

LIFE AT SHEPPARD MULLIN



Associate Salary Scale

Level	Base Salaries
Associate 1	\$225,000
Associate 2	\$235,000
Associate 3	\$260,000
Managing Associate 1	\$310,000
Managing Associate 2	\$365,000
Managing Associate 3	\$390,000
Counsel 1	\$420,000
Counsel 2	\$435,000



Associate Hours Policy and Bonus Program*

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

Additional Bonus

awarded if you **exceed** billable hours target (2,000 hours)

Discretionary Bonus

awarded to associates who have done **extraordinary work** on behalf of our clients and the firm

Partial Bonus

awarded if you come within **50 hours** of the billable hours target



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 three 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 \$3,600 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 your well-being, attorneys receive 40 hours of billable credit per year while you unplug from work



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



Wellness Incentive: \$50 bonus each month when you complete 10 health and wellness activities



Lyra Health: Mental health benefit available to attorneys, their dependents and even their inner circle including roommates and close friends, to protect and strengthen mental well-being. The first eight sessions are free. 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

- Summer Associate Academy
- Litigation Boot Camp
- Transactional Boot Camp
- New Lawyer Academy
- Mid-Level Academy
- Partnership College
- PSP Leadership Academy
- 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
- Retreats and regular meetings for members and allies



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 leave for a total of 18-20 weeks of paid parental 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

CONNECT with us
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