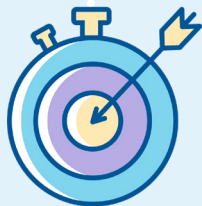




## Life at Sheppard Mullin

### Associate Salary Scale



Level	Base Salaries
Associate 1	\$215,000
Associate 2	\$225,000
Associate 3	\$250,000
Managing Associate 1	\$295,000
Managing Associate 2	\$345,000
Managing Associate 3	\$370,000
Counsel 1	\$400,000
Counsel 2	\$415,000

### Associate Hours Policy and Bonus Program\*

\*Bonus amounts are announced in Q4 after the market has been set.



Total Creditable Hours	Minimum Client Billable Hours	Maximum Associate Creditable Hours*	Pro Bono Hours*	% of Bonus
2400	1850	75	No limit	120%
2200	1850	75	No limit	110%
2000	1850	75	No limit	100%
1950	1815	75	No limit	50%

**Associate Discretionary Bonus.** Sheppard Mullin awards additional discretionary bonuses to associates who have done extraordinary work on behalf of our clients and the firm.



### Your Time Counts: Credited Hours Categories

- Career Development
- Client Development
- D&I
- Innovation
- Internal Education
- MCLE

- Non-Legal Pro Bono
- PG/Team Work
- Recruiting
- Wellness
- Pro Bono (Unlimited)



### Teams First Flexible Work Program

Hybrid policy with expectation of 3 days per week in the office, emphasizing intentional flexibility and team needs

### Technology & Home Office Benefits

Up to \$600 every two years for the purchase of a smartphone or mobile tablet device

Minimum stipend of \$3600 per year for commuter and/or home office expenses

# Benefits

In addition to traditional health benefits, the firm is proud to offer unique benefits and program focusing on wellness.



**Unplug and Recharge:** To support attorney well-being, lawyers receive 40 hours of billable credit per year while they unplug from work

**Headspace:** Health & happiness app that helps lawyers at work and at home through meditation, sleep exercises, and more

**Wellness Incentive:** Complete 10 wellness activities each month for \$50 payment

**Lyra Health:** Mental health benefit available to attorneys and their dependents to protect and strengthen mental wellbeing. The first 8 sessions are free, and future care can be automatically integrated with our medical benefits at a significantly reduced cost

**Chair Yoga:** Yoga classes are available to participate in from the comfort of your home or office



## Attorney Development

- New Lawyer Academy
- Mid-Level Academy
- Partnership College
- Mentoring Program
- Career Coaching
- Business Development Coaching

## Impact Initiative

- Charitable donations
- Volunteer opportunities
- Firm matching campaigns
- Fundraising and giving opportunities in partnership with clients that align with our values

## Diversity & Inclusion

- Affinity Groups
  - Diversity & Inclusion Attorney Network (DIAN)
  - Out at Sheppard (OAS)
  - Veterans at Sheppard
  - Women Lawyers Group (WLG)
- Office Working Groups
- DIAN/OAS Retreat (annual)
- WLG Retreat (biennial)

## Parental Leave

Gender-neutral parental leave policy allows attorneys up to 12 weeks of paid parental leave for the birth, adoption or foster care placement of a child for baby bonding, in addition to up to 12 weeks of unpaid parental leave. Birth mothers are also entitled to an additional 6-8 weeks of paid disability leave

## Parental Leave Ramp Up/Down

Reduced hours expectation of 60% during the six weeks prior and post parental leave with no effect on the employee's salary, bonus, or benefits

## Parental Leave Flexible Arrangement for Associate Attorneys

Associates are pre-approved to return from parental leave under a flexible arrangement and will not need to seek separate approval from Practice Group Leaders or their supervisors

