

Basic Information

Firm	Recruiting Contact:
Organization Size: 46	Mr. Ken Sockolov
Office Size: 46	COO
Hiring Attorney:	555 Capitol Mall
Ms. Kelley Lincoln	Suite 1500
	Sacramento, California (CA) 95814
	United States
	Phone: 916.321.4444
	ksockolov@boutinjones.com

Compensation & Benefits

2015 compensation for entry-level lawyers (\$/year)	100,000
Summer Compensation	
2015 compensation for Post-3Ls (\$/week)	0
2015 compensation for 2Ls (\$/week)	1,750
2015 compensation for 1Ls(\$/week)	0

Partnership & Advancement

Does the firm have two or more tiers of partner?	No
If no, how many years is the partnership track?	7

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	20	7	3	0
	Women	4	7	5	0
	Total	24	14	8	0
Hispanic/Latino	Men	0	0	0	0
	Women	0	0	0	0
White	Men	20	6	3	0
	Women	4	6	5	0
Black/African American	Men	0	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	0	0	0	0
	Women	0	1	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	0	0	0
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly LGBT	Men	0	1	0	0
	Women	0	1	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 NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Corporate & Securities	4	2	3	0
Labor and Employment	Employment Law	2	0	3	0
Trusts and Estates	Estate Planning, Probate & Trust Administration	3	2	1	0
Litigation	Healthcare	2	0	1	0
Bankruptcy	Insolvency & Creditors' Rights	2	0	2	0
Banking, Finance	Lender Support	6	1	1	0
Litigation	Litigation	11	2	8	0
Real Estate, Land Use	Real Estate	4	3	2	0
Tax	Tax	5	2	1	0

HIRING & RECRUITMENT

	Began Work In				Expected
	2013	Prior Summer Associates	2014	Prior Summer Associates	2015
LAWYERS					
Laterals	5		2		5
Laterals (non-traditional track)					
Post-Clerkship					
Entry-level			1		
Entry-level (non-traditional track)	1				
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	1				2
1Ls					

Number of 2014 Summer 2Ls considered for associate offers 0
 Number of offers made to summer 2L associates 3
 General Hiring Criteria Top 20% of class

Diversity & Inclusion

Diversity Contact: Ms Kelley Lincoln

Organization Narrative

Regional business litigation and transaction firm.

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