

**Basic Information**

11682 El Camino Real  
Suite 400  
San Diego, CA 92130  
Organization Size: 1100  
Office Size: 18  
**Hiring Attorney:**  
Ms. Tambry Bradford

**Recruiting Contact:**  
Ms. Gillian Sacks  
Senior Legal Talent Recruiting Coordinator  
5 Park Plaza  
Suite 1400  
Irvine, California (CA) 92604  
United States  
**Phone:** 949.622.2760  
gillian.sacks@troutman.com

**Compensation & Benefits 333**

2024 compensation for entry-level lawyers (\$/year) 215,000  
**Summer Compensation**  
2024 compensation for Post-3Ls (\$/week)  
2024 compensation for 2Ls (\$/week) 4,135  
2024 compensation for 1Ls(\$/week) 4,135

**Partnership & Advancement**

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track?  
How many years is the equity track?

**Lawyer Demographics**

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	5	3	1	3	1
	Women	1	5	0	3	1
	Non-binary	0	0	0	0	0
	<b>Total</b>	<b>6</b>	<b>8</b>	<b>1</b>	<b>6</b>	<b>2</b>
<b>Latinx</b>	Men	1	1	0	0	NC
	Women	0	0	0	0	NC
	Non-binary	0	0	0	0	NC
<b>White</b>	Men	3	2	1	3	NC
	Women	1	2	0	1	NC
	Non-binary	0	0	0	0	NC
<b>Black or African American</b>	Men	0	0	0	0	NC
	Women	0	1	0	0	NC
	Non-binary	0	0	0	0	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	NC
	Women	0	0	0	0	NC
	Non-binary	0	0	0	0	NC
<b>Asian</b>	Men	0	0	0	0	NC
	Women	0	1	0	1	NC
	Non-binary	0	0	0	0	NC
<b>Native American or Alaska Native</b>	Men	0	0	0	0	NC
	Women	0	0	0	0	NC
	Non-binary	0	0	0	0	NC
<b>2 or More Races</b>	Men	0	0	0	0	NC
	Women	0	1	0	1	NC
	Non-binary	0	0	0	0	NC
<b>Persons with Disabilities</b>	Men	0	0	0	0	NC
	Women	0	0	0	0	NC
	Non-binary	0	0	0	0	NC
<b>LGBTQ</b>	Men	0	0	0	0	NC
	Women	0	0	0	0	NC
	Non-binary	0	0	0	0	NC
<b>Veteran</b>	Men	1	0	0	1	NC
	Women	0	0	0	0	NC
	Non-binary	0	0	0	0	NC

## Pro Bono/Public Interest

Sara Richman  
Chair of Pro Bono  
215.981.4658  
sara.richman@troutman.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.4%
Average Hours per Attorney last year	31
Percent of associates participating last year	87%
Percent of partners participating last year	61%
Percent of other lawyers participating last year	62%

## 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?	No
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?	Yes

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	1	1	1	1	1
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	TBD
Lateral Associates	1	0	1	0	TBD
All Other Laterals (non-traditional track)	1	0	1	0	TBD
Post-Clerkship	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	1	0	2	1	1
1Ls	1	0	1	0	1

Number of 2023 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 1

**General Hiring Criteria** Troutman Pepper values strong academic achievement, superior writing skills, verbal communication and analytical abilities, participation in law review, journal or clinical legal work, diverse life experiences and backgrounds, strong interpersonal skills and ability to succeed in collegial workplace, ability to assume meaningful responsibility and contact client quickly, creativity, ability to work independently, and commitment to the area where the office is located.

## 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
Privacy and Data Security	Privacy + Cyber	0	0	1	0	0
Business, Corporate	Consumer Financial Services	1	0	3	0	3

<b>Environmental</b>	Environmental + Natural Resources	0	1	0	0	0
<b>Banking, Finance</b>	Finance + Restructuring	1	0	1	0	1
<b>Litigation</b>	Insurance + Reinsurance	1	0	1	0	2
<b>Intellectual Property</b>	Intellectual Property	1	0	0	0	0
<b>Real Estate, Land Use</b>	Real Estate	2	0	2	1	0

## Diversity & Inclusion

**Diversity Contact:** Erin Cannon

**Diversity Website/URL:** <https://www.troutman.com/diversity>

## Organization Narrative

Troutman Pepper Hamilton Sanders LLP (Troutman Pepper) is an Am Law 50 firm with more than 1,200 attorneys across 23 U.S. cities. Troutman Pepper guides clients from startups to multinationals in their most critical legal and business matters. We have deep, unique experience in the industry sectors that will power the national and global economy in the years ahead, including energy, financial services, health sciences, insurance, and private equity.

Our culture is built around service – including always putting clients first. Our service ethic manifests itself in everything we do, including through Troutman Pepper Plus, our market-leading client listening and client value program. Through Troutman Pepper Plus, our attorneys and knowledge professionals collaborate to understand each client’s needs and co-create bespoke solutions that add real value to the client’s business. We also support the communities where we work and live. Individuals and groups firmwide contribute time and talent to a wide range of civic, cultural, charitable, educational, and professional organizations. Each year, Troutman Pepper attorneys dedicate thousands of pro bono hours in support of nonprofits, military veterans, children, the wrongfully accused, and so many more. Diversity, equity and inclusion are among our firm’s core values. From partners and associates to professionals and administrative staff, mutual respect, inclusiveness, and teamwork define our workplace.

Our summer associate program is structured so that summer associates have the opportunity to experience all aspects of our practice and life as an associate at Troutman Pepper. We make an effort to collect assignments that will expose summer associates to multiple practice groups, pro bono work, and facilitate frequent contact with the firm’s lawyers. As an associate, you are exposed to sophisticated matters and a comprehensive training curriculum. We give associates at Troutman Pepper the tools and opportunities to maximize their capabilities and serve clients with efficiency and excellence.

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](http://www.nalpdirectory.com)

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