

Pillsbury Winthrop Shaw Pittman LLP
 725 South Figueroa Street, Suite 2800, Los Angeles, CA 90017-5406
 Ph: (213) 488-7100, Fax: (213) 629-1033, www.pillsburylaw.com

Total # offices: **14** Firm size range: **701+**
 NALP member? **Y** Office size range: **51-100**
 Total attys in this office: **84**

Hiring Attorney: **Mr. Roger Wise**

Address Inquiries To:

Ms. Melissa Eurton

Attorney Recruiting/Practice Support Mgr

PILLSBURY WINTHROP SHAW PITTMAN LLP

725 South Figueroa Street, Suite 2800

Los Angeles, CA 90017-5406

(213) 488-7100 Recruit_LA@pillsburylaw.com

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate, Securities	11	14
Employment, Labor	1	0
Environmental, Land Use	2	2
Finance	2	2
Insolvency, Restructuring	1	2
Intellectual Property	4	10
Litigation	12	13
Public Practices	1	0
Real Estate	2	3
Tax	2	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		1 (0)	3 (0)	2
Post-clerkship		()	()	
Entry-level	TBD /yr	11 (11)	7 (7)	7
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	TBD \$/wk	()	()	
2Ls	TBD \$/wk	11 ()	10 ()	6
1Ls	TBD \$/wk			

2007 summer 2Ls considered for associate offers: **10** # offers made: **9**

Hire school term clerks? **N**

1Ls hired? **N** When after 12/1 should 1Ls apply? **n/a**

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

Comments: **Most first-year associates are alumni of our summer program.**

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? **Y**

Hiring Criteria: **We hire candidates with distinguished academic and personal backgrounds who exhibit the ability to excel in a professional environment.**

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: **Hours-based and merit bonuses.**

Reimbursement for bar review courses and bar exam. Interest-free loan to help

with living expenses while studying for bar. Reasonable moving expenses.

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **7-8**

Additional partnership prog. info: **In 2008, Pillsbury promoted 12 associates to**

partnership and 7 to counsel. We recruit lawyers with the talent and traits to

advance at our firm. See NALP Online for more details

WORK/LIFE INFORMATION:

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

p-t assoc. **0 (m) 4 (w)** ptrs/mbrs. **3 (m) 1 (w)** oth. lawy. **1 (m) 3 (w)**

Elig. for alt. work sched. determined by: **Employment length, experience level**

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

Comments: **Full-time attorneys also have flexibility in their schedules as long as work expectations and obligations are met.**

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? **Y**

Evaluations: **Semi-Annual** Upward reviews? **Y**

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 2008

As of Feb. 1, 2008	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	0	1	0	0
	Women	0	1	0	1
White	Men	24	13	1	3
	Women	10	15	3	1
Black/African American	Men	1	1	0	0
	Women	1	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	3	0	1
	Women	1	8	0	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	26	18	1	4
	Women	12	24	3	2
TOTAL NUMBER		38	42	4	6
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: **The 2008 Vault Guide to the Top 100 Law Firms ranks Pillsbury 7th nationwide for overall diversity. See NALP Online for details.**

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

schools visited in 2007: **20** # job fairs/consortia attended in 2007: **5**

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: **1950**

Hours policy details: **Billable hours include approved pro bono work in excess of 20 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: **2.58** avg. hrs. per attorney: **46.1**

Participation: **62** % assoc. **48** % ptrs/mbrs **48** % other lawyers

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

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

Comments: **Pillsbury has both firmwide public service fellowships and office-specific programs. See NALP Online for more information.**

NARRATIVE: Pillsbury is a dynamic full-service law firm with market-leading strengths in the energy, financial services, real estate and technology sectors. Our 800+ lawyers serve clients throughout the U.S. and internationally from key global financial centers including New York, London, Tokyo and Shanghai. The 2008 Corporate Counsel survey of Fortune 500 companies named Pillsbury a "Go-To Firm" in six practice areas-litigation, corporate transactions, IP, labor and employment, securities, and international law.

For three years running, summer associates have ranked Pillsbury as the #1 or #2 summer program in Los Angeles, topping a list of 30 large firms in the American Lawyer Student Edition survey. Our summer associates tell us it's the top-notch combination of opportunities and collegiality that makes the L.A. office a great place to work.

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.