

Basic Information

Allen Matkins - Firmwide
 Organization Size: 213
 Office Size: 187
 Hiring Attorney:

Recruiting Contact:
 Ms. Christine McWilliams
 Managing Director, Recruiting and Professional Development
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Compensation & Benefits

2020 compensation for entry-level lawyers (\$/year) 170,000

Summer Compensation

2020 compensation for Post-3Ls (\$/week)
 2020 compensation for 2Ls (\$/week) 3,269
 2020 compensation for 1Ls(\$/week) 3,269

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track? 8.5
 How many years is the equity track? 8.5

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	91	41	2	0
	Women	21	47	0	0
	Non-binary	0	0	0	0
	Total	112	88	2	0
Latinx	Men	4	1	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
White	Men	81	31	2	0
	Women	18	36	0	0
	Non-binary	0	0	0	0
Black or African American	Men	1	1	0	0
	Women	0	2	0	0
	Non-binary	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Asian	Men	3	6	0	0
	Women	3	7	0	0
	Non-binary	0	0	0	0
Native American or Alaska Native	Men	1	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
2 or More Races	Men	1	2	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
Persons with Disabilities	Men	1	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
LGBTQ	Men	1	1	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
Veteran	Men	3	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0



Pro Bono/Public Interest

Rachel Sanders
Senior Counsel
213.955.5539
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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	14.4
Percent of associates participating last year	67%
Percent of partners participating last year	29%
Percent of other lawyers participating last year	

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?	No

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2020
	2018	Prior Summer Associates	2019	Prior Summer Associates	
Entry-level	5	5	8	8	10
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	5	0	5
Lateral Associates	15	0	19	0	12
All Other Laterals (non-traditional track)	2	0	1	0	0
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	8	0	10	0	8
1Ls	0	0	0	0	1

Number of 2019 Summer 2Ls considered for associate offers: 10
 Number of offers made to summer 2L associates: 10

General Hiring Criteria At Allen Matkins, we seek to hire self-motivated individuals who have excelled in both their academic and professional careers. Candidates who demonstrate a high level of maturity, judgment, and intellectual curiosity will succeed in our firm's environment. We look for talented and ambitious professionals to be part of a focused, creative, and entrepreneurial team committed to excellent client service, innovation, collaboration, balance and diversity. Extracurricular activities, including law review, journal and moot court are also considered.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Bankruptcy	Bankruptcy, Receivership & Creditor Remedies	7	1	1	0	0

Business, Corporate	Corporate	6	0	5	0	0
Labor and Employment	Labor & Employment	6	0	5	0	0
Real Estate, Land Use Environmental	Land Use/Environmental & Natural Resources	17	1	8	1	0
Litigation	Litigation	25	0	22	4	0
Real Estate, Land Use	Real Estate	45	0	43	3	0
Tax	Tax & Joint Venture	6	0	4	0	0

Diversity & Inclusion

Diversity Contact: Ms. Christine McWilliams

Diversity Website/URL: <https://www.allenmatkins.com/about-us/commitment-to-diversity/index.html>

Organization Narrative

At Allen Matkins, we help clients capitalize on opportunity. Whether this opportunity comes from overcoming challenges or seeing and taking advantage of new technologies, business models, or global markets, we partner with clients to accomplish goals and drive success.

We are a premier California-based law firm with approximately 200 attorneys in four major metropolitan areas of California: Los Angeles, Orange County, San Francisco and San Diego. From our base in California, we also serve the needs of our clients, whose interests are national and increasingly global. Our areas of focus include Bankruptcy, Receivership & Creditor Remedies; Corporate; Labor & Employment; Land Use/Environmental & Natural Resources; Litigation, Real Estate; and Tax & Joint Venture.

For more than 40 years, we have worked with clients drawn to us by our reputation for creative solutions, pragmatism, exemplary quality, and approachability, and our unparalleled network of contacts and connections in business and government.

If we had to pride ourselves on just one thing, it would be our relationships with our clients who have entrusted us with their security, their livelihoods, and their aspirations. We look to honor them in everything we do.

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.

For more details, visit www.nalpdirectory.com

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