

## Basic Information

Shin-Marunouchi Building,  
29th Floor  
5-1, Marunouchi 1-chome  
Tokyo,  
Japan  
Organization Size: 1102  
Office Size: 99  
**Hiring Attorney:**  
Mr. Randy Laxer  
**Hiring Attorney #2:**  
Ms. Yuka Teraguchi

**Recruiting Contact:**  
Ms. Kana Okuma  
Attorney Recruitment and  
Development Coordinator  
Shin-Marunouchi Building, 29th Floor  
5-1, Marunouchi 1-Chome  
Chiyoda-ku, Tokyo 100-6529  
Japan  
**Phone:** 011-81-3-3214-6522

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 202,500  
**Summer Compensation**  
2023 compensation for Post-3Ls (\$/week) 3,894  
2023 compensation for 2Ls (\$/week) 3,894  
2023 compensation for 1Ls(\$/week) 3,894

## Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 7-9

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	25	25	17	1	3
	Women	3	19	6	0	1
	Non-binary	0	0	0	0	0
	Total	28	44	23	1	4
Latinx	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
White	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Black or African American	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Native Hawaiian or Other Pacific Islander	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Asian	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Native American or Alaska Native	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
2 or More Races	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC

## Pro Bono/Public Interest

Jennifer Brown  
Senior Pro Bono Counsel  
(212) 336-4094  
jbrown@mofo.com

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

Firm-wide

% Firm Billable Hours last year

5%

Average Hours per Attorney last year

Percent of associates participating last year

84%

Percent of partners participating last year

61%

Percent of other lawyers participating last year

52%

## Professional Development

Evaluations

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
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	2	0	3	1	TBD
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	1	0	0	0	TBD
Lateral Associates	0	0	5	0	TBD
All Other Laterals (non-traditional track)	3	0	1	0	TBD
Post-Clerkship	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	3	3	2	1	3
1Ls	1	0	2	0	1

Number of 2022 Summer 2

2Ls considered for  
associate offers

Number of offers made to 2

summer 2L associates

General Hiring Criteria

We look for individuals of exceptional intelligence who can think on their feet and are eager to tackle complex problems. We look for individuals whose academic and other achievements demonstrate their talent, motivation, energy, and creativity. Our hiring decisions are not based on grades alone. We're also looking for entrepreneurial spirit, drive, and confidence.

## 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
Business, Corporate	Corporate Group	13	13	32	3	0
Banking, Finance	Finance Group	2	0	1	0	0
Litigation	Litigation	9	4	4	0	0
Real Estate, Land Use	Real Estate	5	5	3	0	1

## Diversity & Inclusion

**Diversity Contact:** Chief Diversity + Inclusion Officer Natalie Kernisant, Esq.

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

## Organization Narrative

With 1,000+ lawyers across 18 offices in the United States, Europe, and Asia, [Morrison Foerster](#) is a leading global law firm dedicated to delivering business-oriented results to clients around the world. Large financial institutions, Fortune 100 companies, and leading technology and life sciences companies choose MoFo for our diverse perspectives, subject matter expertise, powerful legal strategies, and business aptitude. We represent organizations – whether established for decades or just an entrepreneur's idea – as they grow, innovate, disrupt, and develop into leading industry players and household names. To learn more about the firm's capabilities, our attorneys' practices, and our clients' industries, please visit [Capabilities | Morrison Foerster \(mofo.com\)](#). MoFo has consistently received top-tier rankings from leading directories and publications, speaking to our legal capabilities, dedication to creating an inclusive workplace, and commitment to our communities. Learn more about why MoFo [here](#).

### A Strong Culture Doesn't Happen by Chance

Our strength and success come from the diverse and collective talent at MoFo, and a long-standing commitment to [diversity, inclusion](#), and [pro bono](#) work. We firmly believe that our differences make us stronger and more valuable in our work for our clients, in our advocacy for what is right, and in our support of the communities we serve, both locally and globally.

### Inclusive to the Core

For 40+ years, MoFo has been committed to creating a culture that respects and celebrates differences, while providing an inclusive environment where everyone's contributions are valued. We are dedicated to enhancing and expanding the diversity pipeline through our pre-law student outreach with programs such as our [virtual job simulations](#), our campus engagement activities and partnerships with law student organizations, and our tailored onboarding and integration plans for our new and lateral attorneys.

### Committed to Service

MoFo's pro bono work runs the gamut, from class action representation that benefits thousands to individual advocacy for people who otherwise would be shut out from access to justice. We staff legal service clinics and counsel hundreds of nonprofit organizations and social enterprises on legal needs, from corporate formation to patent claims. In all these matters, we are guided by the principle of according equal dignity and applying equal rigor to our pro bono endeavors. We invite you to explore some of MoFo's pro bono most memorable moments, meet the people making a difference, and learn more about our unwavering commitment to pro bono efforts worldwide [here](#).

### Our Future is Yours

Exceptional people are hired, developed, and nurtured at MoFo. No matter where you start your MoFo story, the firm supports charting a career path that aligns with your interests and passions. Our collaborative approach to working across borders, practice areas, and industries ensures that we succeed as one firm. While each of our 2,200+ legal and business professionals have unique goals, we are united in our duty to deliver results that best serve each other, our clients, and our communities. Get to know who we are and why there really is a MoFo difference [here](#).

### Expect More from MoFo's Summer Associate Program

#### Real Work

Summer Associates receive a broad mix of substantive assignments tailored to their area of interest, ranging from writing briefs, motions, contracts, and client memoranda to assisting in drafting and negotiation sessions, helping with depositions and witness preparation, performing due diligence in corporate transactions, and working on pro bono assignments.

#### Real Skills

We believe that direct participation and hands-on experience in engaging client matters provide the most rewarding opportunities. Our Summer Associate Program is designed to give students the tools and skills they need to succeed and provide a realistic view into what a MoFo career might look like. As a Summer Associate, you will participate in tailored learning and development programs and practice group presentations that will introduce you to the full capabilities of the firm.

#### Real Guidance

As a Summer Associate, you'll be assigned one or more mentors to help you acclimate to the firm and introduce you to the legal and business professionals in their practice group and office. Our attorneys understand the importance of providing students not only guidance but a welcoming environment where you're encouraged to ask questions and contribute to the team; after all, they were once in your shoes.

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.