MULTI-OFFICE DATA
SACRAMENTO, CA

MCDONOUGH HOLLAND

McDonough Holland & Allen PC
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Hiring Attorney: **N/A**
Address Inquiries To:
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Recruiting Coordinator
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Sacramento, CA 95814
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Total # offices: **2** Firm size range: **51-100**
offices on form: **2** NALP member? **Y**
Total # of Attorneys: **101** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Business	**12**	**10**
Construction	**6**	**6**
Health	**5**	**7**
Public	**14**	**20**
Real Estate	**9**	**12**

COMPENSATION & EMPLOYMENT DATA:

	2009	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2007**	**2008**	**2009**
Laterals		**11** ( )	**10** ( )	
Post-clerkship		( )	( )	
Entry-level	**100,000** /yr	**4** ( )	**7** (**5**)	**3**
LLMs (US)		( )	**1** ( )	
LLMs (non-US)		( )	( )	
Summer				
Post-3Ls	**1500** $/wk	( )	( )	
2Ls	$/wk	**4** ( )	**5** ( )	**2**
1Ls	$/wk	**1**	**1**	**1**

2008 summer 2Ls considered for associate offers: **5** # offers made: **3**
Hire school term clerks?
1Ls hired? **Y** When after 12/1 should 1Ls apply?
Split summers allowed? **N** If yes, minimum weeks:
Comments:
Accept applications for 2010 summer program from:
Joint degree students graduating in 2012? **Y**
Evening students graduating in 2012? **Y**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **We take into account both life experiences and academic performance. No one factor is favored above another. We look for outstanding, well-balanced individuals with a variety of qualities.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **N**
Comp./prog. credit for judicial clerkship? **CBC**
Comp./prog. credit for other adv. degrees? **CBC**
Other compensation comments: **Level 1 associates joining the firm in the Fall typically move to the next salary level in 6 mos. Level 2-7 associates may earn productivity and subjective bonuses.**

PARTNERSHIP DATA: Two or more tiers? **N** Partnership track (years):
Additional partnership prog. info: **6-1/2 years is our current policy. Associates joining the firm directly from law school are ordinarily first considered for shareholder status in 6-1/2 years.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. 0 (m) **2** (w) **ptrs/mbrs. 4** (m) **6** (w) **oth. lawy. 7** (m) **5** (w)
Elig. for alt. work sched. determined by: **Practice Group and Board**
Paid non-medical parental leave? **Y**
Comments: **The objective of the part-time program is to retain high caliber attorneys by allowing the benefit of part-time work, while maintaining a high level of service to our clients.**

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

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**2**	**0**	**0**
	Women	**1**	**1**	**0**	**0**
White	Men	**27**	**14**	**8**	**0**
	Women	**13**	**18**	**6**	**0**
Black/African American	Men	**1**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**1**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**1**	**1**	**1**	**0**
	Women	**3**	**1**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**1**	**0**
TOTAL	Men	**29**	**21**	**10**	**0**
	Women	**17**	**17**	**7**	**0**
	TOTAL NUMBER	**46**	**38**	**17**	**0**
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: **For the past 16 years, McDonough has been a participant and sponsor in the Sacramento County Bar's Diversity and Retention Program**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2008 : **5** # job fairs/consortia attended in 2008 : **0**

BILLABLE HOURS:

	2007	2008
Avg annual assoc. hrs worked:	**1913**	**2021**
Avg. annual assoc. billable hrs:	**1646**	**1641**

Is there a minimum billable hours expectation? **Y** If yes, number: **1750**
Hours policy details: **All associates are expected to record a minimum of 1750 chargeable hours per fiscal year.**

Is billable hour credit given for pro bono work? **N**
Is there a maximum that will be credited? **Y** If yes, what? **100**
For bonus consideration, is a pro bono hour equivalent to a billable hour? **CBC**

PRO BONO INFORMATION:
☐ % firm billable hours: ☐ avg. hrs. per attorney:
Participation: % assoc. % ptrs/mbrs % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **Y**
Comments: **Sacramento County Bar Diversity & Retention Fellowship Program**

NARRATIVE: **McDonough Holland & Allen PC is a full-service firm with more than 90 attorneys in two California offices. The firm has a client base that ranges from business, real estate and construction companies to health care and public entities. Our firm was founded on the principle that its attorneys should serve their communities and provide the highest quality legal services to its clients. McDonough is a congenial and progressive firm. We place high importance on the morale of all personnel and are devoted to quality, not only in the practice of law, but to life outside the practice of law. We provide a competitive compensation and very rich benefits package for all employees.**

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.