

**Basic Information**

1 Front Street, Suite 3500  
San Francisco, CA 94111  
Organization Size: 1023  
Office Size: 17  
**Hiring Attorney:**  
Mr. Michael Mugmon  
**Hiring Attorney #2:**  
n/a n/a

**Recruiting Contact:**  
Ms. Adrienne Walters  
Legal Personnel and Recruitment Manager  
1 Front Street  
Suite 3500  
San Francisco, California (CA) 94111  
United States  
**Phone:** 650 600 5096  
adrienne.walters@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          | 4              | 13         | 1        | 0                                     | 5                 |
|  | Women        | 4              | 15         | 0        | 0                                     | 2                 |
|  | Non-binary   | 0              | 0          | 0        | 0                                     | 0                 |
|  | <b>Total</b> | <b>8</b>       | <b>28</b>  | <b>1</b> | <b>0</b>                              | <b>7</b>          |
| <b>Latinx</b>                                    | Men          | 0              | 0          | 0        | 0                                     | 1                 |
|  | Women        | 0              | 0          | 0        | 0                                     | 0                 |
|  | Non-binary   | 0              | 0          | 0        | 0                                     | 0                 |
| <b>White</b>                                     | Men          | 2              | 11         | 1        | 0                                     | 4                 |
|  | Women        | 2              | 12         | 0        | 0                                     | 0                 |
|  | Non-binary   | 0              | 0          | 0        | 0                                     | 0                 |
| <b>Black or African American</b>                 | Men          | 0              | 0          | 0        | 0                                     | 0                 |
|  | Women        | 1              | 0          | 0        | 0                                     | 0                 |
|  | 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              | 0          | 0        | 0                                     | 0                 |
|  | Women        | 0              | 2          | 0        | 0                                     | 1                 |
|  | 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              | 2          | 0        | 0                                     | 0                 |
|  | Women        | 1              | 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              | 2          | 0        | 0                                     | 1                 |
|  | Women        | 0              | 0          | 0        | 0                                     | 1                 |
|  | Non-binary   | 0              | 0          | 0        | 0                                     | 0                 |
| <b>Veteran</b>                                   | Men          | 0              | 0          | 0        | 0                                     | NC                |
|  | Women        | 0              | 0          | 0        | 0                                     | NC                |
|  | Non-binary   | 0              | 0          | 0        | 0                                     | NC                |

## 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 |
|--|---------------|-------------------------|------|-------------------------|----------|
|  | 2022          | Prior Summer Associates | 2023 | Prior Summer Associates | 2024     |
| Entry-level                                | 3             | 3                       | 3    | 3                       | 3        |
| Entry-level (non-traditional track)        | 0             | 0                       | 0    | 0                       | 0        |
| Lateral Partners                           | 2             | 0                       | 0    | 0                       | 0        |
| Lateral Associates                         | 3             | 0                       | 6    | 1                       | 0        |
| All Other Laterals (non-traditional track) | 0             | 0                       | 0    | 0                       | 0        |
| Post-Clerkship                             | 1             | 0                       | 0    | 0                       | 0        |
| LL.M.s (U.S.)                              | 0             | 0                       | 0    | 0                       | 0        |
| LL.M.s (non-U.S.)                          | 0             | 0                       | 0    | 0                       | 0        |
| <b>SUMMER</b>                              |               |                         |      |                         |          |
| Post-3Ls                                   | 0             | 0                       | 0    | 0                       | 0        |
| 2Ls  | 3             | 0                       | 4    | 1                       | 7        |
| 1Ls  | 0             | 0                       | 0    | 0                       | 0        |

Number of 2023

4

Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

4

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                            | 0                       | 0              | 1                 |   | 0  |
| Business, Corporate                        | Business/Corporate                       | 0                       | 0              | 3                 |   | 0  |
| Civil Rights, Human Rights, Constitutional | Civil Rights/Human Rights/Constitutional | 1                       | 0              | 0                 |   | 0  |
| Energy                                     | Energy                                   | 2                       | 1              | 2                 |   | 0  |
| Government, Regulatory, Administrative     | Government/Regulatory/Administrative     | 2                       | 1              | 2                 |   | 0  |
| Intellectual Property                      | Intellectual Property                    | 0                       | 0              | 1                 |   | 0  |
| International                              | International Law                        | 1                       | 0              | 1                 |   | 0  |
| Litigation                                 | Litigation                               | 4                       | 0              | 9                 |   | 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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For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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