

**Wilmer Cutler Pickering Hale and Dorr LLP**  
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 Hiring Attorney: **Mr. Michael Summersgill**  
 Address Inquiries To:  
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**Talent Recruitment Manager**  
**Wilmer Cutler Pickering Hale and Dorr LLP**  
 60 State Street  
 Boston, MA 02109  
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Total # offices: **11** Firm size range: **701+**  
 NALP member? **Y** Office size range: **251-500**  
 Total attys in this office: **326**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	28	95
Transactional-Corp, TTL, Fund	32	45
Transactional-Real Estate	8	9
Transactional-Tax	9	6
Transactional-Bankruptcy/Commercial	5	5
Transactional-Labor & Employment	4	6
Transactional-Private Client	4	3
Securities	10	14
Intellectual Property	13	22
Regulatory-Antitrust/Competition	2	1
Regulatory-Environmental	2	3

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		2 ( 0 )	2 ( 0 )	5
Post-clerkship		3 ( 3 )	7 ( 6 )	6-7
Entry-level	160,000 /yr	2 ( 2 )	32 ( 32 )	30-32
LLMs (US)		0 ( 0 )	0 ( 0 )	0
LLMs (non-US)		0 ( 0 )	0 ( 0 )	0
Summer				
Post-3Ls	3,100 \$/wk	0 ( 0 )	0 ( 0 )	0
2Ls	3,100 \$/wk	35 ( 0 )	23 ( 0 )	31
1Ls	3,100 \$/wk	2	2	2-3

# 2010 summer 2Ls considered for associate offers: **23** # offers made: **23**  
 Hire school term clerks? **N**  
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **December 1, 2011**  
 Split summers allowed? **N** If yes, minimum weeks:  
 Comments:

Accept applications for 2012 summer program from:  
 Joint degree students graduating in 2014? **Y**  
 Evening students graduating in 2014? **Y**  
 Judicial clerks? **Y** Students at non-US law schools? **N**  
 Hiring Criteria: **We seek to hire students whose outstanding academic and personal accomplishments demonstrate a commitment to excellence.**  
**Typically, the students we hire are at or near the top of their classes.**  
**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**  
 Judicial clerkship bonus? **Y**  
 Comp./prog. credit for judicial clerkship? **Y**  
 Comp./prog. credit for other adv. degrees? **CBC**  
 Other compensation comments: **Year-end bonus; transition stipend; bar-related expenses; judicial clerkship bonus; MBA bonus; moving expenses; attorney referral bonuses.**  
**PARTNERSHIP DATA:** Two or more tiers? **N**  
 Additional partnership prog. info:

**WORK/LIFE INFORMATION:**

Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**  
 # p-t assoc. **3 (m) 15 (w)** ptrs/mbrs. **0 (m) 6 (w)** oth. lawy. **0 (m) 2 (w)**  
 Elig. for alt. work sched. determined by: **Alternative Work Arrangement Policy**  
 Paid non-medical parental leave? **Y**  
 Comments: **We are strongly committed to supporting a work environment in which lawyers can lead rewarding personal lives while continuing to practice at the highest levels.**

**TRAINING AND PROFESSIONAL DEVELOPMENT:**

Coaching/mentoring program? **Y**  
 Evaluations: **Semi-Annual** Upward reviews? **Y**  
 Professional development staff? **Y** Billable hours credit for training time? **N**  
 Rotation for jr. associates between departments/practice groups? **N**  
 Is rotation mandatory? **N**

**BENEFITS:** see www.nalpdirectory.com

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011**

As of Feb. 1, 2011	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	1	2	0	0
	Women	0	0	0	0
White	Men	80	83	8	11
	Women	28	80	11	9
Black/African American	Men	3	2	0	1
	Women	0	1	1	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	7	0	2
	Women	2	11	1	1
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	1	0	0	0
	Women	1	1	1	0
TOTAL	Men	86	94	8	14
	Women	31	93	14	11
TOTAL NUMBER		117	187	22	25
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	1	0	1
	Women	0	5	1	1

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

**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 for past year** (see full list online):

# schools visited in 2010: **18** # job fairs/consortia attended in 2010: **4**

**BILLABLE HOURS:**

2009 2010  
 Avg annual assoc. hrs worked: **2158 2230**  
 Avg. annual assoc. billable hrs: **1991 1951**  
 Is there a minimum billable hours expectation? **Y** If yes, number: **2000**  
 Hours policy details: **Avg. '10 hours worked include 122 pro bono and 157 firm hours. Min. billable hours include pro bono.**

Is billable hour credit given for pro bono work? **Y**  
 Is there a maximum that will be credited? **N** If yes, what?  
 For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**  
**PRO BONO INFORMATION:**  Firm-wide  Office specific  
 % firm billable hours: **5.1**  avg. hrs. per attorney: **93.3**  
 Participation: **100** % assoc. **91** % ptrs/mbrs **81** % other lawyers

**PUBLIC INTEREST FELLOWSHIPS** (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship? **N**  
 Comments:

**NARRATIVE: WilmerHale stands for a steadfast commitment to quality and excellence in everything we do - a commitment reflected in our clients' success and in our dedication to each of our lawyers' development at all stages of their careers. We have premier practices in the transactional, intellectual property, litigation, regulatory and securities areas. Clients recognize our expertise and therefore regularly invite us to advise them in their highest-profile legal and policy matters. Clients rely on us for our clear understanding of their industries and business goals, our in-depth knowledge of the environments in which they operate, and our expertise in the technical and scientific disciplines at the core of their operations. The firm is also strongly committed to pro bono and public service - our pro bono program is one of the largest in the country and the WilmerHale Legal Services Center at Harvard is one of the leading clinical teaching facilities of its kind.**

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.