DOWNEY BRAND

DOWNEY BRAND LLP
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Hiring Attorney: **Mr. John O'Malley**
Address Inquiries To:
Ms. Maureen Cooper
Recruiting Director
DOWNEY BRAND LLP
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Sacramento, CA 95814
(916) 520-5483 mcooper@downeybrand.com

Total # offices: **5** Firm size range: **101-250**
offices on form: **5** NALP member? **Y**
Total # of Attorneys: **133** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate, Securities & Tax	**7**	**8**
Environmental Law Practice Group	**9**	**7**
Employment & Benefits	**5**	**4**
Energy, Land Use & Minerals	**5**	**6**
Family Law & Wealth Planning	**7**	**7**
Litigation	**16**	**30**
Real Estate	**5**	**2**
Water	**4**	**9**

COMPENSATION & EMPLOYMENT DATA:

	2011	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2009**	**2010**	**2011**
Laterals		**3** (**0**)	**13** (**0**)	**3**
Post-clerkship		**0** (**0**)	**0** (**0**)	**1**
Entry-level	**100,000.00** /yr	**11** (**11**)	**7** (**7**)	**4**
LLMs (US)		**0** (**0**)	**0** (**0**)	**0**
LLMs (non-US)		**0** (**0**)	**0** (**0**)	**0**
Summer				
Post-3Ls	**N/A** $/wk	**0** (**0**)	**0** (**0**)	**0**
2Ls	**1,700.00** $/wk	**8** (**8**)	**8** (**8**)	**6**
1Ls	**N/A** $/wk	**1**	**1**	**1**

2010 summer 2Ls considered for associate offers: **8** # offers made: **7**
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply? **N/A**
Split summers allowed? **N** If yes, minimum weeks:
Comments:
Accept applications for 2012 summer program from:
Joint degree students graduating in 2014? **N**
Evening students graduating in 2014? **N**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria: **We seek students who have distinguished academic records and exceptional research and writing skills. Also considered are extra-curricular activities (moot court, Law Review) and previous work experience.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **N**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments:

PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info: **Factors considered for advancement to partnership include overall productivity and financial contribution; legal skills, judgment & analysis; business/client development; and community service.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. 0 (m) **2** (w) **ptrs/mbrs. 1** (m) **3** (w) **oth. lawy. 3** (m) **6** (w)
Elig. for alt. work sched. determined by: **Executive Committee**
Paid non-medical parental leave? **Y**
Comments: **Attorneys continuously employed by the Firm for a period of no less than 12 months shall receive compensation and continuation of existing benefits for a period of up to 4 weeks for parental leave.**

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **N**
Professional development staff? **Y** Billable hours credit for training time? **N**
Rotation for jr. associates between departments/practice groups? **N**
Is rotation mandatory? **N**

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
White	Men	**26**	**15**	**5**	**0**
	Women	**8**	**20**	**4**	**0**
Black/African American	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**1**	**0**	**0**
	Women	**0**	**5**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**2**	**0**	**0**	**0**
	Women	**0**	**2**	**0**	**0**
TOTAL	Men	**47**	**19**	**10**	**0**
	Women	**12**	**38**	**7**	**0**
	TOTAL NUMBER	**59**	**57**	**17**	**0**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
Openly GLBT	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:
Activities to increase the presence and retention of under-represented groups:
☒ Minority job fairs ☒ Bar sponsored programs
☒ Outreach to law student groups ☒ Firm diversity committee
☐ Directed mentoring efforts ☐ Rec. at schools w/large min. pop.
Comments: **We host a first-year law student from McGeorge or U.C. Davis in conjunction with a local diversity summer fellowship program.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010 : **4** # job fairs/consortia attended in 2010 : **2**

BILLABLE HOURS:

	2009	2010
Avg annual assoc. hrs worked:	**1907**	**1938**
Avg. annual assoc. billable hrs:	**1613**	**1631**

Is there a minimum billable hours expectation? **Y** If yes, number: **1750**
Hours policy details:

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **Y** If yes, what? **50**
For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**

PRO BONO INFORMATION:
☐ % firm billable hours: **.8** ☒ avg. hrs. per attorney: **31**
Participation: **55** % assoc. **25** % ptrs/mbrs **10** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **N**
Comments:

NARRATIVE: **Downey Brand is Sacramento's largest law firm and well known throughout the California Central Valley as a premier full-service firm that has been a mainstay of the region since 1926. Our attorneys practice in over 20 distinct areas of law from our main location in Sacramento, as well as offices in San Francisco, Stockton and Roseville, California and Reno, Nevada. The firm prides itself on its dynamic and innovative approaches to the practice of law. We have recognized academic and legal expertise and also possess the interpersonal skills, common sense and business savvy to provide effective legal and business counseling. Our attorneys stay current with changes in the law and business by teaching and attending seminars, writing articles for legal/industry publications, and through involvement in professional, trade and business organizations. We serve as leaders in local, state and national bar associations, as well as a host of community activities.**

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.