

Basic Information

2100 Pennsylvania Avenue, NW
Washington, DC 20037
Organization Size: 1023
Office Size: 321

Recruiting Contact:
Mr. Rob Hashimoto
Legal Recruitment Manager
2100 Pennsylvania Avenue, NW
Washington, District of Columbia (DC) 20037
United States
Phone: (202) 663-6000
WHDCRecruitment@wilmerhale.com

Hiring Attorney:
Mr. Benjamin Neaderland

Hiring Attorney #2:
Ms. Brenda Lee

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week) 4,135
2024 compensation for 2Ls (\$/week) 4,135
2024 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	62	108	10	9	17
	Women	31	88	6	5	18
	Non-binary	0	0	0	0	0
	Total	93	196	16	14	35
Latinx	Men	0	2	0	1	1
	Women	0	4	0	0	1
	Non-binary	0	0	0	0	0
White	Men	59	76	10	8	11
	Women	21	49	6	3	10
	Non-binary	0	0	0	0	0
Black or African American	Men	2	7	0	0	3
	Women	5	12	0	0	2
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	0	11	0	0	2
	Women	4	10	0	2	4
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
2 or More Races	Men	1	12	0	0	0
	Women	1	13	1	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	1	19	0	1	2
	Women	1	7	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	2	2	0	2	NC
	Women	0	2	0	0	NC
	Non-binary	0	0	0	0	NC

Pro Bono/Public Interest

Erin Meyer
Pro Bono Counsel
(212) 295-6592
erin.meyer@wilmerhale.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	8.1%
Average Hours per Attorney last year	124.9
Percent of associates participating last year	112.6%
Percent of partners participating last year	100.8%
Percent of other lawyers participating last year	101.3%

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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	20	17	31	27	27
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	6	2	2	0	TBD
Lateral Associates	18	0	15	1	TBD
All Other Laterals (non-traditional track)	2	0	0	0	TBD
Post-Clerkship	6	5	7	6	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	27	0	32	2	34
1Ls	2	0	2	0	2

Number of 2023 Summer 2Ls considered for associate offers 32

Number of offers made to summer 2L associates 32

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	5	0	10		0
Arbitration, Dispute Resolution, Mediation	Arbitration/Mediation/Dispute Resolution	3	0	0		0
Banking, Finance	Banking/Finance	8	2	12		0
Business, Corporate	Business/Corporate	14	4	20		0
Civil Rights, Human Rights, Constitutional	Civil Rights/Human Rights/Constitutional	11	1	5		0
Government, Regulatory, Administrative	Government/Regulatory/Administrative	12	3	26		0
Intellectual Property	Intellectual Property	5	1	11		0
International	International Law	23	3	9		0
Litigation	Litigation	39	3	108		17
Tax	Tax	2	1	1		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>

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.

For more details, visit www.nalpdirectory.com

NALP Copyright 2024