

FRESNO, CA

Baker, Manock & Jensen
 5260 North Palm, Suite 421, Fresno, CA 93704
 Ph: 559-432-5400, Fax: 559-432-5620, www.bmj-law.com

BAKER, MANOCK

Total # offices: **1** Firm size range: **26-50**
 NALP member? **Y** Office size range: **26-50**
 Total attys in this office: **33**

Hiring Attorney: **Mr. Matthew Hoffman**
 Address Inquiries To:
Ms. Kimberly Quigley
Human Resources Manager
Baker, Manock & Jensen
 5260 North Palm, Suite 421
 Fresno, CA 93704
 559-432-5400 kfq@bmj-law.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2007

As of Feb. 1, 2007	Ptrs/Mbrs	Assoc.	All Oth. Lawy	Summ. Assoc.
Men	12	7	9	2
Women	3	2	0	1
TOTALS	15	9	9	3
Black	Men	0	0	0
	Women	0	0	0
Hispanic	Men	1	0	0
	Women	1	0	0
Amer. Ind./ Alaskan	Men	0	0	0
	Women	0	0	0
Asian & Pac. Isl.	Men	1	0	1
	Women	0	0	1
Multi-racial	Men	0	0	0
	Women	0	0	0
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	0	0
	Women	1	0	0

(See www.nalpdirectory.com for historical comparisons.)

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc & Oth. Lawy.
Business Litigation		
Business Transactions		
Environmental & Administration		
Business, Agriculture & Real Property		
Tax & Estate		
Employment		
Professional Negligence Defense		

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2007 Compensation	BEGAN WORK IN		EXPECTED
		2005	2006	2007
Laterals		()	1 ()	
Post-clerkship		()	()	
Entry-level	72000 /yr	3 (3)	2 (1)	2
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	1200 \$/wk	3 ()	3 ()	3
1Ls	\$/wk			

2006 summer 2Ls considered for associate offers: **3** # offers made: **2**

Hire school term clerks? **CBC**

1Ls hired? **N** When after 12/1 should 1Ls apply?

Split summers allowed? **N** If yes, minimum weeks:

Comments:

Accept applications for 2008 summer program from:

Joint degree students graduating in 2010? **N**

Evening students graduating in 2010? **Y**

Judicial clerks? **Y** Students at non-US law schools?

Hiring Criteria: **Excellent academic credentials, strong interpersonal presentation, initiative and commitment to excellence in the practice of law.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:

Judicial clerkship bonus?

Comp./prog. credit for judicial clerkship?

Comp./prog. credit for other adv. degrees?

Other compensation comments: **The Firm's bonus program is based on a number of factors, including billable hours.**

PARTNERSHIP DATA: Two or more tiers? **Y** Partnership track (years): **5.25**

Additional partnership prog. info: **Attorneys who have been with the Firm a total of 5 1/4 years or more may be considered for Shareholder status. The Firm has two Shareholder status levels: non-equity and equity.**

WORK/LIFE INFORMATION:

Part-time allowed? **CBC** Part-time avail. to entry-level? **N**

p-t assoc. (m) (w) ptrs/mbrs. (m) (w) oth. lawy. **9** (m) (w)

Elig. for alt. work sched. determined by: **Executive Committee**

Paid non-medical parental leave? **N**

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 jr. associates between departments/practice groups? **CBC**

Is rotation mandatory? **CBC**

BENEFITS: see www.nalpdirectory.com

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: **It is the policy of our firm to afford equal opportunity to all qualified individuals for employment and promotions.**

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2006: **6** # job fairs/consortia attended in 2006: **1**

BILLABLE HOURS: 2005 2006

Avg. annual assoc. hrs worked:

Avg. annual assoc. billable hrs:

Is there a minimum billable hours expectation? **Y** If yes, number: **1800**

Hours policy details: **Hours-based bonuses are paid for exceeding 1,950 hours and each 50 hour benchmark thereafter.**

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?

PRO BONO INFORMATION: Firm-wide Office specific

% 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?

Comments:

NARRATIVE: Baker, Manock & Jensen ("BM&J"), a professional corporation, is a diversified, full service law firm which has enjoyed a steady growth in response to the increasing need for comprehensive legal services in the Central Valley, one of the fastest growing regions in California. The firm, including its predecessors, has a history dating back to the turn of the 20th century. Service to clients and excellence in the practice of law are the guiding principles at BM&J. Our attorneys are graduates of leading California and national law schools. The firm encourages its attorneys to develop areas of specialization, and many are recognized experts in their fields of practice. Emphasis on continuing education is a tradition at the firm. BM&J is a member of Meritas, an independent association of high quality law firms located in every major market in the world.

New attorneys are encouraged to take advantage of the breadth of our practice by working in a variety of areas before selecting an area of expertise. We are proud of our participation as a firm in the Fresno County Volunteer Legal Services Program through which we are regularly assigned a variety of pro bono cases.

NALP is fundamentally committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is strongly opposed to discrimination which is based upon gender, age, race, color, religious creed, national origin, disability, marital, parental, or veteran status, sexual orientation, or the prejudice of clients related to such matters.