

Basic Information

WilmerHale Firmwide Form
 Organization Size: 1023
 Office Size: 1201
Hiring Attorney:

Recruiting Contact:
 Ms. Lindsey Higgins
 Director, Legal Recruitment
 60 State Street
 Boston, Massachusetts (MA) 02109
 United States
Phone: 617-526-5015
 lindsey.higgins@wilmerhale.com

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 | 177 | 316 | 25 | 48 | 50 |
| | Women | 76 | 368 | 17 | 48 | 74 |
| | Non-binary | 0 | 2 | 0 | 0 | 1 |
| | Total | 253 | 686 | 42 | 96 | 125 |
| Latinx | Men | 0 | 14 | 1 | 2 | 3 |
| | Women | 0 | 21 | 0 | 1 | 3 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| White | Men | 156 | 224 | 23 | 41 | 33 |
| | Women | 56 | 213 | 16 | 40 | 40 |
| | Non-binary | 0 | 1 | 0 | 0 | 1 |
| Black or African American | Men | 5 | 12 | 0 | 1 | 5 |
| | Women | 8 | 27 | 0 | 1 | 4 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | Men | 0 | 0 | 0 | 0 | NC |
| | Women | 0 | 0 | 0 | 0 | NC |
| | Non-binary | 0 | 0 | 0 | 0 | NC |
| Asian | Men | 7 | 41 | 1 | 1 | 7 |
| | Women | 8 | 67 | 1 | 4 | 19 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Native American or Alaska Native | Men | 0 | 0 | 0 | 0 | 0 |
| | Women | 0 | 1 | 0 | 0 | 1 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| 2 or More Races | Men | 9 | 25 | 0 | 3 | 2 |
| | Women | 4 | 39 | 0 | 2 | 5 |
| | Non-binary | 0 | 1 | 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 | 4 | 39 | 0 | 4 | 7 |
| | Women | 2 | 28 | 0 | 5 | 3 |
| | Non-binary | 0 | 2 | 0 | 0 | 1 |
| Veteran | Men | 4 | 4 | 0 | 3 | 0 |
| | Women | 0 | 5 | 0 | 1 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |

Pro Bono/Public Interest

Erin Meyer
Pro Bono Counsel
2122956592
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 | 92 | 75 | 75 | 66 | 129 |
| Entry-level (non-traditional track) | 6 | 0 | 8 | 0 | 8 |
| Lateral Partners | 4 | 0 | 7 | 0 | TBD |
| Lateral Associates | 79 | 2 | 47 | 0 | TBD |
| All Other Laterals (non-traditional track) | 3 | 0 | 7 | 0 | TBD |
| Post-Clerkship | 20 | 9 | 32 | 11 | TBD |
| LL.M.s (U.S.) | 0 | 0 | 0 | 0 | 0 |
| LL.M.s (non-U.S.) | 0 | 0 | 0 | 0 | 0 |
| SUMMER | | | | | |
| Post-3Ls | 0 | 0 | 0 | 0 | 0 |
| 2Ls | 92 | 1 | 128 | 5 | 119 |
| 1Ls | 12 | 0 | 8 | 0 | 8 |

| | |
|---|-----|
| Number of 2023 Summer 2Ls considered for associate offers | 128 |
| Number of offers made to summer 2L associates | 128 |
| General Hiring Criteria | |

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 | 7 | 0 | 14 | | 0 |
| Arbitration, Dispute Resolution, Mediation | Arbitration/Mediation/Dispute Resolution | 3 | 1 | 3 | | 0 |
| Banking, Finance | Banking/Finance | 18 | 4 | 20 | | 0 |
| Business, Corporate | Business/Corporate | 65 | 5 | 125 | | 2 |
| Civil Rights, Human Rights, Constitutional | Civil Rights/Human Rights/Constitutional | 20 | 2 | 9 | | 1 |

| | | | | | |
|---|--------------------------------------|-----|----|-----|----|
| Energy | Energy | 3 | 1 | 7 | 0 |
| Government, Regulatory, Administrative | Government/Regulatory/Administrative | 20 | 4 | 44 | 0 |
| Intellectual Property | Intellectual Property | 15 | 1 | 39 | 2 |
| International | International | 35 | 2 | 23 | 0 |
| Labor and Employment | Labor & Employment | 3 | 1 | 2 | 1 |
| Litigation | Litigation | 113 | 22 | 431 | 90 |
| Real Estate, Land Use | Real Estate/Land Use | 2 | 2 | 5 | 1 |
| Tax | Tax | 7 | 3 | 2 | 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

WilmerHale is a leading, full-service international law firm with more than 1,000 lawyers located throughout [13 offices](#) in the United States, Europe and Asia. Our lawyers work at the intersection of government, technology and business, and we remain committed to our guiding principles of:

- providing quality, world-class legal and client services;
- developing [diversity](#) among our lawyers and staff;
- fostering an environment that promotes an entrepreneurial spirit, collaboration and collegiality by drawing on the exceptional talents and varied experience of our lawyers;
- encouraging lawyers and staff to perform public service and give back to the community through [pro bono work](#), [government service](#), service to the bar, teaching, and supporting public institutions and charitable organizations; and
- [hiring and retaining](#) exceptionally talented lawyers who possess the common trait of outstanding academic and personal achievements.

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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