SHEPPARD MULLIN

SHEPPARD, MULLIN, RICHTER & HAMPTON LLP (Shanghai office)
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Hiring Attorney: **Mr. Todd Bissett**
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Mr. Xudong Ni

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Total # offices: **11** Firm size range: **501-700**
NALP member? **Y** Office size range: **11-25**
Total attys in this office: **14**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate	**2**	**8**
Intellectual Property	**0**	**3**
Antitrust	**0**	**1**

COMPENSATION & EMPLOYMENT DATA:

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

2010 summer 2Ls considered for associate offers: **0** # offers made:
Hire school term clerks? **Y**
1Ls hired? **N** When after 12/1 should 1Ls apply?
Split summers allowed? **N** If yes, minimum weeks:
Comments: **This office does not have a formal Summer Associate program.**
Accept applications for 2012 summer program from:
Joint degree students graduating in 2014? **N**
Evening students graduating in 2014? **N**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria: **Superior academic standing in college and law school, along with extracurricular activities that demonstrate a high level of initiative and responsibility. Fluency in Mandarin and English is mandatory.**

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:

PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info: **A female attorney in this office was promoted to Partner as of March 1, 2011.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. (m) (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:

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	**2**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Black/African American	Men	**0**	**0**	**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**	**1**	**2**	**0**
	Women	**0**	**1**	**8**	**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	**2**	**1**	**2**	**0**
	Women	**0**	**1**	**8**	**0**
	TOTAL NUMBER	**2**	**2**	**10**	**0**
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: **Diversity is a core value of the firm; the recruiting, retention and promotion of attorneys from diverse groups is an important objective.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010: **0** # 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 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 Shanghai Office is Sheppard Mullin's first overseas office and serves as the center of the Firm's Asia practices. Opened in March 2007, the office handles international matters involving China but also Hong Kong, Taiwan, Korea, Japan, Singapore, South-East Asia, and other markets in the region. The attorneys and legal consultants in the office have legal expertise in the corporate, commercial, IP, finance, venture capital, capital markets, antitrust, trade and disputes fields. The office is fully integrated into the Firm's established practice groups, thus allowing for seamless service across borders and time zones. The office provides a full range of legal services as noted above, and employs 5 additional timekeepers.

Sheppard Mullin has 10 offices in the United States: 8 in California (Los Angeles, Century City, San Francisco, Palo Alto, Santa Barbara, Costa Mesa, Del Mar and San Diego) as well as New York City and Washington, DC.

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.