

Basic Information

555 California Street
26th Floor
San Francisco, CA 94104
Organization Size: 2500
Office Size: 71
Hiring Attorney:
Mr. John Tang

Recruiting Contact:
Ms. Christie Meyer
Recruiting Manager, Northern California
555 California Street
26th Floor
San Francisco, California (CA) 94104
United States
Phone: 415-875-5778
clmeyer@jonesday.com

Compensation & Benefits

2016 compensation for entry-level lawyers (\$/year) 180,000
Summer Compensation
2016 compensation for Post-3Ls (\$/week)
2016 compensation for 2Ls (\$/week)
2016 compensation for 1Ls(\$/week)

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track?

Pro Bono/Public Interest

Laura K. Tuell
Firmwide Pro Bono Coordinator
202-879-7648
ltuell@jonesday.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
% Firm Billable Hours last year
Average Hours per Attorney last year
Percent of associates participating last year 56%
Percent of partners participating last year 39%
Percent of other lawyers participating last year 47%

Professional Development

Evaluations Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No
Rotation for junior associates between departments/practice groups? Other
Is rotation mandatory? No
Does your organization have a dedicated professional development staff? Yes
Does your organization have a coaching/mentoring program Yes
Does your organization give billable hours credit for training time? No

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	31	16	3	0
	Women	6	13	1	1
	Total	37	29	4	1
Hispanic/Latino	Men	1	0	0	0
	Women	0	0	0	0
White	Men	27	13	3	0
	Women	6	13	1	1
Black/African American	Men	1	0	0	0
	Women	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	2	2	0	0
	Women	0	0	0	0
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	0	1	0	0
	Women	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
Openly LGBT	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Litigation	Business Litigation, Securities Litigation & Global Disputes	8	1	6	1
Business, Corporate	Corporate & Banking	5	1	6	
Government, Regulatory, Administrative	Health Care	3		2	
Labor and Employment	Labor & Employment	3		3	
Appellate	Appellate	3			
Litigation	Insurance Recovery	3	1		
Tax	Tax	2			
Government, Regulatory, Administrative	Antitrust	1		3	
Real Estate, Land Use	Real Estate	1			
Government, Regulatory, Administrative	Environmental	1		2	
Intellectual Property	Intellectual Property	2		2	
Tax	Employee Benefits & Executive Compensation	1			
General Practice	New Lawyers Group			3	
Bankruptcy	Bankruptcy	1			
Litigation	Construction Litigation	2	1	1	
Litigation	Cybersecurity, Privacy & Data Protection	1		1	

HIRING & RECRUITMENT

	Began Work In				Expected 2016
	2014	Prior Summer Associates	2015	Prior Summer Associates	
LAWYERS					
Laterals	1		6		
Laterals (non-traditional track)					
Post-Clerkship					1
Entry-level	6	5	3	3	3
Entry-level (non-traditional track)					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	3		3		4
1Ls	1		1		1

Number of 2015 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

General Hiring Criteria We seek well-rounded, motivated students with the potential to develop into exceptional lawyers and leaders in the profession, and who will embrace Jones Day's principles, values and mission. To this end, we look for a record of academic excellence, demonstrated leadership, superior written and analytical abilities, strong interpersonal skills, and interest in our Firm.

Diversity & Inclusion

Diversity Contact: Ms. Jennifer Shumaker
 Diversity Website/URL: <http://www.jonesdaydiversity.com/>

Organization Narrative

WHY JONES DAY? Our structure, as well as principles and values, differentiate us from other law firms: (1) One Firm Worldwide; (2) One Managing Partner; (3) No Branch Offices; (4) A culture of respect; (5) Time for first-year lawyers to explore their options before joining a practice group; (6) Partner compensation not tied to "client origination" which incentivizes collaboration and teamwork, and disincentivizes internal competition; and (7) Compensation beyond the first year is

individual, merit-based, and confidential.

STABILITY: Our stability derives from Jones Day's long term outlook on the Firm and its commitment to focused and thoughtful growth of the Firm and development of its lawyers. Our refusal to lay off our associates (and partners) or rescind our offers to summer associates or defer the start dates of our incoming associates in economic down times has been increasingly recognized and registers at a very fundamental level with many students. This decision to stay the course through difficult times speaks volumes about our general stability and strong management, virtues that students have held high on their list.

To hear testimonials from our lawyers, and to learn more about the Firm's history, values, and vision, please visit www.jonesdaycareers.com.

NEW ASSOCIATES: When entry-level associates join Jones Day, they join Jones Day's unique New Lawyers Group (NLG) rather than a specific practice group. The NLG allows entry-level associates time to explore a variety of substantive areas before joining a practice, participate in specialized training and mentoring programs tailored to new lawyers, and benefit from more frequent informal feedback and formal evaluations. The program offers an excellent transition from law school to law firm practice with maximum flexibility to accommodate those students who would like the opportunity to make a more informed choice of practice area by exploring different assignments in a variety of practice areas during their first year.

To learn more about the Firm's New Lawyers Group, please visit www.jonesdaycareers.com.

SUMMER PROGRAM: The consistently high rate of acceptance of our offers to Summer Associates to rejoin the Firm after law school graduation is one of the best measures of the quality and success of our programs. In addition to research and writing projects, arrangements are made to have Summer Associates attend meetings, depositions, hearings, and closings. Feedback and training are an integral part of our Summer Program in each office. Law students participating in our Summer Program receive challenging assignments across a range of our practice areas including pro bono work. The number of weeks required and summer split policies vary by office. For details, please visit our website at www.jonesdaycareers.com.

TRAINING AND DEVELOPMENT. Jones Day is known for its excellent training and development programs. The professional development of Associates is a high priority. The launching point of our new lawyer training is the Academy, an annual event that brings together all new lawyers from our offices around the world for a comprehensive four-day training and networking retreat. Academy introduces new lawyers to and teaches them about the Firm and what it means to be One Firm Worldwide. New lawyers hear from leaders of the Firm about the Firm's principles and values that are the foundation of the long-run success of the Firm, the unmatched client service we provide, and the successful careers of our lawyers. Our practice groups provide a curriculum of training programs both in the offices and in Firmwide multi-day skills training programs. Summer Associates are included in the office programs during the Summer Program and also have their own customized training sessions. Pro-bono assignments also are utilized to enhance associate skills development opportunities, providing hands-on experience for both Summer Associates and New Lawyers. In addition to our training programs, we have instituted an Associate Development Program with a singular focus: to promote thoughtful career planning and structured career development.

PRO BONO: We have a full-time Firmwide pro bono coordinator who oversees and directs our pro bono and public service efforts worldwide, and each of our offices has a designated partner-in-charge of pro bono to further develop the reach of our activities and encourage the participation of our lawyers and staff. The Firm also has a full-time partner-in-charge of global community service initiatives, who spearheads the Firm's rule of law initiatives around the world.

The Firm's pro bono mission is simple – as our global reach extends further and deeper, we will continue to look for new and creative ways to serve and improve all of the communities that have been instrumental to our success. Our commitment to serving the less fortunate and advancing the rule of law is as critical to the Firm's institutional character as is our successful representation of paying clients who give us our financial strength.

Every Jones Day Summer Associate has an opportunity to participate in at least one pro bono project during the Summer. For more information about the pro bono work at Jones Day, please visit our website at www.jonesdayprobono.com.

DIVERSITY: At Jones Day, diversity is not only enthusiastically endorsed, but diligently pursued. We understand that a strong team is a diverse one and that a variety of backgrounds and perspectives makes us better able to meet our clients' needs. It is our goal, therefore, to become the firm of choice for highly qualified diverse lawyers who want to provide top notch client service. We are also very focused on and committed to improving our inclusion, retention and advancement of those highly qualified diverse lawyers once they walk through our doors.

In order to further our goal of inclusion and advancement, all of our attorneys have access to a busy calendar of NITA and other training and skills development workshops. We have worked over the past few years to grow, improve and enhance our formal and informal mentoring programs -- checking in early and often with all of our associates to better meet their needs and respond to their concerns. We strive to match our diverse attorneys with mentors and sponsors who are best equipped to understand their unique perspectives and guide them as they advance in their careers. The firm also seeks to ensure that all associates are being invited to participate in administrative and business development projects within and outside the firm. When opportunities for professional networking arise, Jones Day encourages its young lawyers to participate. Notably, Jones Day designates an LCLD (Leadership Council on Legal Diversity) Fellow who participates in various organized network-building experiences throughout the year. We also sponsor -- and encourage our lawyers to attend -- networking receptions organized by diverse organizations. Jones Day also includes several LCLD 1L Scholars in its summer program each year.

Jones Day has been a very active partner with Sponsors for Educational Opportunity for the past six years. Each summer, we welcome an SEO intern (diverse rising 1Ls) into our summer associate program in several offices. This past summer, we hosted SEO interns in Atlanta, Chicago, Dallas, Houston, New York, San Francisco, Washington D.C. and London. In 2016 we will invite SEO interns into our Cleveland and Columbus offices as well, and our Boston office has partnered with a client to jointly hire a summer intern.

Jones Day also participates in legal community efforts to increase the number of minority students interested in a law career by providing financial support and volunteering in a variety of mentoring, internship, and job shadowing opportunities for high school students.

For more information about Diversity, Inclusion & Advancement at Jones Day, please visit our website at www.jonesdaydiversity.com

TO APPLY: Obtain an on-campus interview with us through your law school's Career Services. Jones Day interviews as one firm, and each campus interviewer will be representing all Jones Day offices, so please sign up for only one interview.

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.

For more details, visit www.nalpdirectory.com

NALP Copyright 2017