

EMPLOYMENT LITIGATION AND COUNSELING

Office: Los Angeles and/or San Francisco (with a particular need in Los Angeles)

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| How to Submit Materials for Your Candidate: | <i>If you are a candidate, please submit your online application HERE. If you are a search firm, please submit your candidate's online application HERE.</i> |
| Years of experience: | <i>Associates with 1 - 4 years of experience with employment litigation and advice and counseling.</i> |
| Academic Requirements: | <i>Outstanding achievement, including law school record, references, and proven litigation and writing skills. Our lawyers generally are ranked high in their class at top tier law schools.</i> |
| Admission to CA bar: | <i>Required.</i> |
| Type of experience: | <i>Familiarity and experience with employment litigation (including discrimination, harassment, wrongful termination suits) and wage and hour litigation are essential. Class action experience would be very helpful but is not required. Familiarity with California civil procedure is also helpful. Familiarity and experience with employment counseling (including the construction of employment policies and manuals and wage and hour counseling) are very helpful, but only limited experience in these areas is required. The position will focus mostly on litigation and associated counseling.</i> |
| Type of work: | <i>Depends on experience and demonstrated ability; we tend to get some of the best litigation in this area across the country.</i> |
| Level of responsibility: | <i>Depends on experience and demonstrated ability.</i> |
| Degree of client contact: | <i>As much as appropriate: depends on experience and client skills – no preconceived limitation. Our labor and employment practice affords junior lawyers significant client contact and the opportunities to run cases, and it is our hope that the lawyer filling this position will be in a position to run some cases immediately upon joining the firm.</i> |
| Travel: | <i>Not much; some of our work is outside of California, and may require travel for hearings and depositions. Most of our litigation is based in the Los Angeles and San Francisco areas and staffed from those respective offices.</i> |
| Billable hours: | <i>We have no formal billable hour requirement. Our lawyers work hard. Commitment to the firm, clients and matters is what counts.</i> |
| Where to find candidates for this position: | <i>Competitors, top-tier law firms in California. Munger is particularly interested in attorneys who would contribute to the diversity of the firm and the profession, and highly encourages diverse candidates to apply.</i> |
| Practice Area Summary: | <i>We represent national corporations both in litigation that is national in scope and in litigation that relates just to their California operations. Our employment lawyers handle some of the most cutting edge work in the country along with a steady diet of more standard employment litigation. We frequently defend class, collective, and representative actions of all kinds; claims of discrimination, harassment, and wrongful termination; retaliation and whistleblower claims; and disputes regarding pay equity and executive compensation; we also conduct sensitive internal investigations involving high risk allegations. Clients often turn to us when employment-related claims implicate fundamental aspects of their business model and require sophisticated advice and counseling in addition to top-notch litigation handling.</i> |
| Benefits of coming to Munger, Tolles & Olson: | <i>Early responsibility and advancement; great and committed clients; great lawyers to work with; an open and progressive firm environment; terrific profit per partner and associate compensation history.</i> |

Salary Scale:**2023 Annual Salaries**

| Law School Class Year | Salary |
|------------------------------|---------------|
| 2023 | \$215,000 |
| 2022 | \$215,000 |
| 2021 | \$225,000 |
| 2020 | \$250,000 |
| 2019 | \$295,000 |
| 2018 | \$345,000 |
| 2017 | \$370,000 |
| 2016 | \$400,000 |
| 2015 and earlier | \$415,000 |

The salary range is the one that Munger, Tolles & Olson LLP reasonably expects to pay for this position. The salary range does not guarantee, obligate, nor set expectations of an applicant's wage in the event of hire. The posted range is only one component of Munger, Tolles & Olson LLP's Total Rewards package.

For more information about MTO, visit our web site: www.mto.com.