PAUL HASTINGS

Paul Hastings LLP
55 Second Street, Twenty-Fourth Floor, San Francisco, CA 94105-3441
Ph: (415) 856-7000, Fax: (415) 856-7100, www.paulhastings.com
Hiring Attorney: **Mr. PAUL CANE**
Address Inquiries To:
ELIZABETH FRANKS
Attorney Recruiting & Development Senior Coordinator
Paul Hastings LLP
55 Second Street, Twenty-Fourth Floor
San Francisco, CA 94105-3441
(415) 856-7000 recruitSF@paulhastings.com

Total # offices: **18** Firm size range: **701+**
NALP member? **Y** Office size range: **51-100**
Total attys in this office:

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate	**6**	**8**
Employment	**6**	**16**
Litigation	**6**	**18**
Real Estate	**6**	**17**
Tax	**0**	**0**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN 2009	BEGAN WORK IN 2010	EXPECTED 2011
Laterals		**0** (**0**)	**3** (**0**)	**TBD**
Post-clerkship		**0** (**0**)	**0** (**0**)	**TBD**
Entry-level	**160,000** /yr	**13** (**13**)	**8** (**8**)	**TBD**
LLMs (US)		**0** (**0**)	**0** (**0**)	**TBD**
LLMs (non-US)		**0** (**0**)	**0** (**0**)	**TBD**
Summer				
Post-3Ls	**TBD** $/wk	**0** (**0**)	**0** (**0**)	**0**
2Ls	**TBD** $/wk	**15** (**2**)	**13** (**0**)	**3**
1Ls	**TBD** $/wk	**0**	**0**	**TBD**

2010 summer 2Ls considered for associate offers: **13** # offers made: **13**
Hire school term clerks? **Y**
1Ls hired? **TBD** When after 12/1 should 1Ls apply?
Split summers allowed? **Y** If yes, minimum weeks: **8**
Comments: **Please visit www.paulhastings.com for more information.**
Accept applications for 2012 summer program from:
Joint degree students graduating in 2014? **Y**
Evening students graduating in 2014? **Y**
Judicial clerks? **Y** Students at non-US law schools? **Y**
Hiring Criteria: **We seek attorneys who have achieved academic excellence, and have the initiative to take on significant responsibility for complex legal matters and interface with sophisticated global clients.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **CBC**
Other compensation comments: **Includes a bar study benefit and bonus, relocation expenses, clerkship, IP and JD-MBA bonuses, and credit (if eligible). Please see www.paulhastings.com .**
PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info:

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. (m) (w) **ptrs/mbrs.** (m) (w) **oth. lawy.** (m) (w)
Elig. for alt. work sched. determined by: **Case-by-case basis**
Paid non-medical parental leave? **Y**
Comments: **Our work/life program provides options enabling the workforce to commitments to community, home, and the firm.**

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **N**
Professional development staff? **Y** Billable hours credit for training time? **Y**
Rotation for jr. associates between departments/practice groups? **N**
Is rotation mandatory?

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**1**	**1**	**0**	**0**
	Women	**0**	**0**	**0**	**1**
White	Men	**18**	**24**	**4**	**1**
	Women	**2**	**15**	**1**	**2**
Black/African American	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**1**	**4**	**0**	**1**
	Women	**1**	**7**	**1**	**2**
Amer. Indian/ Alaska Native	Men	**1**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**0**	**0**	**0**
	Women	**0**	**2**	**0**	**1**
TOTAL	Men	**21**	**29**	**5**	**2**
	Women	**3**	**24**	**1**	**6**
	TOTAL NUMBER	**24**	**53**	**6**	**8**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**0**	**6**	**0**	**0**
	Women	**1**	**0**	**0**	**0**

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:
Activities to increase the presence and retention of under-represented groups:
☒ Minority job fairs ☒ Bar sponsored programs
☒ Outreach to law student groups ☒ Firm diversity committee
☒ Directed mentoring efforts ☒ Rec. at schools w/large min. pop.
Comments: **We actively recruit diversity in our attorneys and staff through a series of programs and initiatives.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010: **30** # job fairs/consortia attended in 2010: **4**

BILLABLE HOURS: **2009** **2010**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **N** If yes, number:
Hours policy details: **The annual target is 2000 hours.**

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **N** If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**
PRO BONO INFORMATION: ☐ Firm-wide ☒ Office specific
☐ % firm billable hours: ☒ avg. hrs. per attorney: **130**
Participation: % assoc. % ptrs/mbrs % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **Y**
Comments: **Our Public Interest Split Summer Program is open to a limited number of second-year law students. Please see www.paulhastings.com**

NARRATIVE: Attracting and retaining top talent is a key element of Paul Hastings' strategy. As a leading international law firm with 18 offices worldwide, we serve a diverse client base that includes many of the top financial institutions and Fortune Global 500 companies. We are a full-service firm and offer deep capabilities in Banking and Finance, Capital Markets, Corporate/M&A, Litigation, Dispute Resolution, Intellectual Property, Project Finance, Investment Management, Real Estate, Labor and Employment and Tax Advisory Services. In a very competitive market, Paul Hastings remains steadfast in its commitment to excellent client service. It is this focus that enables us to continue to expand and strengthen our presence in the world's leading financial and commercial centers. We are dynamic, collaborative and innovative. Learn more about our people, our practices, and our accomplishments at www.paulhastings.com. (Note: Demographic ethnicity data reflects US offices only; gender data is firmwide.)

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.