

## 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.

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 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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