

**Basic Information**

2600 El Camino Real, Suite 400  
Palo Alto, CA 94306  
Organization Size: 1023  
Office Size: 55  
**Hiring Attorney:**  
Mr. Michael Mugmon

**Recruiting Contact:**  
Ms. Jessica Natbony  
Regional Legal Personnel & Recruitment  
Manager  
2600 El Camino Real, Suite 400  
Palo Alto, California (CA) 94306  
United States  
**Phone:** (650) 858-6139  
jessica.natbony@wilmerhale.com

**Compensation & Benefits**

2023 compensation for entry-level lawyers (\$/year) 215,000

**Summer Compensation**

2023 compensation for Post-3Ls (\$/week) 4,135  
2023 compensation for 2Ls (\$/week) 4,135  
2023 compensation for 1Ls(\$/week) 4,135

**Partnership & Advancement**

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track?

**Lawyer Demographics**

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	13	13	2	0	6
	Women	1	27	1	2	9
	Non-binary	0	0	0	0	0
	<b>Total</b>	<b>14</b>	<b>40</b>	<b>3</b>	<b>2</b>	<b>15</b>
<b>Latinx</b>	Men	0	0	0	0	0
	Women	0	1	0	0	1
	Non-binary	0	0	0	0	0
<b>White</b>	Men	11	3	1	0	2
	Women	0	15	1	2	5
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0	1
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	0	7	1	0	3
	Women	1	10	0	0	2
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	2	3	0	0	0
	Women	0	1	0	0	1
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	0	0	0	0	2
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Christopher Herring  
Pro Bono Counsel  
202-663-6780  
christopher.herring@wilmerhale.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	7.6%
Average Hours per Attorney last year	117.7
Percent of associates participating last year	108.4
Percent of partners participating last year	95.6
Percent of other lawyers participating last year	98.7

## Professional Development

Evaluations	Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	No
Is rotation mandatory?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2023
	2021	Prior Summer Associates	2022	Prior Summer Associates	
Entry-level	12	11	9	7	4
Entry-level (non-traditional track)	0		0		0
Lateral Partners	0		0		0
Lateral Associates	0		5	1	0
All Other Laterals (non-traditional track)	1		0		0
Post-Clerkship	0		1		0
LL.M.s (U.S.)	0		0		0
LL.M.s (non-U.S.)	0		0		0
<b>SUMMER</b>					
Post-3Ls	0		0		0
2Ls	9		8		12
1Ls	1		3		3

Number of 2022 Summer 2Ls considered for associate offers 9

Number of offers made to summer 2L associates 9

**General Hiring Criteria**  
WilmerHale hires the best law students and law clerks. We measure our candidates based on their academic records, the quality of their writing, their interpersonal skills, and their record of leadership and team building. In addition to academic success, we look for individuals whose character, intelligence, judgment, and experience will inspire their colleagues and clients to have confidence in their advice and representation. We have identified six competencies that outline what constitutes outstanding performance at WilmerHale – commitment, confidence, oral communication, problem solving, teamwork and writing – and these competencies are our focus in selecting and evaluating candidates. Finally, we seek to hire a diverse group of lawyers as we believe such diversity benefits both the firm and our clients.

Our history teaches us that there is no one path to success as a lawyer. Although many of our colleagues joined our firm right out of law school or a judicial clerkship, a significant number of our lawyers took career paths that led them—at one time or another—to rewarding experiences in government and public service, regulatory and law enforcement, academia and industry, corporate counsel offices or public interest. We strongly believe that such experiences are important foundations for excellence and success in private practice, and we support our lawyers who pursue opportunities outside the firm throughout their careers. We also welcome lawyers whose challenging practices and experiences at other leading law firms can help us expand our practice strengths.

We are fortunate to attract an intellectually stimulating and diverse group of people with a broad range of work and life experiences. Our lawyers flourish in a collegial environment that emphasizes teamwork, collaboration, and the spirited exchange of ideas in the pursuit of excellence. When you interview with us, we encourage you to get to know our firm by talking with as many of our colleagues

as possible. We believe that you will soon realize that our firm provides attractive and rare opportunities for lawyers at any stage of their career.

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Appellate	Appellate Law	1	0	0		0
Business, Corporate	Business/Corporate	6	0	9		0
Intellectual Property	Intellectual Property	2	0	3		0
International	International Law	1	0	0		0
Litigation	Litigation	4	3	28		1
Real Estate, Land Use	Real Estate/Land Use	0	0	0		1
Tax	Tax	1	0	0		0

## Diversity & Inclusion

**Diversity Contact:** Director of Diversity, Equity and Inclusion Monya Bunch

**Diversity Website/URL:** <https://www.wilmerhale.com/about/diversity-and-inclusion>.

## Organization Narrative

In choosing a law firm, you are making an investment in your career. Wherever you envision your future—within WilmerHale or in government, academia, business, or the judiciary—we provide room to grow and the resources to develop. At WilmerHale, you'll find opportunity and experience at every turn. Our history teaches us that there is no one path to success as a lawyer. Although many of our colleagues joined our firm right out of law school or a judicial clerkship, a significant number of our lawyers took career paths that led them—at one time or another—to rewarding experiences in government and public service, regulatory and law enforcement, academia and industry, corporate counsel offices or public interest. We strongly believe that such experiences are important foundations for excellence and success in private practice, and we support our lawyers who pursue opportunities outside the firm throughout their careers. We also welcome lawyers whose challenging practices and experiences at other leading law firms can help us expand our practice strengths. We are fortunate to attract an intellectually stimulating and diverse group of people with a broad range of work and life experiences. Our lawyers flourish in a collegial environment that emphasizes teamwork, collaboration, and the spirited exchange of ideas in the pursuit of excellence. When you interview with us, we encourage you to get to know our firm by talking with as many of our colleagues as possible. We believe that you will soon realize that our firm provides attractive and rare opportunities for lawyers at any stage of their career.

To read more about our recent work, please visit <https://www.wilmerhale.com/en/insights>

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