

Basic Information

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

Compensation & Benefits

2017 compensation for entry-level lawyers (\$/year)	100,000
Summer Compensation	
2017 compensation for Post-3Ls (\$/week)	0
2017 compensation for 2Ls (\$/week)	1,750
2017 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	22	7	4	0
	Women	5	6	4	0
	Total	27	13	8	0
Hispanic/Latino	Men	0	0	0	0
	Women	0	0	0	0
White	Men	22	6	3	0
	Women	5	6	6	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
Persons with Disabilities	Men	0	0	0	0
	Women	0	0	0	0
Openly LGBT	Men	1	0	0	0
	Women	1	1	0	0
Veteran	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
Business, Corporate	Corporate & Securites	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

LAWYERS	Began Work In				Expected
	2015	Prior Summer Associates	2016	Prior Summer Associates	2017
Entry-level					1
Entry-level (non-traditional track)	1		1		
Lateral Partners					
Lateral Associates	4		3		2
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)			1		
LL.M.s (non-U.S.)			1		
SUMMER					
Post-3Ls					
2Ls	2				2
1Ls	1				1

Number of 2016 Summer 2Ls considered for associate offers	1
Number of offers made to summer 2L associates	1
General Hiring Criteria	Top 20% of class

Diversity & Inclusion

Diversity Contact: Ms Kimberly Lucia

Organization Narrative

Boutin Jones is a mid-sized regional law firm located in Sacramento. The firm is a full-service business law firm serving clients throughout California in the areas of civil, business and real estate litigation intellectual property, real estate, corporate and securities, employment, bankruptcy and creditors' rights, and estate planning.

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.