SHEPPARD MULLIN

SHEPPARD, MULLIN, RICHTER & HAMPTON LLP (Orange County Office)
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Hiring Attorney: **Mr. Michael Stewart**
Address Inquiries To:
Ms. Patty McGraw
Recruiting & Professional Development Administrator
SHEPPARD, MULLIN, RICHTER & HAMPTON LLP
650 Town Center Drive, 4th Floor
Costa Mesa, CA 92626-1925
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Total # offices: **11** Firm size range: **501-700**
NALP member? **Y** Office size range: **51-100**
Total attys in this office: **61**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	**11**	**12**
Finance, Bankruptcy	**6**	**9**
Intellectual Property	**6**	**6**
Real Estate	**6**	**8**
Corporate	**3**	**5**
Labor, Employment	**2**	**5**
Tax, Trusts, Estate	**1**	**0**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN 2009	BEGAN WORK IN 2010	EXPECTED 2011
Laterals		**0** ( )	**2** ( )	**TBD**
Post-clerkship		( )	( )	
Entry-level	**$160,000** /yr	**0** ( )	**5** (**5**)	**3 (3)**
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	$/wk	( )	( )	
2Ls	**$3,080** $/wk	**4** ( )	**4** ( )	**3**
1Ls	$/wk			

2010 summer 2Ls considered for associate offers: **4** # offers made: **4**
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 So. California 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 Orange County. Hours and discretionary bonuses; paid parking.**

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) **2** (w) **ptrs/mbrs.** (m) (w) **oth. lawy.** (m) (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**	**1**	**0**	**UNK**
	Women	**1**	**3**	**0**	**UNK**
White	Men	**21**	**17**	**0**	**UNK**
	Women	**3**	**8**	**0**	**UNK**
Black/African American	Men	**0**	**0**	**0**	**UNK**
	Women	**0**	**0**	**0**	**UNK**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**UNK**
	Women	**0**	**0**	**0**	**UNK**
Asian	Men	**0**	**0**	**0**	**UNK**
	Women	**0**	**3**	**0**	**UNK**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**UNK**
	Women	**0**	**0**	**0**	**UNK**
2 or More Races	Men	**0**	**0**	**0**	**UNK**
	Women	**0**	**1**	**0**	**UNK**
TOTAL	Men	**22**	**18**	**1**	**1**
	Women	**4**	**15**	**1**	**2**
	TOTAL NUMBER	**26**	**33**	**2**	**3**
Disabled	Men	**0**	**0**	**0**	**UNK**
	Women	**0**	**0**	**0**	**UNK**
Openly GLBT	Men	**0**	**0**	**0**	**UNK**
	Women	**0**	**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: **2**

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: Located in the Performing Arts area of Costa Mesa, the Orange County office reflects the firm's full service nature. Our litigation practice covers a broad spectrum of civil disputes, including general business, class action defense, IP, securities, real estate, and labor/employment. As one of the nation's preeminent banking and finance law firms, we represent many major national and international financial institutions in complex loan transactions, workouts and bankruptcy. The Orange County office has a Land Use Team specializing in land use-related litigation, water-rights, and compliance and entitlement work for major retailers, shopping centers and developers. Our corporate practice reflects the wide range of business activities in the region, from representing middle market manufacturing companies and real estate firms, to venture capital, private equity and public offering work for high growth technology companies.

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.