LATHAM & WATKINS

LATHAM & WATKINS LLP - SAN DIEGO
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Total # offices: **25** Firm size range: **701+**
NALP member? **Y** Office size range: **101-250**
Total attys in this office: **122**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate	**8**	**15**
Environmental	**7**	**14**
Finance	**8**	**12**
Litigation	**8**	**18**
Tax	**0**	**2**
Unassigned	**0**	**30**

COMPENSATION & EMPLOYMENT DATA:

	2008	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2006**	**2007**	**2008**
Laterals		**10** (**0**)	**6** (**1**)	**TBD**
Post-clerkship		**1** (**0**)	**1** (**1**)	**TBD**
Entry-level	**160,000** /yr	**13** (**11**)	**12** (**7**)	**18**
LLMs (US)		**0** (**0**)	**0** (**0**)	**TBD**
LLMs (non-US)		**0** (**0**)	**0** (**0**)	**TBD**
Summer				
Post-3Ls	**3,080** $/wk	**0** (**0**)	**0** (**0**)	**0**
2Ls	**3,080** $/wk	**14** (**0**)	**22** (**1**)	**16**
1Ls	**3,080** $/wk	**2**	**1**	**0**

2007 summer 2Ls considered for associate offers: **22** # offers made: **22**
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply? **n/a**
Split summers allowed? **Y** If yes, minimum weeks: **8**
Comments: **Students are required to spend the first 8 weeks at Latham.**
Accept applications for 2009 summer program from:
Joint degree students graduating in 2011? **N**
Evening students graduating in 2011? **N**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **High academic achievement, commitment to diversity, initiative, willingness to assume responsibility, maturity, judgment, non-academic experience, law school activities (Law Review, Moot Court, other journals).**

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:

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **8.00**
Additional partnership prog. info: **Partnership track is 8 years.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**
 # p-t assoc. 1 (m) **1** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **0** (w)
Elig. for alt. work sched. determined by: **The Associates Committee**
Paid non-medical parental leave? **Y**
Comments: **Latham & Watkins is committed to developing programs and policies that will allow its attorneys to strike the right work/life balance while still providing superior legal services to our clients.**

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

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	**0**	**6**	**0**	**1**
	Women	**1**	**2**	**0**	**0**
White	Men	**23**	**45**	**1**	**8**
	Women	**7**	**25**	**1**	**5**
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**	**1**	**0**	**0**
Asian	Men	**0**	**2**	**0**	**1**
	Women	**0**	**5**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**2**	**0**	**1**
	Women	**0**	**1**	**0**	**0**
TOTAL	Men	**23**	**55**	**1**	**11**
	Women	**8**	**34**	**1**	**5**
	TOTAL NUMBER	**31**	**89**	**2**	**16**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**0**	**1**	**0**	**0**
	Women	**0**	**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: **Latham sponsors an annual Diversity Weekend, a Diversity Scholars Program and a variety of law school diversity activities.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2007: **50** # job fairs/consortia attended in 2007: **17**

BILLABLE HOURS: **2006** **2007**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **Y** If yes, number: **1900**
Hours policy details: **Full-time associates are expected to bill 1900 of combined client and pro bono hours annually.**

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: **5.1** ☒ avg. hrs. per attorney: **91.5**
Participation: **96** % assoc. **52** % 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: **Annual funding of public interest fellowships through Equal Justice Works and PILI. Two disaster relief fellows related to Hurricane Katrina through EJW and the Lawyers Committee for Civil Rights.**

NARRATIVE: Latham & Watkins LLP offers unparalleled opportunities to practice law in one of the world's top law firms. Associates participate as full members of firm-wide management committees, including the Associates Committee, which has direct input into associate compensation and promotion to partnership, among other matters. Associates explore various practice areas for two years before choosing the department that best fits their skills and interests. Our Training & Career Enhancement Committee provides comprehensive training programs at each stage of an associate's career conducting multi-day retreats with classes of associates from around the world. The firm also pairs associates and partners in a formal mentoring program. Comprehensive performance reviews are given semi-annually based on written supervisor evaluations. In turn, Associates confidentially evaluate their supervisors, having a direct impact on supervisors compensation and performance reviews.

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.