

Basic Information

650 Town Center Drive
4th Floor
Costa Mesa, CA 92626
Organization Size: 650
Office Size: 58
Hiring Attorney:
Mr. Michael Stewart

Recruiting Contact:
Ms. Patty McGraw
Recruiting Coordinator
650 Town Center Drive
4th Floor
Costa Mesa, California (CA) 92626
United States
Phone: 714-424-2849
pmcgraw@sheppardmullin.com

Compensation & Benefits

2014 compensation for entry-level lawyers (\$/year) 160,000
Summer Compensation
2014 compensation for Post-3Ls (\$/week)
2014 compensation for 2Ls (\$/week) 3,080
2014 compensation for 1Ls(\$/week)

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
How many years is the non-equity track?
How many years is the equity track?

Pro Bono/Public Interest

Daniel L. Brown, Esq.
Partner, Pro Bono Chair
212-634-3095
dbrown@sheppardmullin.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
% Firm Billable Hours last year N/A
Average Hours per Attorney last year N/A
Percent of associates participating last year 77%
Percent of partners participating last year 50%
Percent of other lawyers participating last year 31%

Professional Development

Evaluations Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No
Rotation for junior associates between departments/practice groups? No
Does your organization have a dedicated professional development staff? Yes
Does your organization have a coaching/mentoring program Yes
Does your organization give billable hours credit for training time? Yes

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 24	14	4	0	1
	Women 4	9	1	2	2
	Total 28	23	5	2	3
Hispanic/Latino	Men 1	2	0	0	UNK
	Women 1	0	0	0	UNK
White	Men 23	10	4	0	UNK
	Women 3	4	1	2	UNK
Black/African American	Men 0	0	0	0	UNK
	Women 0	0	0	0	UNK
Native Hawaiian/Other Pacific Islander	Men 0	0	0	0	UNK
	Women 0	0	0	0	UNK
Asian	Men 0	1	0	0	UNK
	Women 0	3	0	0	UNK
American Indian/Alaska Native	Men 0	0	0	UNK	UNK
	Women 0	0	0	0	UNK
2 or more races	Men 0	0	0	0	UNK
	Women 0	2	0	0	UNK
Disabled	Men 0	1	0	0	UNK
	Women 0	0	0	0	UNK
Openly LGBT	Men 0	0	0	0	UNK
	Women 0	0	0	0	UNK

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Litigation	Business Trial	11		12	
Business, Corporate	Corporate & Securities	3		4	
Banking, Finance	Finance & Bankruptcy	9		7	
Intellectual Property	Intellectual Property	4		4	
Labor and Employment	Labor & Employment	5		5	
Real Estate, Land Use	Real Estate	6		2	
Tax/Trusts and Estates	Tax/Trusts & Estates	2		1	

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2012	Prior Summer Associates	2013	Prior Summer Associates	2014
Laterals	2	0	6	0	UNK
Laterals (non-traditional track)	0	0	0	0	UNK
Post-Clerkship	0	0	0	0	UNK
Entry-level	2	2	2	2	UNK
Entry-level (non-traditional track)	0	0	0	0	UNK
LL.M.s (U.S.)	0	0	0	0	UNK
LL.M.s (non-U.S.)	0	0	0	0	UNK
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	3	0	2	0	3
1Ls	0	0	0	0	0

Number of 2013 Summer 2Ls

2

considered for associate offers

Number of offers made to summer

2

2L associates

General 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 Orange County help.

Diversity & Inclusion

Diversity Contact: Ms. Carol Ross-Burnett

Diversity Website/URL: <http://www.sheppardmullin.com/diversity.html>

Organization Narrative

Founded in Los Angeles in 1927, Sheppard, Mullin, Richter & Hampton LLP is a diverse, international law firm of approximately 650 lawyers in 15 offices. We are committed to delivering the highest quality legal services to a growing clientele that encompasses leading businesses in the United States and around the world - including half of the Fortune 100. Our long-standing traditions include a democratic partnership, a culture of collegiality and mutual respect, a dedication to training and professional development, and an unwavering commitment to accomplishing our clients' goals.

Reflecting its roots in L.A., the Firm has 7 offices in California: Los Angeles/Downtown and Los Angeles/ Century City, San Francisco, Palo Alto, Costa Mesa, San Diego/Del Mar and San Diego/Downtown. However, the Firm's presence extends far beyond the West Coast. In our New York office, 50 lawyers focus on litigation, labor and employment and financial and corporate transactions. In Washington, D.C., 60 lawyers practice in government contracts, international trade, business litigation, real estate, corporate and antitrust. Our Chicago office, which opened in July 2012, currently houses 20 attorneys active in most of the firm's Practice Groups. The firm's China offices (in Shanghai and Beijing) serve as a bridge for U.S. companies doing business in China and Chinese companies doing business in the U.S. Sheppard Mullin also has small offices in London, Brussels and Seoul.

SUMMER ASSOCIATE PROGRAM. The firm conducts an annual 10-week summer program for U.S. law students who are one year away from receiving their J.D. degree. We structure our program to give students a realistic view of the way we practice throughout the year. Our summer associates work closely on legal documents with partners and associates in various Practice Groups and may attend depositions, court appearances and meetings.

Training is a major emphasis our summer associate program. The flagship training vehicle is our Business and Litigation Training (BLT) program, which runs

throughout the summer in each of our U.S. offices. In this program, our summer associates work in teams, with close supervision by attorney mentors, on a mock exercise that involves an ill-fated corporate transaction. The exercise begins with negotiation of a corporate asset purchase agreement, detours through bankruptcy and culminates in a trial. This unique program delivers intensive training in both transactional and litigation practice in a very realistic setting, and is invariably regarded by our summer associates as the highlight of their summer. Summer associates also attend Practice Group-specific training programs and other firm meetings, and work on pro bono projects with supervising attorneys.

Although the primary focus of the summer associate program is provision of real client work and realistic training, the summer is not all work. Associate mentors assist the students in a variety of ways, and we plan a well-balanced calendar of social events that gives students the opportunity to get to know our attorneys outside of the office as well as enjoy the geographic area in which they are working.

ASSOCIATE DEVELOPMENT, TRAINING AND MENTORING. The firm seeks law school graduates who possess the character, strength, and intellectual and personal traits needed to become superior practicing lawyers, and new associates are hired with the expectation that each has the capacity to become a Sheppard Mullin partner. We continue long-standing traditions of careful training of associates and "lean staffing" of matters, providing close supervision and feedback as well as early client contact.

While the firm believes that associates must take control over their own career development, it is committed to provision of guidance and resources to associates as they chart their career path. Associates, both entry-level and those that are hired laterally, have a Partner Advisor from their practice group who serves as a formal mentor throughout their non-partner years at the firm. The Partner Advisor participates in all of the associate's performance reviews and works with the associate to develop an annual individual business / professional development plan.

The firm holds a New Associate Orientation retreat after members of the newest class of associates have started work. We provide a systematic program of professional education, designed to provide knowledge of substantive law and practical suggestions as to day-to-day legal practice. "Partnership Colleges" are held bi-annually for mid-level and senior associates. We have also developed strong programs for practical skills training and training on client development and marketing.

Associate evaluations are conducted twice during an entry-level associate's first year at the firm, and annually for all other non-partners. Performance evaluations measure associates' performance in a set of professional competencies that run from entry as a beginning associate through candidacy for partnership, with variations in expectations that reflect the stages of associates' career development.

Associates are expected to bill 1950 hours per year to client-chargeable matters, with credit for certain pro bono, career development, diversity and administrative activities. All of our attorneys are expected to participate in aspects of firm life in addition to the work that they perform for clients. They are also expected to be active in client development efforts, practice group activities, continuing legal education and firm management activities. Associates at any level participate in recruiting and summer associate programs and can serve on various other firm committees as "volunteers" or elected members.

Sheppard Mullin's partnership operates as a representative democracy, with leaders elected to terms of office. A concern for representation and transparency also informs the firm's relations with its associates. The Associates Forum provides a mechanism for discussion of associates' questions and concerns, and has contributed to a number of changes in firm policies.

DIVERSITY AND INCLUSION. Appreciation for and achievement of diversity is a core value at Sheppard Mullin. The Diversity & Inclusion (D&I) Committee has guided and sponsored numerous initiatives and programs, including expanding diversity recruiting efforts, increased retention and promotion of women and diverse attorneys, and enhanced diversity and inclusion in firm management and leadership.

Several years ago the Firm Chair created the Diversity & Inclusion Strategic Council. This core group of D&I leaders within the Firm studies relevant data, develops related long-term strategic goals for D&I at Sheppard Mullin and identifies short-term, attainable objectives. Council strategies have resulted in the appointment of a head of gender initiatives for the Firm, the development of specific programs that address the retention of women and diverse associates (such as a business development coaching program), increased lateral hiring of women and diverse partners, and multiple diversity recruiting partnerships between our affinity groups and internal recruiting committees.

In recent years, the formation of affinity groups has resulted in a significant infusion of enthusiasm into the firm's diversity program. Each office has a Women Lawyers Group. The Diversity and Inclusion Attorneys' Network (DIAN) is an organization for lawyers of color. Our LGBT lawyers have formed Out at Sheppard (OAS). Parents at Sheppard Mullin provides a network for lawyers in their parenting years. Each of these organizations holds meetings and retreats, proposes improvements and contributes to an atmosphere of celebration of diversity.

PRO BONO. Many of our attorneys have a strong desire to give back to the community in which they live, and the provision of high caliber legal services to people of limited means (as well as to charitable and civic organizations) is one way to fulfill that need. We encourage and support our attorneys to contribute to their communities in many ways, including through the provision of pro bono legal services.

Coast-to-coast, we have compiled an admirable record in providing community service and legal services to those in need. We recently achieved two historic victories on behalf of New York City's persons with disabilities that were featured in American Lawyer magazine:

- (1) Brooklyn Center for Independence of the Disabled (BCID) et al. v. Mayor Bloomberg, et al. (in which Sheppard Mullin represented a class of 900,000 disabled residents of New York City in a federal lawsuit alleging that the City discriminated against people with disabilities under the Americans with Disabilities Act in its failure to plan for their needs in large scale disasters and emergencies such as Hurricane Sandy) and
- (2) Taxis for All Campaign v. Taxi & Limousine Commission (TLC) (in which Sheppard Mullin represented disability advocacy groups challenging the New York City taxicab fleet for not being wheelchair accessible. As a result of a historic settlement, New York City agreed to have the New York taxi fleet, which is currently only 1.8% accessible, become 50% accessible over the next six years.

Our Firm is widely recognized for a number of our practice areas. Among the Firm's recent accolades: Benchmark Litigation 2014 ranked Sheppard Mullin among the best litigation firms in California; Inc. magazine named Sheppard Mullin among America's fastest-growing private companies; and in 2012 and 2011, Corporate Counsel magazine recognized Sheppard Mullin as a Fortune 500 "Go-To" Law Firm. Our Government Contracts practice received a Tier One, national ranking by Chambers & Partners, and many of the Firm's individual attorneys are ranked highly in prestigious national and regional directories. We were also listed among the top 20 firms in Southern California in Vault's 2013 rankings of Best Law Firms in each U.S. Region.

ORANGE COUNTY OFFICE. Located in the Performing Arts area of Costa Mesa, the Orange County office of Sheppard Mullin was established in 1977 to meet the needs of one of California's fastest-growing business centers. The attorneys in our office specialize in the following practice areas: Litigation, Banking and Finance, Corporate and Securities, Intellectual Property, Labor and Employment, Land Use and Real Estate, and Tax and Estate Planning. Sheppard Mullin's Orange County office offers the rare combination of sophisticated legal work and a collegial environment. In fact, the Orange County office was named among the "Best Places to Work" by the Orange County Business Journal in 2011, 2012 and 2013.

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