

SHEPPARD, MULLIN, RICHTER & HAMPTON LLP (Downtown LA Office)

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SHEPPARD, MULLIN, RICHTER & HAMPTON LLP

333 So. Hope Street, 43rd Floor

LOS ANGELES, CA 90071

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Total # offices: 11

NALP member? Y

Firm size range: 501-700

Office size range: 101-250

Total attys in this office: 147

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	24	32
Labor, Employment	7	15
Finance, Bankruptcy, Creditors Rights	9	10
Government Contracts, Regulated Industr	9	10
Corporate, Securities, Mergers & Acquisiti	5	9
Real Estate, Land Use	6	6
Construction, Environmental, Litigation	4	5
Tax, Erisa, Estate	4	4
Intellectual Property, Patent	1	4
White Collar Crime	3	1
Antitrust	0	3

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		14 ( )	6 ( )	TBD
Post-clerkship		0 ( )	0 ( )	0
Entry-level	\$160,000 /yr	7 ( 7 )	11 ( 11 )	8 ( 8 )
LLMs (US)		0 ( )	0 ( )	0
LLMs (non-US)		0 ( )	0 ( )	0
Summer				
Post-3Ls	\$/wk	( )	( )	
2Ls	\$3,080 \$/wk	11 ( )	8 ( )	13
1Ls	\$/wk			

# 2010 summer 2Ls considered for associate offers: 8 # offers made: 8

Hire school term clerks? N

1Ls hired? N When after 12/1 should 1Ls apply?

Split summers allowed? N If yes, minimum weeks:

Comments:

Accept applications for 2012 summer program from:

Joint degree students graduating in 2014? N

Evening students graduating in 2014? N

Judicial clerks? Y Students at non-US law schools? N

Hiring Criteria: Students should show superior academic standing in college and

law school along with extracurricular pursuits and experiences that

demonstrate proof of initiative and responsibility. Ties to LA help.

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? CBC

Comp./prog. credit for judicial clerkship? CBC

Comp./prog. credit for other adv. degrees? CBC

Other compensation comments: Bar stipend + BAR/BRI review course fees,

relocation to LA; paid parking; hours and discretionary bonuses. Generous

funding for CLE and client development activities. Business casual attire.

PARTNERSHIP DATA: Two or more tiers? Y

Additional partnership prog. info: Basis for election: to non-equity partner is

quality of work + potential for client dev.; to equity partner is demonstrated

client origination. 1 LA Associate was elected Partner eff. 3/1/11.

WORK/LIFE INFORMATION:

Part-time allowed? Y Part-time avail.to entry-level? N

# p-t assoc. 0 (m) 4 (w) ptrs/mbrs. 0 (m) 1 (w) oth. lawy. 4 (m) 5 (w)

Elig. for alt. work sched. determined by: Needs of the Practice Group.

Paid non-medical parental leave? N

Comments: Associates can elect to have a Flexible Work Arrangement with

approval of the Chief Talent Officer and their PG.

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? Y

Evaluations: Annual Upward reviews? N

Professional development staff? Y Billable hours credit for training time? Y

Rotation for jr. associates between departments/practice groups? N

Is rotation mandatory?

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	1	3	0	UNK
	Women	0	1	0	UNK
White	Men	45	23	15	UNK
	Women	7	17	9	UNK
Black/African American	Men	0	1	0	UNK
	Women	2	2	0	UNK
Nat. Hawaiian/ Other Pacific Is.	Men	0	NC	0	UNK
	Women	0	NC	0	UNK
Asian	Men	1	7	1	UNK
	Women	0	5	1	UNK
Amer. Indian/ Alaska Native	Men	0	0	0	UNK
	Women	0	1	0	UNK
2 or More Races	Men	0	1	1	UNK
	Women	0	3	0	UNK
TOTAL	Men	47	35	16	3
	Women	9	29	11	10
TOTAL NUMBER		56	64	27	13
Disabled	Men	1	1	0	UNK
	Women	1	0	0	UNK
Openly GLBT	Men	2	3	0	UNK
	Women	1	0	0	UNK

(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: Diversity is a core value of the firm; recruiting/retention/promotion of attys from diverse groups is an important objective.

CAMPUS INTERVIEWS for past year (see full list online):

# schools visited in 2010: 12 # job fairs/consortia attended in 2010: 4

BILLABLE HOURS: 2009 2010

Avg annual assoc. hrs worked:

Avg. annual assoc. billable hrs:

Is there a minimum billable hours expectation? Y If yes, number: 1950

Hours policy details: Can include up to 100 credited non-chargeable hrs for pro bono/recruiting/training/diversity activity

Is billable hour credit given for pro bono work? Y

Is there a maximum that will be credited? Y If yes, what? 100

For bonus consideration, is a pro bono hour equivalent to a billable hour? Y

PRO BONO INFORMATION:  Firm-wide  Office specific

% firm billable hours:  avg. hrs. per attorney:

Participation: 71 % assoc. 59 % ptrs/mbrs 43 % 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: SHEPPARD MULLIN is a diverse law firm of almost 550 accomplished attorneys. Founded in Los Angeles in 1927, we now have ten U.S. offices and one in Shanghai. The firm's long-standing traditions include a democratic partnership of 1 partner/1 vote, a culture of collegiality and mutual respect, a dedication to training and professional development, an unwavering commitment to client service, and an unyielding drive to accomplish our clients' goals. We have grown continuously through varying economic cycles by diversifying our practice, which has served us well during the current recession. Despite the tremendous damage to the national and world economy, our clients still need advice and counsel from outstanding lawyers. This fall at premier law schools around the country, we will pursue talented 2nd-year students who are committed to delivery of the world-class legal service that our clients need and deserve.

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.