SheppardMullin

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



- 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

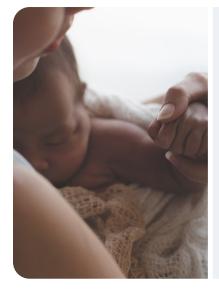
- Summer Associate Academy
- Litigation Boot Camp
- Transactional Boot Camp
- New Lawyer Academy
- Mid-Level Academy
- Partnership College
- PSP Leadership Academy
- Mentoring Program
- Career Coaching
- Business Development Coaching

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 preapproved 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 today to LEARN MORE: drhunter@sheppardmullin.com

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