

 **EMPLOYER INFO**

Employer Name: HOOPER, LUNDY & BOOKMAN, P.C.
 Address: 1875 Century Park East
 Suite 1600
 City: Los Angeles
 State, Zip: California, 90067
 Country: United States
 Phone: (310) 551-8111
 Fax: (310) 551-8181
 Web: www.health-law.com

Hiring Attorney:

Recruiting Contact: Ms. Joanne Stone
 Title: Director of Human Resources
 Employer Name: Hooper, Lundy & Bookman, Inc.
 Address: 1875 Century Park East
 Suite 1600
 City: Los Angeles
 State, Zip: California, 90067
 Country: United States
 Phone: (310) 551-8154
 Fax: (310) 551-8181
 Email: jstone@health-law.com

 **OFFICE/ORGANIZATION SIZE**

Multi Office Form: Y
 Multi Office Form Reporting For: All Offices
 Specify: Los Angeles, CA San Diego, CA San Francisco, CA Washington, DC
 # Offices On Form: 4
 Total # Offices: 4
 Employer Size Range: 51-100
 Office Size Range: 26-50
 Total Attorneys In This Office: 57

 **DEMOGRAPHIC INFORMATION**

As of Feb. 1, 2011		PTRS/MBRs	ASSOCIATES	All OTHER LAWYERS			SUMMER ASSOCIATES
				Counsel	Staff Attorneys	Other Lawyers	
Men:		31	11	0	0	0	0
Women:		5	10	0	0	0	0
TOTALS:		36	21	0	0	0	0
Hispanic/Latino	Men:	0	0	0	0	0	0
	Women:	0	0	0	0	0	0
White	Men:	31	10	0	0	0	0
	Women:	5	8	0	0	0	0
Black/African	Men:	0	0	0	0	0	0

American	Women:	0	0	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men:	0	0	0	0	0	0
	Women:	0	0	0	0	0	0
Asian	Men:	0	1	0	0	0	0
	Women:	0	1	0	0	0	0
American Indian/ Alaska Native	Men:	0	0	0	0	0	0
	Women:	0	0	0	0	0	0
2 or More Races	Men:	0	0	0	0	0	0
	Women:	0	1	0	0	0	0
Disabled	Men:	0	0	0	0	0	0
	Women:	0	0	0	0	0	0
Openly GBLT	Men:	1	0	0	0	0	0
	Women:	0	0	0	0	0	0



OTHER OFFICES

City	State	Lawyers
Los Angeles	CA	32
San Diego	CA	7
San Francisco	CA	15
Washington	DC	3



PRIMARY PRACTICE AREAS

Practice Areas	# Ptrs/Mbrs	# Assoc & Oth. Lawy.
Health	36	21



COMPENSATION & EMPLOYMENT DATA

Lawyers	2011 COMPENSATION		BEGAN WORK IN				EXPECTED 2011
			2009		2010		
Laterals			3	()	7	()	
Post-Clerkship				()		()	
Entry-level	145,000	\$/yr	2	()		()	
LLMs (US)				()		()	
LLMs (non-US)				()		()	
Summer							
Post-3Ls		\$/wk		()		()	
2Ls	2,500	\$/wk		()		()	
1Ls		\$/wk					



STUDENT EMPLOYMENT INFORMATION

2010 Summer 2Ls considered for associate offers: 0

offers made: 0

Hire school term clerks? Y

1Ls hired? N

When after 12/1 should 1Ls apply?

Split summers allowed? N

If yes, minimum weeks:

Comments:

Accept applications for the 2012 Summer Program from:

Joint degree students graduating in 2014 or later? N

Evening students graduating in 2014?	N
Judicial Clerks?	Y
Students at non-US law schools?	N
<hr/>	
Do you hire domestic LL.M.s?	Y
In what practice areas:	
Do you hire foreign LL.M.s?	N
In what practice areas:	
When should LL.M.s submit applications?	
Preferred application materials:	
<hr/>	
Hiring Criteria:	
Outstanding academic record; strong writing and oral advocacy skills.	



ATTORNEY HOURS

Average annual associate hours worked:	(2009)	(2010)
Average annual associate billable hours:	(2009)	1944 (2010)
Is there a minimum billable hour expectation?	Y	
If "Yes", number:	1900	
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?	100	
For bonus consideration, is a pro bono hour equivalent to a billable hour?	Y	



CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION

Judicial Clerkship Bonus:	Y
Compensation/progression credit for judicial clerkship?	
Compensation/progression credit for other advanced degrees?	
Other Compensation:	



BENEFITS

Benefits:	<ul style="list-style-type: none"> 401(k)/IRA/Other Retirement Plan Bar Association Fees Business Casual Dress Code CLE Dental Insurance Domestic Partner Benefits Family/Dependent Care Leave Flexible Spending Account/pre-tax Option Life/AD&D Long-term Disability Insurance Medical Insurance Parking/Transportation Relocation Expenses Short-term Disability Insurance Sick Leave Vacation Leave Vision Insurance
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Benefit Package Comments:
 Health insurance; cafeteria plan; long term disability; 3 weeks vacation; bar dues; MCLE

WORK/LIFE INFORMATION

Part-time allowed? CBC
 Part-time available to entry-level? N
 # of part-time associates: (m) 3 (w)
 # of part-time partners/members: 3 (m) 1 (w)
 # of part-time other lawyers: (m) (w)
 Do you have a written part-time policy for associates? Y
 Do you have a written part-time policy for partners? Y
 What is the impact of working part-time as an associate, if any, on an associate's progression toward partner?
 Can an associate be promoted to partner while s/he is working on a part-time schedule? CBC
 Can a partner work on a part-time schedule? Y
 Eligibility for alternative work schedules determined by:
 Paid non-medical parental leave?
 Comments:

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 junior associates between departments/practice groups? Y
 Is rotation mandatory? Y
 Comments:

PARTNERSHIP DATA

Does the firm have two or more tiers of partner? Y
 If no, how many years is the partnership track?
 If yes, how many years is the non-equity track? 8
 How many years is the equity track? CBC
 Additional partnership progression information:
 Minimum expectation of having practiced at least 8 years and at least 2 years with the firm.

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**

Selected Campuses: Loyola Law School - Los Angeles
 UCLA School of Law
 University of California at Berkeley, Boalt Hall School of Law
 University of California, Hastings College of the Law
 University of Southern California Gould School of Law

Job Fair/Consortia
 Attended: _____

CAMPUS INTERVIEWS FOR PRIOR YEAR

of Schools Visited in 2010: 5
 # of Job Fairs / Consortia Attended in 2010: 0

 **PRO BONO INFORMATION**

Pro Bono Contact Information

Pro Bono Contact:

Title:

Phone:

Fax:

Email:

The information indicated here is:

Firm-wide: Office Specific:

%Firm Billable Hours last year:

Average Hours per Attorney Last Year:

- Associates
- Partners/Members
- Other Lawyers

Participation last year:

- % Associates
- % Partners/Members
- % Other Lawyers

What percentage of attorneys performed more than 20 hours?

What was the number of actual pro bono hours contributed by the organization in the prior calendar year?

Does the organization maintain a formal pro bono policy that sets forth the organization's commitment to pro bono?

How does the organization define what constitutes pro bono legal work?

Does the organization set annual goals regarding the minimum number of pro bono hours to be contributed by the organization?

If yes, what is that annual goal?

Does the organization set individual attorney goals regarding the minimum number of pro bono hours to be contributed?

If yes, what is that annual goal?

Is an attorney's commitment to pro bono activity considered a favorable factor in

advancement and compensation decisions?
 If yes, to what extent?

Are full-time support services (word processing, online research Lexis/Westlaw, out of pocket costs) available for pro bono representation?
 If so, are there any limitations?

Are associates provided written evaluations of their work on pro bono matters?

Does the organization employ one or more of the following structures to manage its pro bono program and to provide training and guidance to participating attorneys?

- Full-time attorney in a dedicated pro bono coordination/oversight role
- An attorney who coordinates pro bono projects as an ancillary duty to other work
- Pro Bono Committee
- Non-attorney administrator
- Other:

How is pro bono work assigned/distributed?

If an attorney is permitted to bring a pro bono case for possible consideration by the firm, who makes decisions about whether the firm will handle the matter?

- Pro Bono Coordinator
- Pro Bono Committee
- Department Chair
- Other:
- N/A

Does the organization provide any of the following to enable its attorneys to participate in pro bono activities or work in a public interest setting? (Check all that apply)

- Externships
- Sabbaticals
- Fellowships
- Part-time pro bono programs
- Other

If so, please describe:

Are pro bono opportunities available for summer associates?


Additional comments (Please use this space to provide any additional information about your organization's pro bono program including any special recognition or awards the organization has received for its pro bono work.):

What are some of the areas in which your firm has performed pro bono work in the past year?

 **PUBLIC INTEREST FELLOWSHIPS**

Do you sponsor split public interest summer and/or post-graduate fellowships?

Public Interest Fellowship Comments:

 **NON - DISCRIMINATION POLICY**

Non-Discrimination:

It is the policy of our firm to apply recruiting, hiring, promotion, compensation and professional development practices without regard to race, religion, color, national origin, sex, age, creed, disability, veteran status or sexual orientation.



NARRATIVE

Founded in 1987, Hooper, Lundy & Bookman, Inc. is currently the largest law practice in the country dedicated solely to the representation of health care providers. With clients in 50 states, we serve a broad array of health care providers, ranging from the largest national health care organizations to community hospitals and individual physician practices. The firm prides itself on its ability to provide the highest quality of representation while being responsive, timely and cost-efficient and maintaining the utmost level of confidentiality.

One of the keys to our reputation for excellence is a high level of personal service and responsiveness that is rarely available in larger practices. As a mid-sized firm, we are able to provide our clients with individual attention needed to develop long-term relationships. With our San Francisco and San Diego offices, we continue to strive to make our services readily available to our present and future clients.

Each of our attorneys specializes in specific aspects of health care law. Our partners have decades of health care law experience, which they share with other firm members. Because a number of our attorneys have also been health care practitioners, administrators or government regulators, we are able to offer an added dimension of understanding to the issues our clients face. Through carefully controlled growth and highly selective recruiting, the firm has assembled a group of lawyers and staff devoted to providing the best service possible to clients in the health care field. The firm has been fortunate to have participated in many cases and business transactions involving issues at the forefront for the health care industry. As a result, the firm has been instrumental in developing strategies and "making law" favorable to the health care industry.

***Compensation:**

HLB offers a compensation package which is competitive with the largest national firms. The standard package includes a guaranteed minimum salary and generous hours-based bonuses. The firm may also provide a "discretionary" bonus for extraordinary efforts.

