

Basic Information

425 Market St.
San Francisco, CA
94105-2482
Organization Size: 1102
Office Size: 211
Hiring Attorney:
Ms. Christin Hill
Hiring Attorney #2:
Ms. Caitlin Blythe

Recruiting Contact:
Kate McLoughlin
Attorney Recruiting Manager
425 Market Street
San Francisco, California (CA)
94105-2482
United States
Phone: (415) 268-7000

Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 215,000
Summer Compensation
2023 compensation for Post-3Ls (\$/week) 4,134
2023 compensation for 2Ls (\$/week) 4,134
2023 compensation for 1Ls(\$/week) 4,134

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	44	56	17	0	19
	Women	24	58	9	0	27
	Non-binary	0	0	0	0	0
	Total	68	114	26	0	46
Latinx	Men	2	6	0	0	2
	Women	3	5	0	0	3
	Non-binary	0	0	0	0	0
White	Men	34	26	16	0	12
	Women	10	30	5	0	10
	Non-binary	0	0	0	0	0
Black or African American	Men	1	3	0	0	2
	Women	1	2	0	0	1
	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	4	10	1	0	3
	Women	9	15	4	0	13
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	3	7	0	0	0
	Women	0	4	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	1	0	0	1
	Women	0	3	0	0	1
	Non-binary	0	0	0	0	0
LGBTQ	Men	4	8	1	0	4
	Women	1	6	0	0	3
	Non-binary	0	0	0	0	0
Veteran	Men	0	1	1	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

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	28	26	26	24	TBD
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	0	0	4	0	TBD
Lateral Associates	16	0	10	0	TBD
All Other Laterals (non-traditional track)	2	1	3	0	TBD
Post-Clerkship	1	1	2	0	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	30	10	30	9	41
1Ls	12		16		9

Number of 2022 Summer 30

2Ls considered for
associate offers

Number of offers made to
summer 2L associates

30

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
Bankruptcy	Business Restructuring & Insolvency	0	1	0	0	0
Business, Corporate	Corporate Group	15	1	27	8	0

Trusts and Estates	Executive Compensation & ERISA	0	2	4	1	0
Banking, Finance	Finance Group	3	2	7	0	0
Banking, Finance	Financial Services	0	1	0	0	0
Litigation	Litigation	41	13	62	13	0
Intellectual Property	Patent Strategy + Prosecution	3	2	5	2	0
Real Estate, Land Use	Real Estate	0	1	0	0	0
Tax	Tax	2	0	1	0	0
Business, Corporate	Technology Transactions	4	4	10	2	0

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.

For more details, visit www.nalpdirectory.com

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