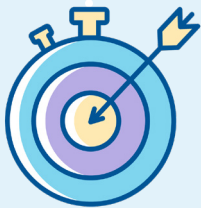




Life at Sheppard Mullin

Associate Salary Scale



Level	Base Salaries
Associate 1	\$225,000
Associate 2	\$235,000
Associate 3	\$260,000
Managing Associate 1	\$310,000
Managing Associate 2	\$365,000
Managing Associate 3	\$390,000
Counsel 1	\$420,000
Counsel 2	\$435,000

Associate Hours Policy and Bonus Program*

*Bonus amounts are announced in Q4 after the market has been set.



Additional Bonus

awarded if you exceed billable hours target (2000 hours)



Discretionary Bonus

awarded to associates who have done extraordinary work on behalf of our clients and the firm



Partial Bonus

awarded if you come within 50 hours of the billable hours target



Your Time Counts: Credited Hours Categories

- Career Development
- Client Development
- D&I
- Innovation
- Internal Education
- MCLE

- Non-Legal Pro Bono
- PG/Team Work
- Recruiting
- Wellness
- Pro Bono (Unlimited)



Teams First Flexible Work Program

Hybrid policy with expectation of 3 days per week in the office, emphasizing intentional flexibility and team needs

Technology & Home Office Benefits

Up to \$600 every two years for the purchase of a smartphone or mobile tablet device

Minimum stipend of \$3600 per year for commuter and/or home office expenses

Benefits

In addition to traditional health benefits, the firm is proud to offer unique benefits and program focusing on wellness.



Unplug and Recharge: To support attorney well-being, lawyers receive 40 hours of billable credit per year while they unplug from work

Headspace: Health & happiness app that helps lawyers at work and at home through meditation, sleep exercises, and more

Wellness Incentive: Complete 10 wellness activities each month for \$50 payment

Lyra Health: Mental health benefit available to attorneys and their dependents to protect and strengthen mental wellbeing. The first 8 sessions are free, and future care can be automatically integrated with our medical benefits at a significantly reduced cost

Chair Yoga: Yoga classes are available to participate in from the comfort of your home or office



Attorney Development

- Summer Associate Academy
- Litigation Boot Camp
- Transactional Boot Camp
- New Lawyer Academy
- Mid-Level Academy
- Partnership College
- PSP Leadership Academy
- Mentoring Program
- Career Coaching
- Business Development Coaching

Impact Initiative

- Charitable donations
- Volunteer opportunities
- Firm matching campaigns
- Fundraising and giving opportunities in partnership with clients that align with our values

Diversity & Inclusion

- Affinity Groups
 - Diversity & Inclusion Attorney Network (DIAN)
 - Out at Sheppard (OAS)
 - Veterans at Sheppard
 - Women Lawyers Group (WLG)
- Office Working Groups
- DIAN/OAS Retreat (annual)
- WLG Retreat (biennial)

Parental Leave

Gender-neutral parental leave policy allows attorneys up to 12 weeks of paid parental leave for the birth, adoption or foster care placement of a child for baby bonding, in addition to up to 12 weeks of unpaid parental leave. Birth mothers are also entitled to an additional 6-8 weeks of paid disability leave

Parental Leave Ramp Up/Down

Reduced hours expectation of 60% during the six weeks prior and post parental leave with no effect on the employee's salary, bonus, or benefits

Parental Leave Flexible Arrangement for Associate Attorneys

Associates are pre-approved to return from parental leave under a flexible arrangement and will not need to seek separate approval from Practice Group Leaders or their supervisors

