MULTI-OFFICE DATA
COSTA MESA, CA

RUTAN & TUCKER

Rutan & Tucker, LLP
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Hiring Attorney: **Mr. Derek Dundas**
Address Inquiries To:
Mrs. Jodi R. Brooks
Recruiting Manager
Rutan & Tucker, LLP
611 Anton Blvd., Ste. 1400
Costa Mesa, CA 92626-1931
(714) 641-5100 jobrooks@rutan.com

Total # offices: **2** Firm size range: **101-250**
offices on form: **2** NALP member? **Y**
Total # of Attorneys: **149** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate	**14**	**11**
Employment	**10**	**4**
Government	**29**	**12**
Intellectual Property	**7**	**5**
Litigation	**24**	**22**
Real Estate	**12**	**9**

COMPENSATION & EMPLOYMENT DATA:

	2010	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2008**	**2009**	**2010**
Laterals		**5** ( )	**3** ( )	
Post-clerkship		**0** (**0**)	**0** (**0**)	**0**
Entry-level	**145,000** /yr	**5** (**5**)	**0** ( )	**7**
LLMs (US)		**0** (**0**)	**0** (**0**)	**0**
LLMs (non-US)		**0** (**0**)	**0** (**0**)	**0**
Summer				
Post-3Ls	$/wk	**0** (**0**)	**0** (**0**)	**0**
2Ls	**2,750** $/wk	**8** ( )	**9** ( )	**8**
1Ls	$/wk			

2009 summer 2Ls considered for associate offers: **9** # offers made: **6**
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply? **August**
Split summers allowed? **CBC** If yes, minimum weeks: **8**
Comments:
Accept applications for 2011summer program from:
Joint degree students graduating in 2013? **N**
Evening students graduating in 2013? **N**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria: **We seek to hire law school students who rank in the top of their class. Law Review, Law Journal, and Moot Court are preferred, but not required.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **N**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments: **In addition to the base starting salary, the firm pays a $10,000 bar study stipend plus bar exam related expenses. The firm also pays a $15,000 bonus for Federal Court Clerkship.**
PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info: **Associates are first considered for partnership in their seventh year of practice. Partners are admitted to the partnership effective January 1.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. 2 (m) **4** (w) **ptrs/mbrs. 2** (m) **3** (w) **oth. lawy. 3** (m) **0** (w)
Elig. for alt. work sched. determined by:
Paid non-medical parental leave? **Y**
Comments:

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

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ.Assoc.
Hispanic/Latino	Men	**3**	**3**	**0**	**2**
	Women	**0**	**2**	**0**	**0**
White	Men	**77**	**26**	**4**	**3**
	Women	**10**	**16**	**0**	**1**
Black/African American	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**1**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
Asian	Men	**0**	**4**	**0**	**0**
	Women	**0**	**2**	**0**	**1**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**0**	**0**	**1**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**81**	**31**	**4**	**6**
	Women	**10**	**23**	**0**	**2**
TOTAL NUMBER		**91**	**54**	**4**	**8**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**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:

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2009: **8** # job fairs/consortia attended in 2009: **3**

BILLABLE HOURS: **2008** **2009**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs: **1877** **1866**
Is there a minimum billable hours expectation? **Y** If yes, number: **1950**
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: ☐ avg. hrs. per attorney:
Participation: **73** % assoc. **66** % ptrs/mbrs % other lawyers

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

NARRATIVE: **The Costa Mesa office of Rutan & Tucker, LLP is the largest full service law practice in Orange County, California's second most populous county. Our offices are located in the South Coast Plaza area of Costa Mesa, a burgeoning business and arts center adjacent to Newport Beach and 45 miles south of downtown Los Angeles. We also have an office in Palo Alto, CA. Our Summer Program is designed to give Summer Associates wide latitude in their exploration of the firm's various practice areas. Summer Associates participate in a flexible rotation through the firm's departments: Corporate/Tax, Labor/Employment, Litigation, Public Law, and Real Estate. As they rotate through the departments for the purpose of attending departmental meetings and functions, they are assigned work from the firm's departments. This flexibility gives the Summer Associates a more accurate perspective of the attorney's responsibilities.**

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.