

Damon Key Leong Kupchak Hastert  
 1600 Pauahi Tower, 1003 Bishop Street, Honolulu, HI 96813  
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Total # offices: 1 Firm size range: 26-50  
 NALP member? N Office size range: 11-25  
 Total attys in this office: 27

Hiring Attorney: Mr. Robert Thomas  
 Address Inquiries To:  
**Mr. Robert Thomas**  
**Director**

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PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Arbitration	0	1
Commercial, Business, Tax	8	6
Bankruptcy, Creditors Rights	4	1
Construction	8	4
Immigration, International	3	3
Litigation, Dispute Resolution	9	5
Real Estate	6	3
Trusts, Estate	3	2
Intellectual Property	4	2

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		( )	( )	
Post-clerkship		( )	1 ( )	
Entry-level	80,000 /yr	2 ( 2 )	1 ( 1 )	1
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
<b>Summer</b>				
Post-3Ls	\$/wk	( )	( )	
2Ls	1538 \$/wk	2 ( )	2 ( )	2
1Ls	\$/wk			

# 2007 summer 2Ls considered for associate offers: 2 # offers made: 2  
 Hire school term clerks? Y  
 1Ls hired? N When after 12/1 should 1Ls apply?  
 Split summers allowed? Y If yes, minimum weeks: 6  
 Comments:

Accept applications for 2009 summer program from:  
 Joint degree students graduating in 2011? Y  
 Evening students graduating in 2011? N  
 Judicial clerks? Y Students at non-US law schools? Y  
 Hiring Criteria: **Academic credentials, character, attitude, non-academic interests, diversity, language ability. We request students who apply have a strong commitment to long-term residence in Hawaii.**  
**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**  
 Judicial clerkship bonus? N  
 Comp./prog. credit for judicial clerkship? CBC  
 Comp./prog. credit for other adv. degrees? CBC  
 Other compensation comments: **Automatic bonus starting at 1850 hours. No lockstep progression.**

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

**WORK/LIFE INFORMATION:**  
 Part-time allowed? CBC Part-time avail.to entry-level? CBC  
 # p-t assoc. 0 (m) 0 (w) ptrs/mbrs. 1 (m) 0 (w) oth. lawy. 0 (m) 0 (w)  
 Elig. for alt. work sched. determined by: **Executive Committee**  
 Paid non-medical parental leave? CBC  
 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? N  
 Rotation for jr. associates between departments/practice groups? Y  
 Is rotation mandatory? N

**BENEFITS:** see www.nalpdirectory.com

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008**

As of Feb. 1, 2008	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	0	0
	Women	0	0	0
White	Men	7	2	4
	Women	1	0	0
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	3	1	0
	Women	3	6	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	10	3	4
	Women	4	6	0
TOTAL NUMBER		14	9	4
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:

**CAMPUS INTERVIEWS for past year** (see full list online):  
 # schools visited in 2007: 0 # job fairs/consortia attended in 2007: 0

**BILLABLE HOURS:** 2006 2007  
 Avg annual assoc. hrs worked: 2258 2222  
 Avg. annual assoc. billable hrs: 1725 1846  
 Is there a minimum billable hours expectation? Y If yes, number: 1800  
 Hours policy details:

Is billable hour credit given for pro bono work? 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? **CBC**  
**PRO BONO INFORMATION:**  Firm-wide  Office specific  
 % firm billable hours:  avg. hrs. per attorney: 14.6  
 Participation: 87.5 % assoc. 67 % ptrs/mbrs 10 % 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:** C.F. Damon Jr. and Henry Shigekane formed a law partnership in Honolulu in 1963 which has become Damon Key Leong Kupchak Hastert. We are comprised of attorneys from many States, Germany and Japan, and we focus on creative cost effective problem solving and teamwork with our clients. We assist in avoiding and resolving business disputes, enhanced by our experience in business management, construction, teaching, science and engineering.  
 Damon Key's Summer Law Associate Program is an important part of our firm culture. The three major objectives are 1) to provide us and the Summer Associate with a meaningful opportunity to observe each other prior to the extension and acceptance of an offer; 2) to facilitate the training and integration of the Summer Associates who accept our offer into our firm and the community and 3) to provide Summer Associates with the opportunity to participate in the non-academic side of the law practice.

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.