SHEPPARD MULLIN

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Hiring Attorney: **Ms. Elizabeth Balfour**
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Ms. Stefanie Buccarelli
Recruiting Coordinator
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Total # offices: **11** Firm size range: **501-700**
NALP member? **Y** Office size range: **26-50**
Total attys in this office: **48**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate, Securities	**8**	**7**
Intellectual Property	**5**	**10**
Litigation	**4**	**6**
Labor, Employment	**2**	**2**
Real Estate	**1**	**2**
Tax, Estate	**1**	**0**

COMPENSATION & EMPLOYMENT DATA:

	2011	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2009**	**2010**	**2011**
Laterals		**0** ( )	**7** ( )	**TBD**
Post-clerkship		( )	( )	
Entry-level	**$160,000** /yr	**1** (**1**)	**1** (**1**)	**2 (2)**
LLMs (US)		( )	( )	**0**
LLMs (non-US)		( )	( )	**0**
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	**$3,080** $/wk	**5** (**1**)	**1** ( )	**1**
1Ls	$/wk			

2010 summer 2Ls considered for associate offers: **1** # offers made: **1**
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: **Superior academic standing in college and law school along with extracurricular pursuits and experiences that demonstrate proof of initiative and responsibility; ties to San Diego.**

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 San Diego. Hours and discretionary bonuses, paid parking. 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 are quality of work and potential for client development. Basis for election to equity partner is demonstrated client origination.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. (m) **1** (w) **ptrs/mbrs.** (m) **1** (w) **oth. lawy.** (m) **2** (w)
Elig. for alt. work sched. determined by: **Practice group needs.**
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**	**1**	**0**	**NC**
	Women	**0**	**0**	**0**	**0**
White	Men	**16**	**13**	**1**	**NC**
	Women	**3**	**4**	**4**	**0**
Black/African American	Men	**0**	**0**	**0**	**NC**
	Women	**0**	**0**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**NC**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**2**	**1**	**NC**
	Women	**0**	**0**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**NC**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**1**	**1**	**0**	**NC**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**18**	**17**	**2**	**1**
	Women	**3**	**4**	**4**	**0**
	TOTAL NUMBER	**21**	**21**	**6**	**1**
Disabled	Men	**1**	**0**	**0**	**NC**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**0**	**0**	**0**	**NC**
	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: **Diversity is a core value of the firm; recruiting/retention/promotion of attys from diverse groups is an important management objective.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010: **9** # job fairs/consortia attended in 2010: **3**

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 probono/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: The DEL MAR HEIGHTS office is the firm's only San Diego County office hosting a Summer Associate Program in 2011, and will be recruiting for 4 Summer Associates for 2012.

SHEPPARD MULLIN was founded in Los Angeles in 1927 and today is one of California's leading law firms. The firm has 2 offices in San Diego County. The downtown SD office opened in 1986 and has continuously served San Diego businesses with a wide range of practices including litigation, labor, land use, real estate, corporate and banking and finance. In 2001, the firm expanded its presence in San Diego County and opened an office in DEL MAR HEIGHTS, the heart of the County's pioneering technology corridor. The practice areas in the Del Mar office include intellectual property, corporate, securities, real estate and litigation, and its clients range from start-ups and entrepreneurs to established public companies and private equity funds.

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.