

Basic Information

Firm	Recruiting Contact:
Organization Size: 50	Mr. Ken Sockolov
Office Size: 50	COO
Hiring Attorney:	555 Capitol Mall
Mr. Iain Mickle	Suite 1500
	Sacramento, California (CA) 95814
	United States
	Phone: 916.321.4444
	recruiting@boutinjones.com

Compensation & Benefits

2019 compensation for entry-level lawyers (\$/year)	110,000
Summer Compensation	
2019 compensation for Post-3Ls (\$/week)	0
2019 compensation for 2Ls (\$/week)	2,000
2019 compensation for 1Ls(\$/week)	1,425

Partnership & Advancement

Does the firm have two or more tiers of partner?	No
If no, how many years is the partnership track?	8

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 23	7	3	0	2
	Women 5	7	4	0	1
	Total 28	14	7	0	3
Latinx	Men 0	0	0	0	0
	Women 0	0	0	0	1
White	Men 23	6	3	0	2
	Women 5	5	4	0	0
Black or African American	Men 0	1	0	0	0
	Women 0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men 0	1	0	0	0
	Women 0	0	0	0	0
Asian	Men 0	0	0	0	0
	Women 0	2	0	0	0
Native American or Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or More Races	Men 0	0	0	0	0
	Women 0	3	0	0	0
Persons with Disabilities	Men 0	0	0	0	0
	Women 0	0	1	0	0
LGBTQ	Men 1	0	0	0	0
	Women 1	2	0	0	0
Veteran	Men 0	1	0	0	1
	Women 0	0	0	0	0

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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

Percent of partners participating last year

Percent of other lawyers participating last year

5

5

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

HIRING & RECRUITMENT

	Began Work In				Expected
	2017	Prior Summer Associates	2018	Prior Summer Associates	2019
LAWYERS					
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates					
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls					
1Ls					

Number of 2018 Summer 2Ls considered for associate offers

2

Number of offers made to summer 2L associates

2

General Hiring Criteria

Top 20% of class

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
Business, Corporate	Corporate & Securites	6	2	2	1	0
Labor and Employment	Employment Law	4	1	4		0
Trusts and Estates	Estate Planning, Probate & Trust Administration	3	2	1		0
Litigation	Healthcare	7	2	2	1	0
Bankruptcy	Banking, Bankruptcy And Creditors' Rights	8	1	0		0
Litigation	Litigation	14	1	9	1	0
Real Estate, Land Use	Real Estate	6	2	2		0
Tax	Tax	5	2	1		0
Business, Corporate	Agribusiness	5	0	0		0

Diversity & Inclusion

Diversity Contact: Ms Kimberly Lucia

Organization Narrative

Boutin Jones is one of the largest law firms in the Sacramento region. Our sophisticated law practice takes on large and complex business transactions. We have the ability to take the most complicated and important cases to trial, and we're in the courtroom a lot. The region's biggest employers look to us for employment law representation. Our Real Estate Group works on big deals not only here at home, but throughout the state and country. Healthcare, Estate Planning, Insolvency and Creditors' Rights, Tax—we are a business law firm that does it all.

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.

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