

Letter from the Publisher



For many years now, the Los Angeles Business Journal has published the “Best Places to Work in Los Angeles” list, but when it comes to specific industries, it often makes sense to take a closer look. Law firms, in particular, have a specific set of qualities that make them great places to work, whether you are an attorney or a member of the supporting team. The legal profession can be stressful — what are firms doing to provide for their teams?

To create this list, we studied firms around the region and focused primarily on the following factors:

- The salary/bonus scale, benefits and support programs offered to staff
- Work-life balance
- Percentage of the firm comprised of women, and leadership positions held by women
- Minority/ethnic diversity and leadership
- Diversity and inclusion initiatives and programs overall
- Innovative ways the firm excels in terms of workplace and morale

The firms described in the following pages excel in some (or in some cases, all) of the areas above. We’ve listed them alphabetically, along with key information about what makes the firms great places to work as well as how their workplace philosophies are appreciated by their employees.

Best regards,

Anna Magzanyan
Publisher & CEO

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by Los Angeles Business Journal

Wood, Smith, Henning & Berman would like to thank the Los Angeles Business Journal for this prestigious recognition. We are truly humbled and proud to be distinguished in this illustrious field.

WSHB is one of the fastest growing litigation firms in the United States, with close to 300 attorneys across 26 offices in 15 states. Our organic growth and forward-thinking approach is a direct reflection of our company’s inclusive and diverse culture. At WSHB, our success starts with our people—

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BEST LAW FIRMS

Akin Gump

STRAUSS HAUER & FELD LLP

AKIN GUMP STRAUSS HAUER & FELD LLP

Akin Gump is a large, global commercial law firm, with more than 900 lawyers practicing in offices throughout the United States, Europe, the Middle East and Asia. The firm is considered a great place to work because of its reputation as an outstanding, service-oriented global law firm that is focused on its people. “Collegiality, Commitment, Excellence, Integrity and Intensity” are the core values and guiding principles behind how the firm approaches its work and how its approach working with each other. The firm works hard to ensure that the benefits the firm offers are both competitive and relevant to what its employees need to have better work lives.

In particular, what makes Akin Gump a great place to work is a culture that ensures all employees feel like an important and included part of the work place. Since its founding in 1945, the firm has woven a “people first” thread throughout. Akin Gump works to meet people where they are and continues to enhance and expand its wellness program offerings. The firm has adopted a unique, innovative hyper-personalized approach to provide an innovative, comprehensive, holistic wellness program that supports employees throughout their lives – physically, emotionally and financially.

ALSTON & BIRD

ALSTON & BIRD LLP

With more than 800 attorneys, Alston & Bird is a full-service, leading Am Law 100 law firm that provides legal counsel and services to domestic and multinational clients across a broad range of industries. The firm’s mission is to provide the highest quality legal advice and responsiveness by assembling and nurturing the strongest array of legal talent and expertise to meet the challenges clients face today. A critical component of ensuring that the firm provides effective and integrated services is its unique culture, which has been repeatedly recognized for fostering teamwork among its lawyers and with its clients. Alston & Bird’s core practice areas are intellectual property, complex litigation, corporate, and tax, with national industry focuses in energy, sustainability, health care, financial services, and public policy.

Alston & Bird has a number of programs designed to reinforce its values, mission, and vision. The firm’s core values include integrity, consideration for others, fairness, merit, diversity in backgrounds and interests, good humor, and collegiality. One of these programs is TOP ECHELON, Alston & Bird’s internal service program designed to cultivate an energized workforce with a passion for service and a commitment to continuous learning and improvement.

BLANKROME

BLANK ROME LLP

In 2019, Blank Rome has been named a Best Law Firm for Women by Working Mother Magazine and a Best Place to Work for LGBTQ Equality by the Human Rights Campaign Foundation. The firm believes that this is a result of its commitment to excellence in all fields of endeavor. Individuals at the firm know that it recognizes a diversity of ideas, backgrounds and experiences.

Blank Rome’s deep commitment to diversity and inclusion has been the foundation of its core values since the firm was established in 1946 by attorneys who, because of their religion, were barred from joining many established law firms. The founders’ vision was of a law firm where people of diverse backgrounds could gather to practice law and bring their whole selves to work. Today, with the support of the firm’s dedicated Diversity and Inclusion Committee, chief diversity and inclusion officers, chairman, and managing partner and CEO, Blank Rome continues to honor and build on the founders’ vision. Through progressive firm-wide initiatives, including strategic recruiting and mentoring, networking opportunities, and career development and advancement programs, we are increasing and harnessing the team’s diverse talents to best serve clients and members of the firm.



BOIES SCHILLER FLEXNER LLP

Boies Schiller Flexner LLP (BSF), with over 300 attorneys, is one of the world’s leading international dispute resolution firms, regularly serving as lead counsel on the most significant and high-profile arbitrations and litigations globally. The starting salary for first-year associates is \$190,000 per year, and the bonus scale is very competitive with the top law firms in the country.

Evidencing the satisfaction that the firm’s attorneys and staff find in practicing law together, nearly all of the office’s partners have worked together at the DTLA office for nearly their entire legal careers, save for time spent in federal clerkships, government service, or at large firms. The firm organizes annual office retreats in Palm Springs, hosts regular Wednesday office lunches, runs an associate mentorship program, and plans social events such as karaoke and escape room outings. The firm throws an annual end-of-year holiday party for the office, and an in-office Halloween trick-or-treating party for the many young children of the attorneys and staff. The firm’s lawyers often work remotely, with the understanding that they are responsible professionals capable of balancing their work with the many other demands in their lives.

Brownstein Hyatt Farber Schreck

BROWNSTEIN HYATT FARBER SCHRECK

Brownstein is the best place to work because its attorneys’ relationships with their colleagues, clients and community remains one of the key differentiators. The firm delivers on those relationships through its core values: “All In, Excellence, Respect and Giving Back” and they in turn guide their decisions and actions each day. Put simply, the firm views its values as a competitive advantage.

The firm believes that the unique backgrounds, life experiences and world views of its attorneys and staff make Brownstein a better and more competitive firm in today’s marketplace. The firm recruits people from varied backgrounds, races, genders, religions, sexual orientations and national origins, both as a matter of business and because we believe in advancing diversity and inclusiveness in the legal community. The firm’s Gender Diversity Task Force is committed to identifying ways to enhance the diversity of the firm at all levels and across all offices. The Task Force led the charge in Brownstein’s commitment to and success in achieving the inaugural version of Mansfield Rule Certification in 2018, which recognizes the firm’s commitment to leading the charge toward greater diversity and inclusion in the legal industry.

Buchalter

BUCHALTER

As an organization, Buchalter believes that it has an ethical imperative to encourage and ensure that every individual in the firm is granted the opportunity to excel, regardless of background or beliefs. The firm provides a platform for all to pursue success and to take pride in providing the highest quality of legal services for its clients. Buchalter insists upon parity of opportunity and compensation. All attorneys are evaluated upon their individual merits.

The firm’s Diversity, Equality and Inclusion Committee is composed of attorneys from both minority and non-minority groups, junior and senior, male and female. Each member brings exceptional insights about their respective communities. The Committee regularly reviews the firm’s practices to identify and address areas which might benefit from improvement, and creates an action plan to the firm’s Board of Directors to implement changes in hiring or other support policies and procedures. The Committee frequently hosts cultural recognition events throughout the year for all lawyers and employees that give us all an opportunity to share, learn, and celebrate both our diversity and our commonality. Buchalter also believes that client service goes hand-in-hand with public service. Community commitment has been a core value since the firm’s founding in 1933.

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BEST LAW FIRMS



DLA PIPER

To best serve its employees and clients in the greater Los Angeles region, DLA Piper maintains two offices - one in the downtown financial district and one in Century City. DLA Piper believes it is part of every lawyer's professional responsibility to provide free legal services for the benefit of the community. So DLA Piper lawyers and staff across the city, country and around the world are committed to promoting access to justice by providing their time, talent and energy to those who cannot afford to hire a lawyer. The firm also offers a global pro bono initiative, New Perimeter, providing long-term pro bono legal assistance in under-served regions around the world to support access to justice, social and economic development, and sound legal institutions. DLA Piper lawyers enjoy their firm's support of pro bono work because of the opportunity for them to give back locally and globally.

Since opening in 1986, the firm's Los Angeles offices have played a major role in defining DLA Piper's capabilities to serve local, national and international businesses. Clients in Los Angeles range from multinational, Global 1000, and Fortune 500 enterprises to emerging companies developing industry-leading technologies.



FISHER PHILLIPS LLP

Fisher Phillips greatly values the importance of helping its attorneys attain work life balance that works best for them, their clients and their families. The firm has a long history of implementing policies that encourage attorneys to find the right work style that fits for them. Over the past few years, Fisher Phillips has implemented or updated a number of policies to further enhance that philosophy, including a Paid Parental Leave policy, which was revised last year to allow full and part-time attorneys eligible for paid leave under the firm's Paid Parental Leave policy the ability to choose who will be the primary caregiver to receive 12 weeks paid leave. An eligible attorney who is a secondary caregiver is entitled to up to four weeks of paid leave for the birth, adoption, or placement of a child for foster care in the 12 month period following the birth, adoption or foster placement.

Overall, the culture at Fisher Phillips fosters a collegial atmosphere that seamlessly integrates over 400 attorneys across the country. As one of the largest labor and employment law firms in the U.S., it is constantly providing attorneys and staff with challenging, sophisticated and meaningful work.

GIBBS GIDEN LOCHER TURNER
SENET & WITTBRODT

Gibbs Giden Locher Turner Senet & Wittbrodt offers the opportunity for professional development and advancement while tackling exciting cutting-edge legal issues across a variety of industries involving 12 practice areas with experienced passionate people. The firm knows that to be effective lawyers and zealous advocates, people need to work in a culture that fosters opportunity and inclusion. The firm was established by lawyers who believe work is collaborative, more enjoyable and rewarding in a supportive environment. It also provides a work environment employees appreciate.

The firm recognizes that employees have a life outside of work and is understanding of employees' need for personal flexibility. Attorneys are hired who want to be an integral part of the firm, into the future. The firm offers competitive pay, excellent benefits, inviting offices, multiple locations, and an a friendly supportive work environment with opportunities for advancement. Also offered are frequent opportunities for the attorneys to socialize, exercise, vacation, and learn, train, excel, publish, market, network, and succeed. Many partners have been at the firm most of their careers, some are neighbors, some are law school classmates, some are childhood friends - which all make a positive difference in the work environment.



GREENBERG TRAUIG, LLP

Greenberg Traurig, LLP (GT) has more than 2,100 attorneys in 41 offices in the US, Latin America, Europe, Asia, and the Middle East. GT has been recognized for its philanthropic giving, diversity, and innovation, and is consistently among the largest firms in the US on the Law360 400 and among the Top 20 on the Am Law Global 100. The firm provides a competitive range of benefits and support programs across its various markets.

GT also offers a number of support programs, including an Employee Assistance Program. One of the key offerings is access to complimentary therapy. Each employee receives five complimentary in-person therapy sessions and unlimited phone therapy. The firm also offers Health Care Concierge, a program that will help an employee to find a doctor that will fit their specific needs. Another unique and employee-friendly program offered at GT is its Vacation Donation Policy. This program allows employees to give to a vacation fund for individuals who are sick and have run out of sick/vacation time or to donate for a particular person. Not only does this make a critical difference for the person in need, but it supports the feeling of community and allows fellow employees to help each other.



GREENSPOON MARDER LLP

Greenspoon Marder's commitment to promoting diversity, inclusion, and philanthropy throughout the firm and throughout the community has fostered a distinct corporate culture that is not seen at most law firms. The firm seeks to not only serve its clients' needs, but also to serve the needs of its employees and the community. The company's co-founders, Gerald Greenspoon and Michael Marder, have continuously fostered and instituted policies that promote diversity and inclusion within Greenspoon Marder, making it a great place to work for all.

Greenspoon Marder's strong commitment to community has led to a highly inclusive, family-like culture at the firm. As many of the employees can attest, the level of care for the team goes above and beyond a general corporation. The firm is not simply a company with coworkers and colleagues; it is the Greenspoon Marder family. As such, the firm hosts several office outings such as happy hours, charity events, and the Spring Picnic to boost office morale. GM offers voluntary benefits such as cancer insurance, short-term disability, hospitalization, and life insurance for spouses and dependent children. The firm also offers a 529 plan, a 401k match, and various health, dental, and vision insurance options.



HAHN & HAHN LLP

Hahn & Hahn, founded in 1899, is the oldest law firm in the San Gabriel Valley and among the oldest in California. Central to Hahn & Hahn's culture is its continuing tradition of a lockstep salary system, even as much of the legal industry has looked to individualized compensation packages. The firm has found that paying equal compensation for equal work promotes a spirit of cooperation and teamwork. Consequently, the partnership has eschewed an "eat what you kill" structure and each partner's shares are equally valued. That system allows the partners to share and shift the burden of "rainmaking" among them while others take time for family. The firm offers generous family leave to men and women on an equal basis.

One of the firm's primary diversity initiatives is through its engagement of a variety of civic organizations. Organizations recently supported by the firm and its attorneys include the American Women for International Understanding's "International Women of Courage" program, the Harriet Buhai Center for Family Law, Union Station Homeless Services, the Boys and Girls Club, the Humane Society, St. Anne's Maternity Home, Planned Parenthood, the Pasadena Festival of Women Authors, and many others.

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With 28 offices around the globe, Holland & Knight is committed to providing the highest quality legal counsel combined with the utmost in client service – **across state and national borders** – in a seamless, cost-effective manner.

Deeply dedicated to our communities and diversity, we are one of only 51 law firms to earn the 2019 **Mansfield Certified Plus*** designation, which recognizes that women, minority and LGBTQ+ lawyers represent at least 30 percent of firm leadership roles and committees.

Holland & Knight

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Vivian Lee Thoreen, Executive Partner
Los Angeles, CA | 213.896.2400

*Holland & Knight achieved Diversity Lab's Mansfield Certified Plus status in 2018 and 2019

BEST LAW FIRMS

Holland & Knight

HOLLAND & KNIGHT

Among the policies and benefits appreciated by attorneys and staff at Holland & Knight is the firm's extensive EEO policy and a prohibition against various forms of harassment, which are enforced by a committee of attorneys and by firm management. The firm was one of the first to offer domestic partner benefits and has done so for many years. In 2014, the firm amended its health insurance plan to provide transgender-inclusive health insurance coverage. In 2013, it amended a long-standing Parental and Primary Caregiver Leave policy for attorneys to provide 16 weeks of paid maternity leave for birth mothers and 10 weeks of paid leave for primary caregivers of an adopted child. The firm also launched a Mothers' Network to support women attorneys transitioning to and from maternity leave.

The firm has also admitted a partnership class that is 50% diverse, including 37.5% at the equity partner level and 58% at the non-equity partner level effective January 1, 2019. Diverse attorneys serve in a number of leadership or management positions at the firm. For example, in 2018, an African American female partner was unanimously elected to serve as Chair of the Directors Committee (the firm's highest policymaking body).

MAYER • BROWN

MAYER BROWN LLP

At Mayer Brown, the firm views the attainment of a diverse and inclusive workplace at all levels of the organization as critical to, and a natural result of, building a cohesive, successful law firm. Mayer Brown recruits, develops and promotes the highest caliber lawyers and staff and are committed to providing them with opportunities to realize their potential regardless of race, religion, beliefs, ethnicity, national origin, gender, gender identity, age, disability or sexual orientation.

Inclusion requires opportunity. Mayer Brown strives to foster a workplace environment that welcomes, respects and embraces differences and in which every lawyer has an equal opportunity to succeed and reach his or her full potential. The firm continues to seek and promote innovative and effective ways to increase the number of diverse students interested in law school and to recruit diverse law students and lateral lawyers. Its ethnically diverse, women and LGBTQ lawyers are deeply involved in the recruiting efforts as interviewers and Recruiting Committee members. Mayer Brown also ensures that all of its associates receive challenging work assignments and the necessary career guidance to reach their full potential as practicing lawyers. These efforts take on many forms, including national and local office diversity programs.

McGUIREWOODS

MCGUIREWOODS LLP

McGuireWoods believes that firms with thoughtful leaders and great partners grow and prosper. That makes the duty of developing the firm's best associates into strong, productive partners and attracting top-quality laterals essential to McGuireWoods' success. The firm has hours and revenue targets. But it is also dedicated to the growth of its attorneys' practices and the development of their careers through training and mentoring.

At McGuireWoods the team challenges itself to recruit, develop, advance and retain the best lawyers and it has a formal lateral process to ensure a smooth, successful transition. The firm also identifies and promotes associates who understand the need to go the extra mile, and who take a result from good to great. McGuireWoods ensures a stimulating work environment and rewards associates who provide the highest level of client service and who demonstrate a skill for cultivating new clients. The firm's clients also benefit from the different life experiences and backgrounds of our McGuireWoods' teams. The firm has six lawyer networks: African-American, Asian Pacific, Hispanic/Latinx, LGBTQ, Veteran and Women. These networks support the success of diverse and women lawyers and serve as communities to network, find business development opportunities and grow as professionals and as individuals.

Blank Rome is Proud to Be Named a "Best Law Firm" by the Los Angeles Business Journal



Blank Rome is one of the largest law firms in the United States, with a longstanding national and local reputation. What sets us apart is our investment in relationships—our commitment to understanding our clients and their businesses, and our dedication to partnering with them for their success.

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MILLER BARONDESS LLP

Being a small firm, Miller Barondess prioritizes a positive and communal office culture. The firm has regularly scheduled events and fieldtrips that promote camaraderie and team building, including Dodgers game outings and firm-wide “Miller Time” happy hours. The firm celebrates holiday events and throws parties, including a Thanksgiving potluck, Halloween party, Holiday party, ugly Christmas sweater contest, pumpkin carving contest, etc. Other firm offered perks are the monthly catered lunches and weekly Starbucks orders. Miller Barondess also encourages a comfortable environment and leans toward a more casual dress code in the day-to-day office setting, including wearing jeans any day.

The firm is highly selective in the attorneys it hire and clients it represents – its attorneys are from top law schools and its unique work environment has attracted talent from the nation’s top law firms. Because of this, Miller Barondess is able to staff high profile cases leanly and selectively, allowing even the youngest associates to gain valuable experience in the courtroom and all aspects of case management. The firm’s partners are highly invested in mentoring and training the associates to become top trial attorneys. The staffing model, combined with partner mentoring, allows for rapid career growth for associates.

**MINTZ**

Mintz prides itself on providing an environment in which hard work is complemented by collegiality, mutual respect, and an element of fun. It is no wonder Mintz is consistently rated among the best of the best by clients, legal peers and publications for the firm’s work, culture and leadership. Notable recent accolades include being again recognized with a Gold Standard Certification by the Women in Law Empowerment Forum for achieving high levels of firm partnership and leadership roles held by women. Mintz strives to develop innovative and effective solutions for women attorneys and families that support our professionals’ growth, success and well being at the firm.

Mintz also received a perfect score of 100 percent on the 2019 Corporate Equality Index, a national benchmarking survey and report on corporate policies and practices related to lesbian, gay, bisexual and transgender workplace equality, administered by the Human Rights Campaign Foundation. The Los Angeles office, like the other offices, has a supportive and friendly culture. The Managing Partner, Joshua Briones, says good morning to everyone he sees in the office. He shares meals with team members and initiated Coffee Cart Mondays where attorneys serve coffee and afternoon snacks to staff.

**NELSON HARDIMAN**

Nelson Hardiman is the second-largest healthcare specialty law firm in California. It has earned a reputation as a dynamic, forward-thinking firm at the forefront of an industry growing exponentially. Coupling its healthcare focus with the experience and expertise to attract top hospitals, universities, counties, and cutting-edge providers as clients, has led to substantial, interesting, and challenging work for the team. As such, its attorneys and staff are fully engaged doing meaningful work that is making a difference in the lives of people in our communities and beyond. The firm cares deeply about its attorneys and staff and regularly engages in firm-wide social events and retreats.

There’s little turnover so most of the attorneys and staff have known each other for a long time and enjoy spending time together. There are monthly all firm meetings and monthly all attorney meetings which, in addition to ensuring the firm is running smoothly, help create a sense of camaraderie. Name partner Mark Hardiman often hosts a Friday happy hour in his office for weekend stragglers. There’s also an annual summer barbecue hosted by a rotating partner that families are encouraged to attend. Spouses are also invited to the all attorney retreat.

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BEST LAW FIRMS



PILLSBURY WINTHROP SHAW PITTMAN LLP

Pillsbury works to maintain and improve a positive work environment for all employees. In 2018 the firm formed employee resource groups (ERGs) that are open to attorneys and non-attorneys across the firm. The firm realizes it must develop and invest in all its professionals. The ERGs have increased collaboration between team members and created a more welcoming environment that promotes everyone. Pillsbury Pride, an ERG for members of the LGBTQ+ community and their allies, and M.E.R.G, an employee resource group for active and retired military personnel and their families. The leaders of each group promote firm-wide activities to foster education and awareness.

Pillsbury attempts to create an environment in which attorneys and staff can successfully build their careers, develop their practices and work in a supportive, cohesive and collaborative environment – a place where they can “bring their whole selves” to work. Several firm committees are committed to the firm’s goals. The Diversity and Inclusion Committee spearheads the efforts and works in collaboration with Human Resources, the Wellbeing, Sustainability and Attorney Development Committees, and with the local office management teams. Pillsbury is also dedicated to helping the entire population with overall wellbeing and recognizes mental health is just as important as physical health.



REED SMITH LLP

In addition to a number of benefits and cutting-edge initiatives, Reed Smith has many programs to make its culture inclusive, supportive, and enjoyable, and to promote the health and well being of its people. The firm’s most valuable resource is its people, which makes their health and well being critical to the firm, its clients and its success.

Now in its second year, “Wellness Works” is a firm wide program to promote, support and sustain the well being of its lawyers, staff and other employees worldwide. Wellness Works comprises stress management, work-life balance, healthy habits, and health mindfulness, and encompasses more than physical fitness. In addition to promoting wellness, the program also addresses mental health and use issues by providing training and information on these topics and helping the firm develop and maintain a supportive culture focused on these and other challenges its global employees encounter. The program’s initial training was entitled “A Stress Resilience Toolkit: Moving from Surviving to Thriving,” and different areas are highlighted in comprehensive monthly programs, firm wide. For example, February 2019 was designated as “Arts for Wellness” month, during which the firm’s offices offered a wide range of programming to firm personnel in an effort to promote the mental, emotional and physical benefits of art.



SHEPPARD, MULLIN, RICHTER & HAMPTON LLP

Sheppard Mullin prides itself as being a family friendly law firm that values the importance of not only its attorneys, but also their entire support system, from assistants in the office to extended family at home. Sheppard Mullin also takes a holistic approach to wellness; for example, the firm recently created a new program designated as “Everyday Wellness” to ensure that the firm supports the physical, mental and overall wellbeing of the partners, employees and their extended families beyond traditional “benefits.” Some of the new wellness programs supplement the improvements that we have implemented in our core benefits, such as covering nutritionists for all medical plans. In particular, one of our most recent wellness programs offered allows employees a “design-your-own” wellness plan and offers a monthly monetary incentive.

In addition, Sheppard Mullin’s advocacy program covers employees, spouses, parents, spouses’ parents and children. The firm’s partnership with Bright Horizons for backup childcare was strengthened as of late, along with providing additional days for new parents. From free flu shots for everyone to pet insurance, the firm continually searches and brainstorms for fresh opportunities to enhance the support it can offer the entire Sheppard Mullin family.

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SIDLEY

SIDLEY AUSTIN LLP

More than 150 years after the founding of the firm, Sidley Austin today comprises a diverse group of legal professionals from many cultures who are dedicated to teamwork, collaboration and superior client service. Forging enduring relationships with the business community, while remaining attuned to the dynamic legal landscape, the firm understands and works to fulfill the needs of its global clients.

The firm has built a reputation for successfully representing clients on complex transactional, regulatory and litigation matters spanning a range of legal areas. From its offices in the commercial, financial and regulatory centers of the world, Sidley Austin harnesses its team's knowledge to provide thoughtful advice for the myriad legal and business challenges that our clients face. Companies, clients and other organizations have long recognized Sidley as a leader in diversity and inclusion as well. The firm also strongly believes in creating opportunities for people of all backgrounds by retaining and promoting outstanding lawyers who reflect the global marketplace and communities that the firm serves. Toward that end, the firm established the Sidley Prelaw Scholars Program 12 years ago. This program provides financial, mentoring and educational support to financially challenged, racially/ethnically diverse college students who have the ambition to become lawyers.

TLD

TLD LAW

TLD wants its employees to know that they are respected, supported, and important. Each employee knows that he or she is a vital member of the team and that everyone at the firm treats each other just as they would treat their most important client. The firm is made up of seasoned professionals who are personable and friendly. TLD is well established and traditional yet craves innovation in that it is forward thinking and utilizes modern technologies to better serve clients. The team at TLD can be spontaneous, yet is also careful and measured. And the firm enjoys life while also rolling up their sleeves to get the serious work done. Overtime is kept to a minimum. Many members of the staff have flexible start and end times that work with their personal schedules.

There are always events in the office for holidays and birthday celebrations. Every Halloween there is a firm parade & potluck, Easter egg hunt, annual company picnic, spa day including spa treatments, half-day staff retreat at an offsite location with a nice lunch, massages during staff appreciation week and Valentine's Day activities. The firm is even in the process of creating a relaxation room so employees will have a place to relax if needed.

“My LACBA” Mobile App Designed to Make Life Easier for Attorneys



Application empowers users to create their own unique mobile user experience. The Los Angeles County Bar Association (LACBA) has launched its “My LACBA” mobile app, which will enable LACBA members to register for programs and access their account information from their iOS and Android mobile devices.

The “My LACBA” app was created to provide each user with the tools to create their own custom user experience, fully optimized for mobile viewing.

Some of the many features of the “My LACBA” app include:

- News Feed to instantly see what LACBA and its members have posted, including news items and photos;
- Messages that enable members to message and text other members or groups they have created within the mobile app;
- Event Calendar, which provides a chronological list of the upcoming events and allows users to view event details including agendas, guest speakers, sponsors, CLE credit offered, and more;
- Event Registration enables users to register for upcoming CLE, social, and section events on the LA Bar Association's Calendar page from their mobile device without having to sign-in twice;
- Resources tab features a library of downloadable LACBA documents such as bylaws and other PDFs. In addition, section leaders may choose to upload event handouts and other documentation to the Resources tab;
- Forums provide an environment for users to discuss legal and social issues with their colleagues and fellow LACBA members. Users can answer each other's questions and post their own;
- Members Tab allows users to scroll through the community of app users and easily start to chat with any member by tapping the speech icon on the right column. This feature will enable users to create groups and discuss the law, programs and share other information; and
- Profile tab allows users to manage their in-app bookmarks and favorites, add notes to another member's name, such as where they met, what follow-up is needed, and more.

To download the app, search for “My LACBA” in the App Store (for iPhones) or the Google Play Store (for Androids). Launch the app, and it will ask you to log in. Enter your LACBA user name (for most people, that will be your state bar number) and password. If you need help with this log-in or need a new password, please call the LA Bar Association's Member Services Department at (213) 896-6560.

The Los Angeles County Bar Association (LACBA), one of the largest voluntary metropolitan bar associations in the nation, is engaged in advancing the administration of justice and meeting the professional needs of lawyers. For more information on LACBA, visit lacba.org.

Weinstock Manion

A Law Corporation

WEINSTOCK MANION

Weinstock Manion is a top tier law firm in Los Angeles that provides personalized, high quality services in estate planning, estate and trust administration and estate and trust litigation. A closely-knit boutique firm, Weinstock Manion fosters a supportive environment that stresses the importance of work-life balance. The firm does its best to facilitate personal and professional growth and success for all employees, which directly translates to an extremely low turnover rate and steady firm growth. The firm has also embraced an open-door policy, facilitating open communication and strong relationships throughout the team.

There is a tremendous amount of mutual respect in the office, which is maintained through Weinstock Manion's core values: excellence, integrity, innovation, and personal attention. The firm boasts an extremely collaborative culture, which allows the attorneys to work closely together in order to provide the most comprehensive and effective solutions to the clients. Additionally, one of the main draws of Weinstock Manion is the quality of work. Serving high-net-worth individuals and ultra-high-net-worth individuals, celebrities, business owners and real estate developers for over sixty years, the Weinstock Manion name comes with a reputation and esteem that elevates our staff to a fast-paced and high-pressure environment.

WSHB

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WOOD SMITH HENNING & BERMAN LLP

WSHB was founded in 1997 with two offices in California. The firm has since experienced tremendous organic non-merger growth to currently almost 300 attorneys in 26 offices in 15 states. The team represents a large and diverse group of regional and international clients ranging from individuals to Fortune 500 corporations. WSHB offers its attorneys stability in the sense that no one client makes up more than 6% of the firm's work.

Since inception, WSHB has focused on building a culture of collaboration and teamwork, which is shared today across all of the firm's offices. Internal completion for clients – often the hallmark of many firms – is not promoted or rewarded. “No yellors or screamers” was a founding principle and is still a guiding one today. WSHB compensates and promotes its lawyers based on their contribution to the overall success of the firm with a heavy focus on teamwork, collaboration and building clients and market share for the greater good of all WSHB employees. The culture has helped drive its organic growth and has made WSHB a very attractive firm for so many wishing to avoid the strife and internal unhealthy competition of so many law firms in business today.

BEST LAW FIRMS

State Bar of California Releases Latest Bar Exam Results

This month the State Bar of California released the results of the July 2019 California Bar Exam, and announced that 3,886 people (50.1 percent of applicants) passed the General Bar Exam, a rebound to the 2017 pass rate.

The State Bar also released two reports on the results: the first, an analysis by the State Bar's psychometrician, the Research Solutions Group (RSG), concluded that "[t]he results of the ... analyses indicated that the premature release of the content had no statistically significant impact on the results of the July 2019 examination."

In light of the special circumstances for the administration of this bar exam, the State Bar engaged a second firm, ACS Ventures, national experts in assessment and psychometric analysis, to review the analysis performed by RSG.

Their report confirmed that the methods and procedures for scoring, scaling, and equating the bar exam were consistent with industry expectations and historical practice and confirmed the validity of the methods used in the initial psychometric analysis. ACS Ventures' report concluded that "the empirical evidence suggests that the early release of topics did not have a material impact on performance on the July 2019 California Bar Exam."

The July 2019 pass rate rebound in California mirrors a national upward trend in scores:

- Florida and New Jersey each reported pass rate increases of 7 percentage points.
- Texas reported a pass rate increase of

4.6 percentage points.

- The National Conference of Bar Examiners reported that the pass rate for the Multistate Bar Examination increased 1.6 percentage points nationwide, marking the largest annual increase in over 10 years.

- According to data from the Law School Admission Council, national LSAT data for likely July 2019 test takers from ABA law schools also showed a significant increase from the prior year, particularly at the high end of score range.

"Congratulations to the thousands of applicants who passed the July 2019 California Bar Exam," said State Bar Board Chair Alan Steinbrecher. "The State Bar is committed to ensuring integrity and fairness in the admissions process. The State Bar did not take lightly the decision to release the essay and performance test topics to all test takers, and thus we are relieved by the findings of the psychometricians that statistical analysis demonstrated that the integrity of the examination was not impacted, that performance was as predicted based on historical data, and the passing rate was not affected."

STATISTICS FROM THE JULY 2019 GENERAL BAR EXAM

- The mean scaled Multistate Bar Examination score on the July 2019 Bar Exam was 1428, compared with the national average of 1411.
- 7,764 applicants completed the exam.
- 4,938 (63.6 percent) were first-time

applicants.

- The pass rate for first-time applicants was 64.0 percent overall.

- 2,826 were repeat applicants.
- The pass rate for repeat applicants was 26.0 percent overall.

Pass rate (rounded to whole numbers) by law school type:

School Type	First-Timers	Repeaters
California ABA	71%	36%
Out-of-State ABA	73%	29%
California Accredited (but not ABA)	26%	14%
Unaccredited: Fixed-Facility	27%	9%
Unaccredited: Correspondence	20%	13%
Unaccredited Distance Learning	29%	12%
All Others	38%	22%
All Applicants	64%	26%

The General Bar Exam is administered in February and July each year.

The exam consists of three sections: a multiple-choice Multistate Bar Examination, five essay questions, and one performance test

that is designed to assess an applicant's ability to apply legal knowledge to practical tasks. The written portion of the exam (essays and performance test) and the multiple choice portion are weighted equally.

The Attorneys' Examination consists of the essay and performance test sections of the General Bar Exam and is open to attorneys who have been admitted to the active practice of law and are in good standing for at least four years in another U.S. jurisdiction. Of the 442 attorneys who completed the Attorneys' Examination, 226 (51.1 percent) passed.

If those who passed satisfy all other requirements for admission, they will be eligible to be licensed by the State Bar to practice law in California. Successful applicants who satisfy all other requirements for admission may take the Attorney's Oath individually or participate in admissions ceremonies held throughout the state in December 2019.

After applicants have taken the Attorney Oath and submitted their oath card to the State Bar, they are eligible to practice law in California. Approximately two weeks after forwarding the oath card to the State Bar, their names will appear on the State Bar roll of licensed attorneys accessible on the State Bar website.

The State Bar of California's mission is to protect the public and includes the primary functions of licensing, regulation and discipline of attorneys; the advancement of the ethical and competent practice of law; and support of efforts for greater access to, and inclusion in, the legal system.

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