

# Daily Herald The Business Resource for Suburban Chicago BUSINESS LEDGER

## 2018 Best Places To Work In Illinois

# #1: *Sheppard Mullin Richter & Hampton, Chicago*

Sheppard Mullin is a full service Global 100 law firm handling corporate and technology matters, high stakes litigation and complex financial transactions. From our 16 offices in North America, Europe and Asia, we offer global solutions to our clients around the world, providing seamless representation in multiple jurisdictions. In the U.S., the Firm's clients include more than half of the Fortune 500.

Q: What makes your company a great place to work—for the third year in a row?

A: We are a great place to work because we provide our employees with the tools they need to succeed. The phrase "As hire As" could be our motto. We hire the best people and offer training, technology and recognition of a job well done. We work hard to make every hire successful.

Q: What characteristics do you look for in a new hire so that they fit in with your company culture?

A: Our new hires are energetic, entrepreneurial, self-starting, collaborative and goal-oriented. These attributes create a strong sense of esprit de corps across the office. We are all in this together, and everyone is eager to learn and contribute in our upbeat and energetic work environment. We have a no jerks policy.

Q: Give an example or two of what your



company offers that makes it a great place to work.

A: People who display a willingness/apptitude are encouraged to work outside their job description. No one is pigeonholed by their job title. We encourage input from people across the board, from staff to partners. This creates a culture of inclusion.

Q: What was your model in developing your workplace culture? How did you modify it to fit your company's strategic goals?

A: When we opened our office six years ago, we all joined from other law firms. We knew what we didn't want, so we created an office where we want to come to each day to work — an inclusive work environment where everyone has value and a role in the success of the office.

Q: How does being a great place

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**Industry:** Legal

**Top local official:** Lawrence C. Eppley, Chicago managing partner

**Number of Employees:** 40 local; 1,460 nationwide

to work translate into your company's success?

A: The benefits of being a great place to work are many. Employees enjoy coming to work. We have little absenteeism. We have very little turnover. Folks bring their families to the office so they can see for themselves what makes them happy. Recruiting is easy. Employees refer our firm to friends and former colleagues and we have a list of qualified candidates who want to work with us. There is also a strong sense of pride in a job well done.