# STARN O'TOOLE

**Starn O'Toole Marcus & Fisher**
**733 Bishop Street, Suite 1900, Honolulu, HI 96813**
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Hiring Attorney: **Mr. Norman Cheng**
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**Hiring Attorney**
**Starn O'Toole Marcus & Fisher**
**733 Bishop Street, Suite 1900**
**Honolulu, HI 96813**
**808-537-6100 ncheng@starnlaw.com**

Total # offices: **1** Firm size range: **11-25**
NALP member? **Y** Office size range: **2-10**
Total attys in this office: **23**

| PRIMARY PRACTICE AREAS: | # Ptrs/Mbrs | # Assoc. & Oth. Lawy. |
|---|---|---|
| **Commercial Real Estate and Development** | **6** | **2** |
| **Complex Commercial Litigation** | **4** | **11** |
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**COMPENSATION & EMPLOYMENT DATA:**

| Lawyers | 2010 Compensation | BEGAN WORK IN 2008 | BEGAN WORK IN 2009 | EXPECTED 2010 |
|---|---|---|---|---|
| Laterals | | 2 ( 0 ) | 0 ( 0 ) | 0 |
| Post-clerkship | | ( ) | ( ) | |
| Entry-level | 90,000 /yr | 3 ( 3 ) | 2 ( 2 ) | 2 |
| LLMs (US) | | ( ) | ( ) | |
| LLMs (non-US) | | ( ) | ( ) | |
| **Summer** | | | | |
| Post-3Ls | $/wk | ( ) | ( ) | |
| 2Ls | 1730.00 $/wk | 4 ( ) | 2 ( ) | 4 |
| 1Ls | $/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?
Split summers allowed? **Y** If yes, minimum weeks: **6**
Comments:
Accept applications for 2011 summer program from:
Joint degree students graduating in 2013? **N**
Evening students graduating in 2013? **N**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **Moot Court; Law Review; Activities; Top 20% of law school class; strong commitment to permanent residence in Hawaii.**

**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**
Judicial clerkship bonus? **N**
Comp./prog. credit for judicial clerkship? **N**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments:

**PARTNERSHIP DATA:** Two or more tiers? **Y**
Additional partnership prog. info:

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

**TRAINING AND PROFESSIONAL DEVELOPMENT:**
Coaching/mentoring program?
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?

**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 | 0 | 0 | 0 | 0 |
| White | Men | 5 | 5 | 1 | 1 |
| | Women | 3 | 2 | 1 | 1 |
| Black/African American | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| Nat. Hawaiian/ Other Pacific Is. | Men | 1 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| Asian | Men | 1 | 1 | 0 | 0 |
| | Women | 0 | 2 | 0 | 2 |
| 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 | 1 | 0 | 0 |
| TOTAL | Men | 7 | 6 | 1 | 1 |
| | Women | 3 | 5 | 1 | 3 |
| | TOTAL NUMBER | 10 | 11 | 2 | 4 |
| 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:

**CAMPUS INTERVIEWS for past year** (see full list online):
# schools visited in 2009: **11** # job fairs/consortia attended in 2009: **0**

**BILLABLE HOURS:**

| | 2008 | 2009 |
|---|---|---|
| Avg annual assoc. hrs worked: | 1900 | 1800 |
| Avg. annual assoc. billable hrs: | 1800 | 1700 |

Is there a minimum billable hours expectation? **Y** If yes, number: **1850**
Hours policy details:

Is billable hour credit given for pro bono work? **N**
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? **N**
**PRO BONO INFORMATION:** ☒ Firm-wide ☐ Office specific
☐ % firm billable hours: ☒ avg. hrs. per attorney: **50**
Participation: **100** % assoc. **100** % ptrs/mbrs **100** % other lawyers

**PUBLIC INTEREST FELLOWSHIPS** (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship?
Comments:

**NARRATIVE: We believe that each of our clients is our best referral source for new business, and we seek to earn their confidence, trust and approval. The pillars of our practice are:**
**(1) EXCELLENCE: We strive to provide our clients with the highest quality legal services available anywhere, tailored to our business or individual needs. We look for creative, innovative solutions to your problems.**
**(2) RESPONSIVENESS AND CONCERN: We believe each of our clients deserve timely and responsive legal services. We pride ourselves on making your concerns, our concerns.**
**(3) VALUE: Our goal is for our clients to receive added value when we are retained to handle a legal problem. We dedicate ourselves in delivering more than just an excellent work product, and seek for our clients to realize economic value from our engagement whenever and wherever possible.**

**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.**