

**MULTI-OFFICE DATA  
SAN DIEGO, CA**

**LUCE, FORWARD**

Luce, Forward, Hamilton & Scripps LLP  
600 W. Broadway, Suite 2600, San Diego, CA 92101  
Ph: (619)236-1414, Fax: (619)446-8253, www.luce.com

Total # offices: **6** Firm size range: **101-250**  
# offices on form: **6** NALP member? **Y**  
Total # of Attorneys: Reporting for: **All Offices**

Hiring Attorney: **Mr. Mark Mann**  
Address Inquiries To:  
**Ms. Kathryn Karpinski**  
**Recruiting Administrator**  
Luce, Forward, Hamilton & Scripps LLP  
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PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
<b>Business</b>	<b>17</b>	<b>20</b>
<b>Business Litigation</b>	<b>17</b>	<b>8</b>
<b>Commercial, Finance &amp; Insolvency</b>	<b>5</b>	<b>2</b>
<b>Family Wealth &amp; Exempt Organizations</b>	<b>16</b>	<b>14</b>
<b>Insurance Litigation</b>	<b>13</b>	<b>3</b>
<b>Labor &amp; Employment Law</b>	<b>7</b>	<b>6</b>
<b>Real Estate</b>	<b>23</b>	<b>29</b>
<b>Real Estate &amp; Environmental Litigation</b>	<b>14</b>	<b>16</b>

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		20 ( )	19 ( )	10
Post-clerkship		( )	( )	
Entry-level	145000 /yr	12 ( 12 )	11 ( )	9
LLMs (US)		( )	( )	
LLMs (non-US)		( )	( )	
<b>Summer</b>				
Post-3Ls	\$/wk	( )	( )	
2Ls	2750 \$/wk	10 ( )	10 ( )	10
1Ls	2750 \$/wk	1		0

# 2007 summer 2Ls considered for associate offers: **10** # offers made: **10**  
Hire school term clerks? **N**  
1Ls hired? **Y** When after 12/1 should 1Ls apply? **December 1**  
Split summers allowed? **Y** If yes, minimum weeks: **6**  
Comments:

Accept applications for 2009summer program from:  
Joint degree students graduating in 2011? **N**  
Evening students graduating in 2011? **N**  
Judicial clerks? **N** Students at non-US law schools? **N**  
Hiring Criteria: **High academic achievement and honors, intellectual and personal qualifications to permit early client contact and responsibility, a commitment to the practice of law.**  
**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**

Judicial clerkship bonus? **N**  
Comp./prog. credit for judicial clerkship? **Y**  
Comp./prog. credit for other adv. degrees? **Y**  
Other compensation comments:

**PARTNERSHIP DATA:** Two or more tiers? **Y** Partnership track (years): **7-9**  
Additional partnership prog. info:

**WORK/LIFE INFORMATION:**  
Part-time allowed? **Y** Part-time avail.to entry-level? **N**  
# p-t assoc. **1** (m) **14** (w) ptrs/mbrs. **9** (m) **9** (w) oth. lawy. **0** (m) **0** (w)  
Elig. for alt. work sched. determined by: **Management**  
Paid non-medical parental leave? **Y**  
Comments:

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

**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	2	1	1
	Women	0	4	0	0
White	Men	86	30	5	3
	Women	19	35	7	3
Black/African American	Men	0	1	0	0
	Women	0	2	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	2	4	0	0
	Women	2	10	1	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	88	36	9	4
	Women	22	51	8	4
TOTAL NUMBER		110	87	17	8
Disabled	Men	1	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	2	0	1
	Women	2	1	0	1

(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: **The Firm takes specific steps to recruit, retain and promote diversity at all levels, including law students and lateral hires.**

**CAMPUS INTERVIEWS for past year** (see full list online):  
# schools visited in 2007 : **18** # job fairs/consortia attended in 2007 : **4**

**BILLABLE HOURS:** 2006 2007  
Avg annual assoc. hrs worked: **1950 1950**  
Avg. annual assoc. billable hrs: **1950 1950**  
Is there a minimum billable hours expectation? **Y** If yes, number: **1950**  
Hours policy details:

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:  avg. hrs. per attorney: **34**  
Participation: **36** % assoc. **20** % ptrs/mbrs % other lawyers

**PUBLIC INTEREST FELLOWSHIPS** (see www.pslawnet.org for more information):  
Sponsor split pub int. summer and/or post-graduate fellowship? **N**  
Comments:**The firm contributes to several matching funds, fellowships and foundations.**

**NARRATIVE:** Luce, Forward, Hamilton & Scripps LLP is dedicated to the highest quality of legal practice while maintaining a comfortable life style. Although the main office is the oldest in San Diego and one of the two largest in the City, it is also youthful and dynamic. The firm also has offices in San Francisco, Los Angeles, Orange County, Del Mar and Rancho Santa Fe. Prospects for continued growth are excellent.

The firm's civil practice is broad and varied. While much of the firm's practice involves matters of regional interest, some matters are national or international in scope. Specific areas of practice include general business and corporate securities, civil litigation of all types, bankruptcy, commercial transactions, real estate, taxation, trusts and estate planning, environmental, labor and employment law, insurance, intellectual property, trademark and international business transactions. A broad cross section of clients is served.

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.