

### Basic Information

201 Redwood Shores Parkway  
 Redwood Shores, CA 94109  
 Organization Size: 1224  
 Office Size: 54  
**Hiring Attorney:**  
 Mr. Craig Adas

**Recruiting Contact:**  
 Ms. Jennifer Dekker  
 Manager of Legal Recruiting and Associate Relations  
 201 Redwood Shores Parkway Suite 500  
 Redwood Shores, California (CA) 94065 United States  
**Phone:** (650) 802-3153  
 jennifer.dekker@weil.com

### Compensation & Benefits

2014 compensation for entry-level lawyers (\$/year)	160,000
<b>Summer Compensation</b>	
2014 compensation for Post-3Ls (\$/week)	3,077
2014 compensation for 2Ls (\$/week)	3,077
2014 compensation for 1Ls(\$/week)	3,077

### Partnership & Advancement

Does the firm have two or more tiers of partner? No  
 If no, how many years is the partnership track? 9 - 10

### Pro Bono/Public Interest

Miriam Buhl  
 Pro Bono Counsel  
 (212) 310-8056  
 miriam.buhl@weil.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year

Average Hours per Attorney last year 87

Percent of associates participating last year 95

Percent of partners participating last year 93

Percent of other lawyers participating last year

### 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? Case-by-case

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

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	12	27	2	0
	Women	4	9	0	0
	Total	16	36	2	0
<b>Hispanic/Latino</b>	Men	0	1	0	0
	Women	0	1	0	0
<b>White</b>	Men	12	17	1	0
	Women	2	4	0	0
<b>Black/African American</b>	Men	0	1	0	0
	Women	0	0	0	0
<b>Native Hawaiian/Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Asian</b>	Men	0	7	1	0
	Women	2	3	0	0
<b>American Indian/Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>2 or more races</b>	Men	0	0	0	0
	Women	0	1	0	0
<b>Disabled</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Openly LGBT</b>	Men	0	0	0	0
	Women	0	0	0	0

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Business/Corporate	10		16	
Litigation	Litigation	1	1	7	
Intellectual Property	Intellectual Property	5	1	13	

## HIRING & RECRUITMENT

	Began Work In				Expected 2014
	2012	Prior Summer Associates	2013	Prior Summer Associates	
<b>LAWYERS</b>					
Laterals	2	0	2		TBD
Laterals (non-traditional track)					
Post-Clerkship	0	0	0	0	TBD
Entry-level	4	3	7	7	TBD
Entry-level (non-traditional track)					
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)			0	0	0
<b>SUMMER</b>					
Post-3Ls					
2Ls	3	0	12		4
1Ls	2	0	1		3

Number of 2013 Summer 2Ls considered for associate offers 12

Number of offers made to summer 2L associates 12

General Hiring Criteria Weil seeks to hire applicants with outstanding academic and non-academic achievements, interpersonal skills and a commitment to excellence in the practice of law.

## Diversity & Inclusion

**Diversity Contact:** Ms. Meredith Moore

**Diversity Website/URL:** <http://www.weil.com/diversity>

## Organization Narrative

Weil, Gotshal & Manges LLP is an international law firm headquartered in New York. The Firm has approximately 1,200 lawyers located in 20 offices, including nine in the United States (Boston, Dallas, Houston, Miami, New York, Princeton, Providence, Silicon Valley, and Washington, DC), seven in Europe (Budapest, Frankfurt, London, Munich, Paris, Prague, and Warsaw), and four in the Far East and Middle East (Beijing, Dubai, Hong Kong, and Shanghai).

Weil operates according to the "one-firm" principle, allowing it to bring the right mix of firmwide skill and local market presence to each matter. This philosophy ensures that each client benefits from the collective knowledge and experience resident in each practice discipline, while providing ample opportunity for associates to gain wide exposure to the Firm's roster of blue-chip clients. Each Weil office promotes the virtues of teamwork, open communication, and enthusiasm that form the core of its one-firm approach and are necessary to developing integrated, innovative solutions to clients' complex legal challenges.

Client interaction is but one part of the Firm's overall emphasis on professional development. Through an extensive orientation program, Weil invests significant time and resources toward gearing each new associate with the relevant skills, which include general practice skills as well as those specific to each legal discipline. The Firm's professional development program has earned high praise throughout the legal industry for its forward-looking approach and inclusivity. The 2014 edition of The Vault Guide to the Top 100 Law Firms ranked Weil sixth, marking the 11th straight year that Vault has ranked Weil among the top ten most prestigious law firms in the US.

Our focus on professional development begins at the earliest stage, when summer associates come to Weil. Our summer program is the foundation of our recruiting efforts and is designed to afford summer associates a realistic view of life at the Firm. Weil encourages close collaboration with partners and associates on substantive assignments. Summer associates rotate through different practice groups to experience the Firm's breadth and depth, as well as gain specialized training in various fields of law and areas of general interest to students. During the course of the summer, Weil also provides numerous opportunities for summer associates to socialize with partners, associates, and each other.

There are four practice departments at Weil: Corporate, Litigation, Business Finance & Restructuring, and Tax, Benefits & Executive Compensation. Within the Corporate Department, the Firm maintains practice groups devoted to Banking & Finance, Capital Markets, Environmental Transactions, Financial Institutions Regulatory, Infrastructure, Mergers & Acquisitions, Private Equity, Private Funds, Public Company Advisory Group, Real Estate, Structured Finance and Derivatives, and Technology & IP Transactions. The Litigation Department contains groups devoted to Alternative Dispute Resolution, Antitrust/Competition, Appellate, Bankruptcy Litigation, Class Actions, Complex Commercial Litigation, Employment, Environmental Litigation, Financial Services, Intellectual Property,

International Arbitration and Trade, Patent Litigation, Product Liability, Securities Litigation, and White Collar Defense & Investigations.

Weil's client roster spans nearly every industry and consists of leading private equity firms, financial institutions, and public and private corporations, including Advent International, AIG, American Airlines, Applied Materials, Barclays, Brookfield Asset Management, CBS, Cisco Systems, Deutsche Bank, eBay, Inc., Eli Lilly, ESPN, ExxonMobil, Facebook, GDF Suez S.A., Genentech, General Electric, General Motors, Goldman Sachs, Hilton Hotels, Intel, JPMorgan Chase, Johnson & Johnson, Kinder Morgan, Lion Capital, L'Oréal, Macquarie, Panasonic, Microsoft, NBCUniversal, Oracle, The NFL Players Association, Nomura, Procter & Gamble, Providence Equity, Sanofi, Thomas H. Lee Partners, UnitedHealth Group, Verizon, and Yahoo.

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