

**Wilmer Cutler Pickering Hale and Dorr LLP**  
 1875 Pennsylvania Avenue, NW, Washington, DC 20006  
 Ph: (202) 663-6000, Fax: (202) 663-6363, www.wilmerhale.com  
 Hiring Attorney: Ms. Erika Robinson and Mr. Christopher Davies  
 Address Inquiries To:  
**Ms. Melissa Grossman**  
 Legal Recruitment Manager  
 Wilmer Cutler Pickering Hale and Dorr LLP  
 1875 Pennsylvania Avenue, NW  
 Washington, DC 20006  
 (202) 663-6000 dc.legalrecruiting@wilmerhale.com

Total # offices: 11 Firm size range: 701+  
 NALP member? Y Office size range: 251-500  
 Total attys in this office: 416

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	32	134
Securities	26	82
Regulatory- Antitrust/Competition	7	16
Transactional - Corporate, TTL, FF	8	15
Intellectual Property	2	13
Regulatory - Communications	5	9
Regulatory - Defense & National Sec	5	8
Regulatory - Financial Institutions	4	8
Regulatory - Trade	6	4
Transactional - Tax	3	6
Regulatory - Aviation, Environmental, FDA	3	4
Transactional - Bankruptcy	2	3
Regulatory - International Arbitration	2	3
Transactional - Real Estate/Labor	2	4

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2010 Compensation	BEGAN WORK IN		EXPECTED
		2008	2009	2010
Laterals		19 ( 6 )	13 ( 3 )	8
Post-clerkship		21 ( 13 )	2 ( 1 )	26
Entry-level	160,000 /yr	18 ( 14 )	6 ( 6 )	21
LLMs (US)		0 ( 0 )	0 ( 0 )	0
LLMs (non-US)		0 ( 0 )	0 ( 0 )	0
<b>Summer</b>				
Post-3Ls	3,100 \$/wk	3 ( 0 )	1 ( 0 )	0
2Ls	3,100 \$/wk	48 ( 0 )	47 ( 0 )	27
1Ls	\$/wk	0	0	0

# 2009 summer 2Ls considered for associate offers: 47 # offers made: 45  
 Hire school term clerks? N  
 1Ls hired? TBD When after 12/1 should 1Ls apply? December 1, 2010  
 Split summers allowed? Y If yes, minimum weeks: 8  
 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) 22 (w) ptrs/mbrs. 2 (m) 5 (w) oth. lawy. 7 (m) 4 (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

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010**

As of Feb. 1, 2010	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	0	4	0	2
	Women	0	4	0	2
White	Men	74	88	43	11
	Women	24	81	29	15
Black/African American	Men	3	8	3	3
	Women	2	11	7	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	7	1	2
	Women	3	13	5	1
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	2	0	3
	Women	0	3	0	1
TOTAL	Men	78	109	47	24
	Women	29	112	41	23
TOTAL NUMBER		107	221	88	47
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	3	2	1	0
	Women	0	0	1	0

(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. 41 out of 47 summer associates self-identified.**

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

# schools visited in 2009: 17 # job fairs/consortia attended in 2009: 2

**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 include 205 pro bono hrs and 168 firm hrs. Min. billable hrs 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: 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.