PALMIERI, TYLER

PALMIERI, TYLER, WIENER, WILHELM & WALDRON LLP
2603 MAIN STREET, SUITE 1300, IRVINE, CA 92614
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Hiring Attorney: **Mr. Michael Greene**
Address Inquiries To:
Ms. Maureen Fitch
Recruiting Administrator
PALMIERI, TYLER
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Irvine, CA 92614
(949) 851-7246 mfitch@ptwww.com

Total # offices: **1** Firm size range: **26-50**
NALP member? **Y** Office size range: **26-50**
Total attys in this office: **41**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Real Estate	**7**	**2**
Business Litigation, Product Liability	**6**	**5**
Corporate, Tax	**5**	**3**
Eminent Domain, Valuation	**5**	**3**
Estate Planning, Probate Admin	**2**	**2**

COMPENSATION & EMPLOYMENT DATA:

	2010		BEGAN WORK IN				EXPECTED
Lawyers	**Compensation**		**2008**		**2009**		**2010**
Laterals			**1**	(**1**)	**1**	(**1**)	**0**
Post-clerkship			**0**	(**0**)	**0**	(**0**)	**0**
Entry-level	**125,000**	/yr	**1**	(**1**)	**1**	(**1**)	**2**
LLMs (US)			**0**	(**0**)	**0**	(**0**)	**0**
LLMs (non-US)			**0**	(**0**)	**0**	(**0**)	**0**
Summer							
Post-3Ls	**n/a**	$/wk		( )		( )	
2Ls	**2,200**	$/wk	**2**	( )	**2**	( )	**0**
1Ls	**n/a**	$/wk					

2009 summer 2Ls considered for associate offers: **2** # offers made: **2**
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply? **n/a**
Split summers allowed? **CBC** If yes, minimum weeks:
Comments:
Accept applications for 2011 summer program from:
Joint degree students graduating in 2013? **N**
Evening students graduating in 2013? **N**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria: **Top 30% of class; strong undergraduate background; outstanding writing and verbal skills; activities and work experience helpful and considered on a case-by-case basis.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **N**
Comp./prog. credit for judicial clerkship? **CBC**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments: **In addition to the starting salary, the firm pays a $7,500 stipend for bar review and bar exam expenses; reasonable moving expenses and associate bonuses based on hours and performance.**

PARTNERSHIP DATA: Two or more tiers? **N**
Additional partnership prog. info: **Associates are first considered for partnership after seven years of practice.**

WORK/LIFE INFORMATION:
Part-time allowed? **CBC** Part-time avail.to entry-level? **N**
 # p-t assoc. 0 (m) **1** (w) **ptrs/mbrs. 9** (m) **0** (w) **oth. lawy. 0** (m) **0** (w)
Elig. for alt. work sched. determined by: **Management Committee**
Paid non-medical parental leave? **N**
Comments:

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

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	**1**	**1**	**0**	**0**
White	Men	**21**	**7**	**1**	**0**
	Women	**2**	**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**	**1**	**0**	**0**
	Women	**1**	**2**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**1**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**21**	**9**	**1**	**0**
	Women	**4**	**6**	**0**	**0**
	TOTAL NUMBER	**25**	**15**	**1**	**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.)

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: **We welcome and encourage all qualified individuals to apply for positions at our firm.**

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:	**1750**	**1842**
Avg. annual assoc. billable hrs:	**1658**	**1741**

Is there a minimum billable hours expectation? **Y** If yes, number: **1800**
Hours policy details: **Since only 1800 billable hours are required of our attorneys, pro bono hours are not billable.**

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

NARRATIVE: Palmieri, Tyler, Wiener, Wilhelm & Waldron believes that Associates learn best by "doing". Associates in our firm are given significant responsibilities over major matters at an early point in their careers, with oversight by experienced lawyers who are anxious to pass on their knowledge and skills.

While excellence in our work product is our primary focus, it is our strong belief that a good firm needs well-rounded individuals with significant outside interests. The backgrounds, political affiliations and styles of practice of our attorneys differ in many respects, but our office atmosphere is one of team play and mutual respect. Our attorneys work hard, but at the same time maintain outside interests and family responsibilities.

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.