

SHEPPARD, MULLIN, RICHTER & HAMPTON LLP (D.C. Office)
 11th Floor East, 1300 I Street, N.W., Washington, DC 20005
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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: 47

Hiring Attorney: Mr. Keith Szeliga

Address Inquiries To:

Ms. Meena Pumphrey

Recruiting Coordinator

SHEPPARD, MULLIN, RICHTER & HAMPTON LLP

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Washington, DC 20005

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PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Government Contracts	4	11
Litigation	6	8
Corporate	5	5
Communications	3	3
Labor & Employment	2	4
White Collar Crime	1	4
Patent	1	3
Real Estate Finance	2	2
Antitrust	3	0
Food And Drug	2	1
Finance	1	1

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		3 (0)	6 (0)	TBD
Post-clerkship		0 (0)	0 (0)	0
Entry-level	\$160,000 /yr	2 (2)	5 (5)	4 (3)
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	\$3,080 \$/wk	6 (2)	3 ()	3
1Ls	\$/wk			

2010 summer 2Ls considered for associate offers: 3 # offers made: 3

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 credentials, extracurricular achievements, and experiences that demonstrate proof of initiative and responsibility; Moot court, law journal participation and ties to the DC area are preferred.

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? Y

Comp./prog. credit for judicial clerkship? CBC

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

Other compensation comments: Bar stipend, BAR/BRI; Relocation allowance;

Bonus program.

PARTNERSHIP DATA: Two or more tiers? Y

Additional partnership prog. info: 3 DC Associates were elected to Partner eff. 3/1/11 (not included in demographic stats above).

WORK/LIFE INFORMATION:

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

p-t assoc. 0 (m) 0 (w) ptrs/mbrs. 0 (m) 0 (w) oth. lawy. 2 (m) 1 (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	0	0	0	0
	Women	0	0	0	0
White	Men	16	13	3	2
	Women	5	11	0	1
Black/African American	Men	0	1	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	0	0	1	0
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	0	0	0
TOTAL	Men	16	14	1	2
	Women	5	11	0	1
TOTAL NUMBER		21	25	1	3
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	1	0	0	1
	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; the recruiting, retention and promotion from diverse groups is an important objective.

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

schools visited in 2010: 6 # job fairs/consortia attended in 2010: 0

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, international law firm of approximately 550 accomplished lawyers who are committed to delivering the highest quality legal services to the leading businesses in the United States, including the Fortune 100. Our long-standing traditions include a democratic partnership of one partner/one 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. Founded in Los Angeles in 1927, we now have 10 U.S. offices and our first foreign office in Shanghai. Sheppard Mullin's D.C. Office opened in early 2003. Located only blocks away from the White House, it provides a strong base of operations for handling a broad range of client matters of federal, national and international significance. Our clients include international, national and local 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.