

Wilmer Cutler Pickering Hale and Dorr LLP
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Legal Personnel and Recruitment Manager
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Total # offices: 11 Firm size range: 701+
 NALP member? Y Office size range: 101-250
 Total attys in this office: 168

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	14	66
Securities	12	30
Transactional - Corporate, TTL	8	10
Intellectual Property	3	12
Transactional - Bankruptcy/Fin Rstrctng	3	4
Regulatory - Financial Institutions	1	1
Regulatory - International Arbitration	1	1
Transactional - Labor & Employment	0	1
Transactional - Real Estate	0	1

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010

As of Feb. 1, 2010	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	0	2	0	2
	Women	0	2	1	2
White	Men	33	33	11	4
	Women	8	39	10	5
Black/African American	Men	0	1	0	0
	Women	0	3	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	12	0	1
	Women	1	7	2	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	1	1	0
	Women	0	0	1	0
TOTAL	Men	34	49	12	7
	Women	8	51	14	7
TOTAL NUMBER		42	100	26	14
Disabled	Men	0	1	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	1	0	0
	Women	0	1	0	0

COMPENSATION & EMPLOYMENT DATA:

	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		17 (0)	3 (0)	15
Post-clerkship		3 (1)	2 (1)	8-9
Entry-level	160,000 /yr	14 (13)	4 (4)	14
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	3100 \$/wk	2 (0)	0 (0)	0
2Ls	3100 \$/wk	15 (0)	14 (0)	8
1Ls	3100 \$/wk	2	0	0

2009 summer 2Ls considered for associate offers: 14 # offers made: 11
 Hire school term clerks? N
 1Ls hired? TBD When after 12/1 should 1Ls apply? December 1, 2010
 Split summers allowed? N If yes, minimum weeks:
 Comments:
 Accept applications for 2011 summer program from:
 Joint degree students graduating in 2013? Y
 Evening students graduating in 2013? Y
 Judicial clerks? Y Students at non-US law schools? N
 Hiring Criteria: WilmerHale seeks 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 program; transition stipend; bar-related expenses; judicial clerkship bonus; and moving expenses

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. 0 (m) 5 (w) ptrs/mbrs. 0 (m) 0 (w) oth. lawy. 0 (m) 5 (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 maintain a work-life balance by leading 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

(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: The demographic information above is based upon self-identification.

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

schools visited in 2009: 17 # job fairs/consortia attended in 2009: 3

BILLABLE HOURS: 2008 2009

Avg annual assoc. hrs worked: 2150 2158
 Avg. annual assoc. billable hrs: 1972 1991
 Is there a minimum billable hours expectation? Y If yes, number: 2000
 Hours policy details: Avg. '09 hrs worked includes 205 pro bono and 167 firm hrs.
 Min. billable hrs includes 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: 6.9 avg. hrs. per attorney: 128.1
 Participation: 67 % assoc. 78 % ptrs/mbrs 43 % 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 all of our lawyers' development at each stage 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 on 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.