

**MULTI-OFFICE DATA  
RIVERSIDE, CA**

**BEST BEST & KRIEGER**

**BEST BEST & KRIEGER LLP**  
3750 University Avenue, Suite 400, P. O. Box 1028, Riverside, CA 92502  
Ph: (951)686-1450, Fax: (951)686-3083, bbklaw.com

Total # offices: **8** Firm size range: **101-250**  
# offices on form: **8** NALP member? **Y**  
Total # of Attorneys: **195** Reporting for: **All Offices**

Hiring Attorney: **Ms. Jill Willis**  
Address Inquiries To:

**Ms. Patricia J. Benter**

**Director of Professional Recruitment**

**BEST BEST & KRIEGER LLP**  
3750 University Avenue, Suite 400, P. O. Box 1028  
Riverside, CA 92502  
(951)826-8282 Patricia.Benter@bbklaw.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
<b>Bankruptcy</b>	<b>1</b>	<b>1</b>
<b>Business</b>	<b>10</b>	<b>11</b>
<b>Business Litigation</b>	<b>12</b>	<b>26</b>
<b>Education</b>	<b>6</b>	<b>7</b>
<b>Eminent Domain</b>	<b>5</b>	<b>2</b>
<b>Environmental</b>	<b>11</b>	<b>22</b>
<b>Estate</b>	<b>1</b>	<b>3</b>
<b>Labor</b>	<b>8</b>	<b>6</b>
<b>Municipal</b>	<b>21</b>	<b>27</b>
<b>Public Finance</b>	<b>6</b>	<b>2</b>
<b>Special Districts</b>	<b>5</b>	<b>2</b>

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		<b>25</b> ( 0 )	<b>9</b> ( 0 )	<b>10</b>
Post-clerkship		<b>1</b> ( 0 )	<b>0</b> ( 0 )	
Entry-level	<b>100000</b> /yr	<b>10</b> ( 9 )	<b>12</b> ( 11 )	<b>13</b>
LLMs (US)		<b>0</b> ( 0 )	<b>0</b> ( 0 )	
LLMs (non-US)		<b>0</b> ( 0 )	<b>0</b> ( 0 )	
<b>Summer</b>				
Post-3Ls	<b>NA</b> \$/wk	( )	( )	
2Ls	<b>1900</b> \$/wk	( 12 )	( 17 )	<b>11</b>
1Ls	<b>NA</b> \$/wk			

# 2007 summer 2Ls considered for associate offers: **17** # offers made: **14**

Hire school term clerks? **CBC**

1Ls hired? **TBD** When after 12/1 should 1Ls apply?

Split summers allowed? **N** If yes, minimum weeks:

Comments:

Accept applications for 2009summer program from:

Joint degree students graduating in 2011? **Y**

Evening students graduating in 2011? **Y**

Judicial clerks? **N** Students at non-US law schools? **N**

Hiring Criteria: **BB&K is looking for students preferably in the top 30% of their class who are bright, enthusiastic and possess strong interpersonal skills.**

Law review, law journal and moot court preferred.

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus? **CBC**

Comp./prog. credit for judicial clerkship? **CBC**

Comp./prog. credit for other adv. degrees? **CBC**

Other compensation comments:

**PARTNERSHIP DATA:** Two or more tiers? **N** Partnership track (years): **8**

Additional partnership prog. info:

**WORK/LIFE INFORMATION:**

Part-time allowed? **CBC** Part-time avail.to entry-level? **N**

# p-t assoc. **1** (m) **1** (w) ptrs/mbrs. (m) **1** (w) oth. lawy. **3** (m) **4** (w)

Elig. for alt. work sched. determined by: **Practice Group Leader/Executive Com**

Paid non-medical parental leave? **Y**

Comments:

**TRAINING AND PROFESSIONAL DEVELOPMENT:**

Coaching/mentoring program? **Y**

Evaluations: **Annual** Upward reviews? **N**

Professional development staff? **Y** Billable hours credit for training time? **N**

Rotation for jr. associates between departments/practice groups? **CBC**

Is rotation mandatory?

**BENEFITS:** see www.nalpdirectory.com

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008**

As of Feb. 1, 2008	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	<b>3</b>	<b>9</b>	<b>0</b>	<b>0</b>
	Women	<b>2</b>	<b>5</b>	<b>1</b>	<b>0</b>
White	Men	<b>61</b>	<b>41</b>	<b>3</b>	<b>5</b>
	Women	<b>15</b>	<b>31</b>	<b>3</b>	<b>5</b>
Black/African American	Men	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Nat. Hawaiian/ Other Pacific Is.	Men	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Asian	Men	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>
	Women	<b>2</b>	<b>9</b>	<b>0</b>	<b>1</b>
Amer. Indian/ Alaska Native	Men	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
	Women	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
2 or More Races	Men	<b>UNK</b>	<b>UNK</b>	<b>UNK</b>	<b>UNK</b>
	Women	<b>UNK</b>	<b>UNK</b>	<b>UNK</b>	<b>UNK</b>
TOTAL	Men	<b>67</b>	<b>57</b>	<b>3</b>	<b>5</b>
	Women	<b>19</b>	<b>45</b>	<b>4</b>	<b>6</b>
TOTAL NUMBER		<b>86</b>	<b>102</b>	<b>7</b>	<b>11</b>
Disabled	Men	<b>UNK</b>	<b>UNK</b>	<b>UNK</b>	<b>UNK</b>
	Women	<b>UNK</b>	<b>UNK</b>	<b>UNK</b>	<b>UNK</b>
Openly GLBT	Men	<b>UNK</b>	<b>UNK</b>	<b>UNK</b>	<b>UNK</b>
	Women	<b>UNK</b>	<b>UNK</b>	<b>UNK</b>	<b>UNK</b>

(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: **BB&K ranks 27 out of 209 firms on the American Lawyer's Annual Survey "Diversity Scorecard".**

**CAMPUS INTERVIEWS for past year** (see full list online):

# schools visited in 2007: **12** # job fairs/consortia attended in 2007: **5**

**BILLABLE HOURS:** 2006 2007

Avg annual assoc. hrs worked: **1878 1869**

Avg. annual assoc. billable hrs: **1731 1757**

Is there a minimum billable hours expectation? **Y** If yes, number: **1850**

Hours policy details: **Pro bono, jury duty, preparation/presentation of seminars (up to a max. of 50 hrs.)**

Is billable hour credit given for pro bono work? **Y**

Is there a maximum that will be credited? **Y** If yes, what? **50**

For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**

**PRO BONO INFORMATION:**

% firm billable hours: **4**  avg. hrs. per attorney:

Participation: **19** % assoc. **9** % ptrs/mbrs **14** % other lawyers

**PUBLIC INTEREST FELLOWSHIPS** (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship? **N**

Comments:

**NARRATIVE: Why Come to BB&K?**

**BB&K is a full-service law firm with more than 190 attorneys in offices strategically located to serve California's fastest growing communities.**

**BB&K is one of the top 250 firms in the Nation, top 50 in the State and top 20 in Southern California.**

**BB&K ranks 27 out of 209 Firms on American Lawyer's Annual Survey "Diversity Scorecard".**

**Surveys of our recent hires indicate that the deciding factors in making their decision to join BB&K are (1) the people and (2) the amiable working atmosphere.**

**BB&K prides itself in employing highly qualified and motivated lawyers. We enjoy our practice and our lifestyle.**

**Please check out our website at bbklaw.com for more detailed information.**

NALP is committed to helping make the legal profession accessible to all individuals on a non-discrimination 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.