

Basic Information

Firm
Organization Size: 46
Office Size: 50
Hiring Attorney:
Mr. Iain Mickle

Recruiting Contact:
Mr. Ken Sockolov
COO
555 Capitol Mall
Suite 1500
Sacramento, California (CA) 95814
United States
Phone: 916.321.4444
recruiting@boutinjones.com

Compensation & Benefits

2019 compensation for entry-level lawyers (\$/year) 110,000
Summer Compensation
2019 compensation for Post-3Ls (\$/week) 0
2019 compensation for 2Ls (\$/week) 2,000
2019 compensation for 1Ls(\$/week) 1,425

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track? 8

Pro Bono/Public Interest

Is the pro bono information indicated here firm-wide or specific to one office?
% Firm Billable Hours last year
Average Hours per Attorney last year
Percent of associates participating last year 5
Percent of partners participating last year 5
Percent of other lawyers participating last year 5

Professional Development

Evaluations Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? Yes
Rotation for junior associates between departments/practice groups? Case-by-case
Is rotation mandatory? Case-by-case
Does your organization have a dedicated professional development staff? No
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	23	7	3	0
	Women	5	7	4	0
	Total	28	14	7	0
Hispanic/Latino	Men	0	0	0	0
	Women	0	0	0	1
White	Men	23	6	3	0
	Women	5	5	4	0
Black/African American	Men	0	1	0	0
	Women	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men	0	1	0	0
	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	0	2	0	0
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	0	0	0	0
	Women	0	3	0	0
Persons with Disabilities	Men	0	0	0	0
	Women	0	0	1	0
LGBT	Men	1	0	0	0
	Women	1	2	0	0
Veteran	Men	0	1	0	0
	Women	0	0	0	0

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Corporate & Securites	6	2	2	1	0
Labor and Employment	Employment Law	4	1	4		0
Trusts and Estates	Estate Planning, Probate & Trust Administration	3	2	1		0
Litigation	Healthcare	7	2	2	1	0
Bankruptcy	Banking, Bankruptcy And Creditors' Rights	8	1	0		0
Litigation	Litigation	14	1	9	1	0
Real Estate, Land Use	Real Estate	6	2	2		0
Tax	Tax	5	2	1		0
Business, Corporate	Agribusiness	5	0	0		0

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2017	Prior Summer Associates	2018	Prior Summer Associates	2019
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates					
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls					
1Ls					

Number of 2018 Summer 2Ls considered for associate offers 2
 Number of offers made to summer 2L associates 2
 General Hiring Criteria Top 20% of class

Diversity & Inclusion

Diversity Contact: Ms Kimberly Lucia

Organization Narrative

Boutin Jones is one of the largest law firms in the Sacramento region. Our sophisticated law practice takes on large and complex business transactions. We have the ability to take the most complicated and important cases to trial, and we're in the courtroom a lot. The region's biggest employers look to us for employment law representation. Our Real Estate Group works on big deals not only here at home, but throughout the state and country. Healthcare, Estate Planning, Insolvency and Creditors' Rights, Tax—we are a business law firm that does it all.

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.