

Basic Information

725 South Figueroa St.
Suite 2800
Los Angeles, CA 90017-5406
Organization Size: 695
Office Size: 71
Hiring Attorney:
Ms. Kimberly Buffington
Hiring Attorney #2:
Ms. JiJi Park

Recruiting Contact:
Ms. Emily Langlois
HR/Attorney Recruiting Coordinator
725 South Figueroa Street
Suite 2800
Los Angeles, California (CA) 90017
United States
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Compensation & Benefits

2017 compensation for entry-level lawyers (\$/year)	180,000
Summer Compensation	
2017 compensation for Post-3Ls (\$/week)	3,462
2017 compensation for 2Ls (\$/week)	3,462
2017 compensation for 1Ls(\$/week)	3,462

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

Valerie Fitch
Senior Director of Talent Development
212.858.1718
valerie.fitch@pillsburylaw.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year 4%

Average Hours per Attorney last year 78

Percent of associates participating last year 82%

Percent of partners participating last year 59%

Percent of other lawyers participating last year 62%

Professional Development

Evaluations Annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No

Rotation for junior associates between departments/practice groups? 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	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	28	15	7	0
	Women	14	10	6	1
	Total	42	25	13	1
Hispanic/Latino	Men	0	0	0	0
	Women	1	0	0	0
White	Men	27	9	5	0
	Women	9	5	5	1
Black/African American	Men	0	1	0	0
	Women	1	1	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	5	1	0
	Women	2	4	1	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	1	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
Openly LGBT	Men	2	0	1	0
	Women	0	0	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 & Securities	7	2	4	1
Business, Corporate	Executive Compensation & Benefits	1	0	1	0
Banking, Finance	Finance	1	2	0	0
Intellectual Property	Intellectual Property	6	2	5	0
Litigation	Litigation	14	0	10	0
Government, Regulatory, Administrative	Public Practices	7	2	3	0
Real Estate, Land Use	Real Estate	2	2	0	0
Tax	Tax	2	0	1	0
Bankruptcy	Insolvency & Restructuring	0	1	0	0
Environmental	Environmental	2	2	1	0

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2015	Prior Summer Associates	2016	Prior Summer Associates	2017
Entry-level	3	3	3	3	5
Entry-level (non-traditional track)					
Lateral Partners	8		2		TBD
Lateral Associates	8		5		TBD
All Other Laterals (non-traditional track)					TBD
Post-Clerkship	1	1			
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	3		5		6
1Ls			1		

Number of 2016 Summer 2Ls considered for associate offers

5

Number of offers made to summer 2L associates

5

General Hiring Criteria

Pillsbury seeks energetic, high-performing students who possess sound judgment, determination, common sense, excellent interpersonal skills, the ability to inspire confidence, and the drive to produce high quality work and achieve outstanding results. Pillsbury's summer associates experience the firm's collaborative style by working side-by-side with attorneys in a variety of practice areas, on industry and client teams, and on issue-specific projects. Pillsbury University offers training on everything from legal writing to client service basics to effective networking. Formal reviews supplement the extemporaneous feedback provided to summer associates by our lawyers.

Diversity & Inclusion

Diversity Contact: Ms. Rosa Walker

Diversity Website/URL: <http://www.pillsburylaw.com/corporate-social-responsibility-diversity>

Organization Narrative

Pillsbury is a leading international law firm with 21 offices around the world and a particular focus on the energy & natural resources, financial services, real estate & construction, technology, and travel & hospitality sectors. Recognized by Financial Times as one of the most innovative law firms, Pillsbury and its lawyers are highly regarded for their forward-thinking approach, their enthusiasm for collaborating across disciplines and their unsurpassed commercial awareness.

Opened more than 88 years ago, our Los Angeles office enjoys a diversified client base including those in the real estate, banking and finance, retail and

restaurants, computer science and electrical, and e-commerce industries. Many of our clients can be found on the Fortune 500.

With more than 80 attorneys practicing in the key disciplines of litigation, corporate, government contracts and intellectual property law, the downtown Los Angeles office provides its clients with experience in the various aspects of business law.

Summer associates have often ranked Pillsbury as a top summer program in Los Angeles in the American Lawyer Student Edition survey, including #1 in three of the last four years. Our summer associates tell us it's the top-notch combination of opportunities and collegiality that makes the LA office a great place to work.

Among the firm clients that have primary relationships with the LA office are Xerox, Walt Disney Co., In-N-Out Burger and The Broad Collection.

In addition to challenging client assignments, the Los Angeles office supports pro bono work performed by our summer associates at Public Counsel's indigent client services program. Last year, Public Counsel presented Pillsbury with its "2016 Community Development Pro Bono Award," for the firm's support for the organization's Community Development Program.

Our core practice areas here include:

Business

Our corporate practice focuses on commercial law matters, M&A, joint ventures, strategic alliances, financings and corporate matters for domestic and foreign companies ranging from start-ups to public companies in addition to counseling on financial regulatory (payments, anti-money laundering, and unclaimed property), and e-commerce. Our real estate practice focuses on counseling on leases and purchases, environmental issues, tax-advantaged investment and affordable housing matters. We also have a depth of knowledge in our finance, tax and executive compensation practices.

Environmental & Natural Resources

Home to one of the largest dedicated environmental practices in the United States, Pillsbury has had a preeminent environmental practice since the birth of environmental law itself, experience that pays dividends to clients seeking to control compliance costs, manage litigation risk or speed regulatory approvals. Our team deals with federal and state environmental regulations and permitting issues for a number of clients, including utility, energy and natural resources companies; transportation entities; real estate developers and municipalities. Among notable work, the firm last year worked with the energy industry to develop a streamlined permitting process in California's largest oil and gas producing county, and the firm represents Costco in environmental compliance in 50 California counties. The Los Angeles office is also home to the Environmental & Natural Resources practice section leader.

Government Contracts & Disputes

With a large government contracts group joining Pillsbury in 2015, we represent a broad array of clients, primarily in the IT and energy sectors, on diverse issues at the federal, state and local levels. Our nationwide practice deploys highly experienced attorneys from DC and the West Coast to handle bid protests, litigate claims and conduct internal investigations. We also advise on matters ranging from data rights to security clearances, from mergers to ethics compliance and from small-business issues to international contracting. Last year, Law360 named the team the "Government Contracts Practice Group of the Year."

Insurance Recovery & Advisory

Pillsbury's Insurance Recovery & Advisory practice was named Law360's "Insurance Group of the Year" 2015 and 2016 for "litigation prowess," "resounding victories," and a "sustained history of achieving great results."

Pillsbury's Insurance Recovery & Advisory group is a fast-growing policyholder-side insurance team with market-leading bona fides in the construction and energy sectors housed within one of the most well-respected global law firms headquartered in the U.S. Pillsbury boasts one of the country's largest and most diverse insurance departments with more than 55 dedicated lawyers in Washington DC, New York, Los Angeles, San Francisco and Houston. Our firm's breadth of practice and decision to represent policyholders exclusively have provided us with a unique platform for success.

The National Law Journal also honored the insurance team in 2016 for securing the two of the largest jury verdicts in the U.S.

Intellectual Property

The Los Angeles office includes a number of IP litigators who serve clients in entertainment, manufacturing, retail and other industries, with a particularly strong practice in patents, trademarks, copyrights, trade secrets and rights of publicity law. The firm handles numerous high-profile matters, such as successfully helping Medtronic defeat a major heart device patent infringement suit.

Litigation

In addition to handling commercial disputes, insurance recovery and other complex business litigation, our Los Angeles litigators have significant experience with the kinds of consumer class actions that frequently arise in California and face companies operating in America's second-largest city. Among other recent notable matters, we successfully defended Wells Fargo in a five-year class action battle over gift cards. In 2016, BTI Consulting Group recognized Pillsbury litigators as "Awesome Opponents."

Other active practice areas in the LA office include real estate, finance, tax, transportation and aviation finance, executive compensation and benefits, employment and labor, and public practices.

Among the office's pro bono activities, the firm secured class action certification for a group of disabled students who were alleged discriminated against in the Pomona School District.

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