

Basic Information

3 Embarcadero Center
 San Francisco, CA 94111
 Organization Size: 1014
 Office Size: 97
Hiring Attorney:
 Mr. Zachary Alinder

Recruiting Contact:
 Ms. Stephanie Lorber
 Legal Recruiting Manager
 Bingham McCutchen
 Three Embarcadero Center
 San Francisco, California (CA) 94111
 United States
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Compensation & Benefits

2013 compensation for entry-level lawyers (\$/year) 160,000
Summer Compensation
 2013 compensation for Post-3Ls (\$/week) 3,100
 2013 compensation for 2Ls (\$/week) 3,100
 2013 compensation for 1Ls(\$/week) 3,100

Partnership & Advancement

Does the firm have two or more tiers of partner? No
 If no, how many years is the partnership track? 8-10

Pro Bono/Public Interest

Rachel Strong
 Pro Bono Counsel
 202.373.6743
 rachel.strong@bingham.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
 % Firm Billable Hours last year 3.17
 Average Hours per Attorney last year 60
 Percent of associates participating last year 80%
 Percent of partners participating last year 49%
 Percent of other lawyers participating last year 38%

Professional Development

Evaluations Other
 Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No
 Rotation for junior associates between departments/practice groups? Yes
 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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Staff Attorneys	Other Attorneys	Summer Associates	
	Men	30	23	8	1	1	3
	Women	6	21	4	3	0	4
	Total	36	44	12	4	1	7
Hispanic/Latino	Men	0	2	0	0	0	UNK
	Women	0	2	1	0	0	UNK
White	Men	28	17	8	1	1	UNK
	Women	4	13	3	3	0	UNK
Black/African American	Men	1	0	0	0	0	UNK
	Women	1	2	0	0	0	UNK
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0	0	UNK
	Women	0	0	0	0	0	UNK
Asian	Men	1	4	0	0	0	UNK
	Women	1	3	0	0	0	UNK
American Indian/Alaska Native	Men	0	0	0	0	0	UNK
	Women	0	0	0	0	0	UNK
2 or more races	Men	0	0	0	0	0	UNK
	Women	1	0	0	0	0	UNK
Disabled	Men	NC	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC	NC
Openly LGBT	Men	3	1	0	0	0	UNK
	Women	0	3	0	0	0	UNK

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
Banking, Finance	Broker-Dealer/ Transactional Finance	6	9		
Litigation	Antitrust and Trade Regulation/ Appellate/ Environmental, Land Use and Natural Resources/ Intellectual Property/ Labor and Employment/ Securities and Financial Institutions Litigation/ White Collar Investigations and Enforcement	29	50		
Business, Corporate	Estate Planning/ Real Estate	1	2		

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2011	Prior Summer Associates	2012	Prior Summer Associates	2013
Laterals	2	0	1	0	7
Post-Clerkship	1	1	1	1	0
Entry-level	7	7	7	7	7
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	5	5	4	4	7
1Ls	0	0	0	0	0

Number of 2012 Summer 2Ls considered for associate offers 8

Number of offers made to summer 2L associates 7

General Hiring Criteria Strong academics; excellent writing and communication skills; integrity; initiative; high motivation; strong interpersonal skills; diversity competence; common sense; and sense of humor. Journals, clinical programs, moot court activities, prior work experience are a plus.

Diversity & Inclusion

RECRUITMENT METHODS

Diversity job fairs, Outreach to law student groups, Formal mentoring efforts, Recruit at schools with large minority populations, Bar-sponsored programs, Firm diversity committee

As a leading law firm in a dynamic marketplace, Bingham knows the power of bringing together women and men of different races, ethnicities, religions and sexual orientations. Our diversity program is a critical element of our culture, our business and our values.

The innovative practices that have resulted in sustainable efforts to increase diversity and inclusion at Bingham include the following:

LEADERSHIP ROLES DEDICATED TO ENHANCING DIVERSITY:

We recognize the importance of senior leadership's commitment to and participation in the firm's diversity efforts. Accordingly, at the direction of our chairman, we established a Diversity Task Force in 2002, which evolved into a permanent firm committee, the Diversity Committee, in 2006. The Diversity Committee was originally co-chaired by two practicing partners, but that structure was changed in the fall of 2011. Now, 12 practicing partners make up the Diversity Executive Committee, which is comprised of three working groups: Recruiting, Development and Retention, and Leadership and Business Development. The Diversity Executive Committee works with partner, associate and staff representatives — as well as the leaders of various areas (such as recruiting, learning and development, and marketing) — to implement our Diversity Action Plan. Two members of the Executive Committee are on the firm's management commitment, thus ensuring a direct line between our diversity efforts and senior management.

RECRUITMENT:

To recruit a diverse group of summer associates, Bingham hosts numerous outreach programs and events for law students of color, sponsors and hosts minority law student association events, and participates in minority law student job fairs, including:

- Bay Area Diversity Career Fair;
- Boston Lawyers Group Job Fair;
- Los Angeles Area Legal Recruitment Association Diversity Networking Reception;
- National LGBT Career Fair (also known as Lavender Law);
- Northeast Black Law Students Association Job Fair;
- Suffolk University Law School LGBTQ Career Fair;
- UCLA Diversity Reception;
- Western Regional Black Law Students Association Job Fair; and
- Vault/Minority Corporate Counsel Association Job Fair.

We also seek referrals from other lawyers, leveraging a competitive referral bonus and using search firms owned by women and/or minorities to assist in identifying a more diverse group of lawyers.

Our Thurgood Marshall Fellowship offers two diverse, talented law students a paid summer associate position and a \$25,000 fellowship. Focused on increasing the representation of diverse lawyers in the field, this fellowship is particularly meaningful to the firm because Justice Marshall's son, Thurgood Marshall, Jr., is a partner in our D.C., office, having joined us after his own distinguished career in public service. We awarded two fellowships to the class of 2014, one in our D.C. office and the other in one of our Southern California offices.

In 2012, the Washington, D.C., office hosted its fourth annual Spring Diversity Reception and Supreme Court Advocacy Panel, which gave local law students the opportunity to learn more about Bingham, our diversity initiatives, our summer program and the Thurgood Marshall Fellowship. Also in 2012, the Los Angeles office hosted its first 1L Diversity Panel and Reception. We invited diverse 1L students from Loyola, UCLA and USC to engage in conversation about successful strategies for interviewing and to learn about the firm's efforts to promote diversity and inclusion. This was followed by a cocktail reception that allowed students to further network with Bingham lawyers.

Additionally, Bingham established the Bingham McCutchen Diversity Programming Fund and the Bingham McCutchen Scholarship Fund at the University of Connecticut School of Law to provide scholarships and internships to support programs at the school designed to promote diversity in race, gender, ethnicity, religion and sexual orientation.

Bingham understands that recruiting highly talented lawyers from diverse fields means that attention must be devoted early on and throughout the law school cycle. Accordingly, in addition to making the recruitment of diverse candidates a specific and important focus in our recruiting efforts, we have also developed relationships that are targeted to increasing the pipeline of diverse candidates in law schools and contributing to their success. We participate in the Boston Lawyers Groups and the Lawyers Collaborative for Diversity, programs designed to encourage minority students to attend law school and for minority law students to explore private practice.

PUBLIC RECOGNITION:

Bingham is proud to be publicly recognized for our ongoing commitment to increasing diversity throughout the firm. We value our talent and are particularly proud of our 'Best Place to Work' distinctions. Our most recent examples include:

- For nine years running (2005–2013) FORTUNE magazine has named us one of its 100 Best Companies to Work For.
- In 2012, Bingham was ranked as one of MultiCultural Law magazine's 2011 "Top 100 Law Firms for Diversity." The firm was also recognized on the "Top 100 Law Firms for Women" lists.
- In 2012, Bingham scored 100 percent on the Human Rights Campaign Foundation's Corporate Equality Index, the firm's sixth-straight perfect score on the annual ranking of companies based on their treatment of gay, lesbian, bisexual and transgender employees, consumers and investors.
- Numerous local lists have recognized our positive work environments:
 - o A Best Place to Work in the Bay Area
 - o A Best Place to Work in Boston
 - o A Best Place to Work in Connecticut
 - o A Best Place to Work in D.C.
 - o A Best Place to Work in Los Angeles
 - o A Best Place to Work in New York
 - o A Best Place to Work in Orange County

Below are just a few examples of the diversity initiatives that made us one of FORTUNE magazine's "100 Best Companies to Work For" for nine straight years:

- Leadership Training: Leadership Diversity Workshop — Being an organization focused on continuous learning means also including our senior leadership. In April 2012, a group of 30 senior-most leaders (including our chairman) gathered from across the organization to spend half a day in our New York office discussing our successes and challenges around diversity and inclusion. This externally facilitated training used vignettes and an actress to share the issues facing diverse lawyers within the firm. The group explored diversity concepts such as unconscious bias and other barriers to inclusion. This session was also co-facilitated by nine members of the Diversity Executive Committee, who focused on specific actions for our firm leadership to support the advancement of diverse lawyers at the firm. Since the April training, we have trained all of the firm's practice area leaders, practice group leaders, workflow coordinators and hiring committee chairs. In 2013, we plan to train our entire partner population.
- JFK 50 Series — In collaboration with the John F. Kennedy Library Foundation, Bingham is presenting JFK 50: Justice for All, a 50th anniversary commemoration and celebration of the Kennedy presidency. Part of a two-year initiative, the program examines the core ideals that propelled the civil rights movement of the 1960s and that continue to be of vital importance today. The first event was held on Jan. 18, 2012, at Lincoln Center. At the event, a panel of distinguished leaders, moderated by Tom Brokaw, examined why diversity is key to increased productivity and competitiveness and how diversity strategies are critical for developing and retaining a workforce in a competitive global marketplace. The panelists included: Jill Abramson, executive editor of the New York Times; Kenneth C. Frazier, chairman and CEO of Merck; Thurgood Marshall Jr., partner at Bingham and principal at Bingham Consulting; Hilda J. Solis, U.S. Secretary of Labor; and Ronald Williams, retired chairman and CEO of Aetna and director of The Boeing Company, American Express and Johnson & Johnson. The second event was held on Nov. 15, 2012 at the Museum of Tolerance in Los Angeles. Journalist and author Eleanor Clift moderated this panel which included panelists: Kamala Devi Harris, attorney general of California; William H. Swanson, Chairman and CEO of Raytheon Company; Hilda Solis; Thurgood Marshall Jr.; and Antonio R. Villaraigosa, mayor of Los Angeles. The firm is currently in the process of planning its 2013 event in San Francisco. This event will have an LGBT civil rights focus.
- Women's Mentoring — Fostering mentor-mentee relationships is a key component of the Diversity Action Plan. One facet of the firm's commitment to mentoring is our robust women's mentoring program. Our offices have held workshops, receptions, roundtables, presentations and social events. In addition, since our 2011 partner retreat, Bingham's women partners have met via videoconference on a quarterly basis to market across practices and to learn more about each other's practices and current clients. This forum allows for more junior partners to be exposed to diverse pitch styles and helps them further hone their own pitch.
- Employee Resource Groups — Bingham has employee resource groups for its lawyers of color (IMPACT - Initiative by Multicultural Partners and Associates for Cooperation and Transformation) and for its LGBT lawyers (Pride Network). Both groups consist of internal leaders and executive sponsors — two partners in senior leadership positions at the firm who champion the network and act as its liaison to firm management.
- Retreats — Bingham hosts regular retreats for our lawyers of color and our LGBT lawyers. In September 2012, we held our fourth LGBT Lawyer Retreat in the New York office. Nearly 30 lawyers attended for two days of presentations, discussions and social events. The retreat kicked off with partners conducting a networking how-to session for the associates. This was followed by a client event at a partner's home which included 20 LGBT clients. Our recent retreat for our lawyers of color was held November 2011. More than 60 lawyers from Bingham's domestic and international offices attended. A highlight from the retreat was that attendees heard from a panel of general counsels of color who stressed the emphasis that clients place on diverse staffing on their projects from outside firms.

- **Parents Groups** — In 2011, our Northern California offices launched a parents group for our lawyers that is co-led by two partners. The parents group meets monthly with the mission to promote parenthood-related discussions, problem-solving, resource-sharing and education for Bingham lawyers, and to provide a formal structure for giving the firm feedback on parent-related policies and programs. The group works to create a sense of community among parent lawyers in Northern California and to support each other in the challenges of integrating a demanding career with active parenting.
- **Part-Time Group** — The Boston office has an ongoing part-time lawyers group co-led by two partners. The group provides a forum to effectively address issues and share solutions. With strong partner leadership, this group of valued talents feels like they have a band of mentors/allies.
- **Celebrating Women Series** — In 2005, Bingham launched the Celebrating Women series to recognize and support our continuing efforts to promote women in law. The series boasts high-end client events at which our women partners and their women clients are able to network with one another. Recent highlights from this program have included: a dinner with Traci des Jardins, chef and co-owner of the award-winning San Francisco restaurant, Jardinière, at her restaurant; a cocktail party in Los Angeles with two well-known business women as speakers: Susan Spencer, author of Briefcase Essentials, and host of the Womens Radio show, "Business Buzz," and Wendy Greuel, a longtime civil servant and the current Los Angeles city controller; and a reception at the Folk Art Museum in New York City including a tour of the exhibit, "Women Only: Folk Art by Female Hands" while connecting with one another. We are currently in the process of planning a Celebrating Women event in Boston for spring 2013.

Organization Narrative

Real work. Real people. Real clients with real challenges. That is what you will experience at Bingham, named one of Fortune Magazine's "100 Best Companies to Work For" each year since 2005. As this ranking shows, Bingham has a keen regard for our greatest asset: our people. We are a diverse group of 1,000 talented lawyers, working across a carefully balanced portfolio of practices in 14 offices in the United States, Europe, and Asia. As a result of our strategic, planned growth, we are well-positioned to capitalize on all stages of the economic cycle.

Bingham is a great place to start your career. Our summer program ranked No. 6 nationally in the 2012 American Lawyer Summer Associate Survey and also won local awards: No. 1 in Washington, D.C., and Los Angeles; No. 10 in Boston; No. 11 in San Francisco; and No. 13 in New York. The program shows you what it will be like to practice here and to join our community, engaging in carefully selected work assignments, focused training programs, and social events where you get to know our lawyers and staff. You'll experience our proactive Learning and Development Department as well as our pro bono practice, diversity initiatives, and community service and outreach efforts.

In addition to our NorCal region, which consists of our San Francisco (97 lawyers) and Silicon Valley (27 lawyers) offices, our summer program runs in New York, Boston, Washington and the SoCal (Los Angeles, Orange County and Santa Monica) region. You will also have the opportunity to spend time in more than one office in your region during the summer program so that you can get a broader perspective of our practices and work with more lawyers. We invite you to learn more about us at www.bingham.com.

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