



OUR SURVEY OF THE STATES'S LARGEST LAW FIRMS

This year fully half of the California 50 law firms got smaller. Still, with growth at more than 20 of the firms on the list, the total number of lawyers employed at 2012's ranked firms is down less than 1 percent. The two firms at the top of the chart hold the same spots they did last year: Latham & Watkins at number one, ahead of Morrison & Foerster (see the list on page 26). After adding 14 lawyers, Sheppard Mullin Richter & Hampton moved up a notch to third place, trading positions with Lewis Brisbois Bisgaard & Smith, which lost 33 lawyers and slipped to fourth.

Mergers brought two firms onto the list for the first time: Arnold & Porter (ranked 36th) absorbed Howard Rice Nemerovski Canady Falk & Rabkin, and McKenna Long & Aldridge (23rd) took on Luce, Forward, Hamilton & Scripps, which had been 36th in 2011. Procopio, Cory, Hargreaves & Savitch, another newcomer to the list, grew significantly this year, adding lawyers in specific practices. "We grabbed the entire employment group of Luce Forward," says managing partner Thomas W. Turner Jr.

Nearly every firm reported hiring lawyers in California, but the majority hired fewer attorneys than they did last year. "It's about survival of the firm," says Lyndon J. Parker

of the Los Angeles office of Mestel & Company, an attorney placement company. "It's the Dewey effect. Firms are being more careful. ... It's the new reality."

Three firms bucked that conservative hiring trend, increasing their headcounts by 12 percent or more, mostly by adding associates: Fenwick & West, Gordon & Rees, and Seyfarth Shaw. Fenwick's growth has been primarily in the technology and life sciences sectors, while Gordon & Rees expanded its employment and health care practices and opened a Carlsbad office with an intellectual property group. Much of Seyfarth's hiring has been in its real estate practice in Los Angeles.

Other firms shed significant portions of their attorney rolls in the Golden State: Bingham McCutchen (down 15.7 percent); Skadden, Arps, Slate, Meagher & Flom (15.3 percent); and Morrison & Foerster (11.6 percent). Two firms—Winston & Strawn and Downey Brand—dropped off the California 50 this year (in 2011 they ranked 38th and 42nd, respectively).

The information on page 28 highlights current trends in part-time attorney positions, equity partners, and hiring at the big firms. Look for further analysis of the data in our ESQ. section in upcoming issues.

—Chuleenan Svetvilas

CALIFORNIA 50

Rank	Last Year	Firm	Attorneys in CA		Attorneys in U.S.		% of Part-Time CA Attorneys		CA Partners		% of CA Equity Partners		% of Women CA Equity Partners		% of Minority CA Equity Partners	
			2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011
1	1	Latham & Watkins	583	625	1,403	1,423	4.3%	5.3%	186	196	N	N	N	N	N	N
2	2	Morrison & Foerster	480	543	787	859	18.1	19	176	186	100%	100%	22.2%	22%	15.3%	14%
3	4	Sheppard Mullin Richter & Hampton	472	458	567	552	7.2	4.4	204	192	40.2	37.0	13.4	9.9	9.8	9.9
4	3	Lewis Brisbois Bisgaard & Smith	468	501	800	787	0.4	0	282	303	23.8	21.8	10.4	10.6	9	10.6
5	6	Gibson, Dunn & Crutcher	422	424	938	914	1.2	2.4	129	134	N	N	N	N	N	N
6 ^T	5	O'Melveny & Myers	420	445	637	661	4.8	4	117	118	D	D	D	D	D	D
6 ^T	7	Wilson Sonsini Goodrich & Rosati	420	410	600	585	5.0	4.9	123	127	100	100	20.3	20.5	21.1	20.5
8	8	Orrick, Herrington & Sutcliffe	380	398	686	719	7.9	11.3	140	152	100	100	19.3	19.7	11.4	10.5
9	9	DLA Piper	370	355	1,455	1,367	11.4	11.8	159	159	100	100	17.6	15.7	14.5	13.2
10	10	Cooley	344	346	647	621	13.4	10.4	123	128	100	100	25.2	26.6	13	12.5
11	14	Gordon & Rees	321	286	521	439	22.4	17.8	132	127	22.7	23.6	10	10	10	6.7
12 ^T	11	Jones Day	313	323	1,661	1,753	3.2	2.5	139	140	100	100	14.4	17.1	11.5	9.3
12 ^T	12	Paul Hastings	313	321	759	733	7.7	5	104	105	77.9	74.3	18.5	17.9	9.9	15.4
14	13	Pillsbury Winthrop Shaw Pittman	293	294	672	657	25.3	23.5	157	151	52.2	55.0	36.6	21.7	18.3	6
15	21	Fenwick & West	270	240	297	264	18.1	19.2	96	91	100	100	17.7	17.6	13.5	8.8
16	17	Quinn Emanuel Urquhart & Sullivan	263	258	484	442	0	0	91	89	81.3	77.5	20.3	18.8	6.8	7.2
17	19	Littler Mendelson	257	248	892	822	3.9	7.3	139	135	75.5	74.8	26.7	N/A	12.4	0
18	16	Reed Smith	255	265	1,148	1,101	6.3	6	124	132	41.1	42.4	23.5	21.4	13.7	14.3
19	20	Morgan, Lewis & Bockius	247	246	1,234	1,272	15.4	11	84	83	N	N	N	N	N	N
20	18	Manatt, Phelps & Phillips	240	251	339	339	7.1	10	152	150	33.6	33.3	19.6	22	5.9	8
21	15	Bingham McCutchen	237	281	850	948	11.8	11.7	95	107	100	100	22.1	25.2	7.4	9.3
22	22 ^T	Knobbe Martens Olson & Bear	235	235	251	253	2.6	3.8	123	117	97.6	99.1	19.2	18.1	15	16.4
23	R	McKenna Long & Aldridge	233	116	541	417	4.3	3.4	116	46	59.5	D	15.9	D	1.4	D
24 ^T	26	Seyfarth Shaw	228	200	815	791	8.8	5	96	85	51	52.9	16.3	17.8	2	2.2
24 ^T	22 ^T	Sidley Austin	228	235	1,391	1,373	11	7.7	105	100	100	100	30.5	32	16.2	13

Data as of June 30, 2012. Figures reflect the number of employed attorneys. N=No distinction made between equity and nonequity partners; T=Tied (listed in alphabetical order); D=Declined to report; R=Not ranked in 2011.

2012 SURVEY OF THE STATES'S LARGEST LAW FIRMS

Rank	Last Year	Firm	Attorneys in CA		Attorneys in U.S.		% of Part-Time CA Attorneys		CA Partners		% of CA Equity Partners		% of Women CA Equity Partners		% of Minority CA Equity Partners	
			2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011	2012	2011
26	24	Allen Matkins Leck Gamble Mallory & Natsis	212	223	212	223	10.8%	15.2%	126	136	83.3%	81.6%	13.3%	12.6%	6.7%	8.1%
27	28	Greenberg Traurig	190	195	1,590	1,617	1.6	4.1	99	100	N	N	N	N	N	N
28	30	Kirkland & Ellis	189	181	1,309	1,223	D	D	83	76	D	D	D	D	D	D
29	25	Skadden, Arps, Slate, Meagher & Flom	183	216	1,444	1,577	4.4	6	45	50	100	100	11.1	10	8.9	10
30	29	Sedgwick	181	188	358	350	17.1	16.5	58	69	N	N	N	N	N	N
31	27	Best Best & Krieger	180	196	186	196	11.7	6.6	92	94	64.1	63.8	27.1	25	16.9	15
32	31 ^T	Munger, Tolles & Olson	173	173	173	173	2.9	4	86	91	100	100	18.6	18.7	18.6	17.6
33	31 ^T	Irell & Manella	161	173	161	173	D	D	53	61	100	100	11.3	13.1	13.2	13.1
34	33	Hanson Bridgett	159	157	159	157	15.1	14.0	87	85	71.3	74.1	27.4	28.6	12.9	7.9
35	34	McDermott Will & Emery	158	152	924	871	5.1	6.6	74	82	50	45.1	5.4	8.1	10.8	10.8
36	S	Arnold & Porter	154	S	751	S	16.9	S	53	S	100	S	26.4	S	7.5	S
37	37	Perkins Coie	149	142	872	791	7.4	6.3	64	60	35.9	33.3	13	15	13	15
38	35	Rutan & Tucker	144	151	144	151	9	6.0	88	91	N	N	N	N	N	N
39	42	K&L Gates	140	133	1,398	1,478	4.3	4.5	75	78	D	D	D	D	D	D
40	41	Loeb & Loeb	139	135	301	310	5.8	6.7	60	74	30.0	21.6	16.7	12.5	0	0
41	38	Atkinson, Andelson, Loya, Ruud & Romo	137	140	137	140	3.6	13.6	67	70	35.8	32.9	8.3	8.7	33.3	34.8
42 ^T	44	Farella Braun + Martel	136	131	136	131	20.6	22.1	72	71	N	N	N	N	N	N
42 ^T	47	Nixon Peabody	136	129	650	650	D	D	63	65	N	N	N	N	N	N
44	40	Buchalter Nemer	135	138	146	152	0	0	76	73	100	100	22.4	20.5	6.6	8.2
45 ^T	47	Manning & Kass, Ellrod, Ramirez, Trester	132	129	141	137	0	0	44	46	50	43.5	18.2	15	18.2	20
45 ^T	49	Mitchell Silberberg & Knupp	132	128	153	138	22.7	18	64	65	100	100	21.9	21.5	6.3	10.8
47	S	Procopio, Cory, Hargreaves & Savitch	128	S	128	S	0	S	62	S	62.9	S	5.1	S	5.1	S
48	45 ^T	Jeffer Mangels Butler & Mitchell	127	130	127	130	2.4	3.1	76	70	53.9	N	12.2	N	4.9	N
49 ^T	45 ^T	Foley & Lardner	125	130	864	886	4.0	3.1	60	61	91.7	100	32.7	26.2	12.7	14.8
49 ^T	50	Laughlin, Falbo, Levy & Moresi	125	122	125	122	5.6	0	29	28	72.4	75.0	42.9	33.3	14.3	19

Data as of June 30, 2012. Figures reflect the number of employed attorneys. N=No distinction made between equity and nonequity partners; T=Tied (listed in alphabetical order); D=Declined to report; R=Not ranked in 2011; S=Not surveyed in 2011.

CALIFORNIA 50 BREAKDOWN

PART-TIME PICTURE*

Firms with the Highest Percentage of Part-Time Lawyers (All)

	#	%
Pillsbury Winthrop Shaw Pittman	74	25.3
Mitchell Silberberg & Knupp	30	22.7
Gordon & Rees	72	22.4
Farella Braun + Martel	28	20.6
Fenwick & West	49	18.1
Morrison & Foerster	87	18.1
Sedgwick	31	17.1
Arnold & Porter	26	16.9
Morgan, Lewis & Bockius	38	15.4
Hanson Bridgett	24	15.1

Firms with the Highest Percentage of Part-Time Associates

	#	%
Sedgwick	26	43.3
Gordon & Rees	49	27.5
Hanson Bridgett	7	23.3
Pillsbury Winthrop Shaw Pittman	21	19.8
Cooley	35	19.6
Morgan, Lewis & Bockius	23	15.6
Sidley Austin	16	15.5
Fenwick & West	25	15.3
Morrison & Foerster	38	14.8
Best Best & Krieger	8	14.3

*Three ranked firms declined to report data about part-time lawyers.

■ Part Time
■ Full Time

PARTNERS
4.9%



ASSOCIATES
7.7%



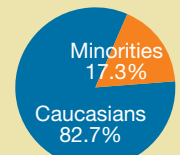
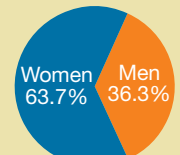
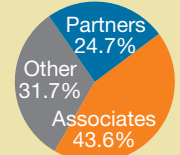
WOMEN
15%



MINORITIES
7.1%



8.4%
Overall percentage of part-time lawyers at California 50 firms



EQUITY SNAPSHOT 2012[▲]

69.4%

Percentage of partners in the California 50 who have equity

20%

Percentage of equity partners who are women

12%

Percentage of equity partners who are minorities

Firms with highest percentage of equity partners who are:

WOMEN

	%
Laughlin, Falbo, Levy & Moresi	42.9
Pillsbury Winthrop Shaw Pittman	36.6
Foley & Lardner	32.7
Sidley Austin	30.5
Hanson Bridgett	27.4
Best Best & Krieger	27.1
Littler Mendelson	26.7
Arnold & Porter	26.4
Cooley	25.2
Reed Smith	23.5

MINORITIES

	%
Atkinson, Andelson, Loya, Ruud & Romo	33.3
Wilson Sonsini Goodrich & Rosati	21.1
Munger, Tolles & Olson	18.6
Pillsbury Winthrop Shaw Pittman	18.3
Manning & Kass, Ellrod, Ramirez, Trester	18.2
Best Best & Krieger	16.9
Sidley Austin	16.2
Morrison & Foerster	15.3
Knobbe Martens Olson & Bear	15.0
DLA Piper	14.5

Firms with the lowest percentage of equity partners who are:

WOMEN

	%
Procopio, Cory, Hargreaves & Savitch	5.1
McDermott Will & Emery	5.4
Atkinson, Andelson, Loya, Ruud & Romo	8.3
Gordon & Rees	10.0
Lewis Brisbois Bisgaard & Smith	10.4
Skadden, Arps, Slate, Meagher & Flom	11.1
Irell & Manella	11.3
Jeffer Mangels Butler & Mitchell	12.2
Perkins Coie	13.0
Allen Matkins Leck Gamble Mallory & Natsis	13.3

MINORITIES

	%
Loeb & Loeb	0.0
McKenna Long & Aldridge	1.4
Seyfarth Shaw	2.0
Jeffer Mangels Butler & Mitchell	4.9
Procopio, Cory, Hargreaves & Savitch	5.1
Manatt, Phelps & Phillips	5.9
Mitchell Silberberg & Knupp	6.3
Buchalter Nemer	6.6
Allen Matkins Leck Gamble Mallory & Natsis	6.7
Quinn Emanuel Urquhart & Sullivan	6.8

[▲]Eight ranked firms did not distinguish between equity and nonequity partners; three declined to report equity numbers.

NEW HIRES

Average number of new hires per California 50 firm	2012	2011
	35	39

Percentage of California 50 lawyers who are new hires	2012	2011
	14.7%	16%

Percentage of those new hires who are:	2012	2011
	Partners	13.8%
Associates	74.7	▶
Women	41	42.4
Minorities	26.7	26.8

▶ Not part of 2011 survey

Firms with highest percentage of new hires, 2012

	%
Arnold & Porter*	59.1
Knobbe Martens Olson & Bear	34.9
Pillsbury Winthrop Shaw Pittman	28.3
Procopio, Cory, Hargreaves & Savitch	27.3
McDermott Will & Emery	22.2
Fenwick & West	19.3
DLA Piper	19.2
Kirkland & Ellis	18.5
Gordon & Rees	18.4
Manning & Kass, Ellrod, Ramirez, Trester	18.2

* Merged with Howard Rice Nemerovski Canady Falk & Rabkin