally known symbol of the city.

Edible Culture:

Contrary to popular belief, Seattle is more than espresso carts, espresso stands and espresso bars. Nationally acclaimed local chefs have placed Seattle on the international cuisine map, and their use of the freshest seasonal ingredients, harvested locally, is inspiring and adventurous cuisine that is distinctly Seattle. Given its easy proximity to the Pacific Rim, Seattle's collaborative cuisine also take full advantage of Asian ingredients and embraces the city's many cultural influences to create cutting-edge fusions and ambrosial works of art.

Pike Place Market is the oldest continually operating farmers market in the country (since 1907). It's open year-round, perched on a hillside overlooking Elliott Bay. Residents and visitors mingle amid a menagerie of flying fish, farmers, artists and street performers.

The Great Outdoors:

Seattle's natural beauty inspires even the most committed couch potatoes. Add the inherent heartiness of the natives, and it's obvious why REI and Eddie Bauer found their niche here. Seattle is home to twin brothers Jim and Lou Whittaker, among the most famous American mountain climbers of the 20th century. The best in urban recreation is at your fingertips: spectacularly scenic golf, kayaking, canoeing, fishing and clamming, hiking, not to mention the countless urban parks. Just a short drive out of the city leads to skiing, snowboarding, river rafting, hiking and some of the most scenic parks around: Mt. Rainier National Park, Mount St. Helens National Volcanic Monument, Olympic National Park and Rainforest, and Columbia River Gorge National Scenic Area.

Maritime Connection:

Seattle is also defined by its proximity to water. To the west lies saltwater Puget Sound; to the east, freshwater Lake Washington; in the middle, Lake Union. Everywhere the focus is water, from the city's heritage to its future: Odyssey, the Maritime Discovery Center; The Seattle Aquarium on the downtown waterfront; the Center for Wooden Boats; and the waterfront parks including the waterfall fountains of the Harbor Steps. Seattle's robust maritime heritage began when the Klondike Gold Rush established it as a major Pacific port in the 1890s, and it is still going strong today. Fisherman's Terminal is a working commercial fishing port, the Port of Seattle is vital to marine trade, and the urban waterfront is booming with commercial, retail and tourist ventures.

Professional Sports:

Since the grand unveiling of Safeco Field in 1999, Seattle has transformed into a baseball town. But there are plenty of other spectator sports in which to partake. In addition to the professional teams listed below, other teams/sports include the University of Washington teams, horse racing at Emerald Downs, minor league baseball with the Everett Aquasox and Tacoma Rainiers, and the PRCA Rodeo.

Professional Baseball teams: Seattle Mariners

Professional Basketball: Seattle SuperSonics

WNBA Professional Women's Basketball: the Seattle Storm

Professional Hockey: Seattle Thunderbirds

SOURCES, RESOURCES AND USEFUL LINKS

Seattle Chamber of Commerce: www.seattlechamber.com

Cost of Living Guide: www.houseandhome.msn.com

Citywide Concierge Center: <http://www.seeseattle.org>

Official Website for the City of Seattle: www.seattle.gov