

## Basic Information

201 Redwood Shores Parkway  
Redwood Shores, CA 94065  
Organization Size: 1100  
Office Size: 56  
**Hiring Attorney:**  
Mr. Craig Adas

**Recruiting Contact:**  
Ms. Lauren DeBernardi  
Manager, Legal Recruiting and Associate Relations  
201 Redwood Shores Parkway Suite 500  
Redwood Shores, California (CA) 94065  
United States  
**Phone:** (650) 802-3011  
lauren.debernardi@weil.com

## 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? 7.5

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	11	19	2	0	4
	Women	3	17	1	0	4
	Non-binary	0	0	0	0	0
	Total	14	36	3	0	8
Latinx	Men	0	1	1	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
White	Men	9	7	1	0	3
	Women	1	5	0	0	1
	Non-binary	0	0	0	0	0
Black or African American	Men	1	1	0	0	0
	Women	0	0	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	1	10	0	0	1
	Women	2	12	1	0	2
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	1	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	3	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## 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

79.8

Percent of associates participating last year

Percent of partners participating last year

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

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	10	10	12	9	6
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	0	0	TBD
Lateral Associates	5	0	0	0	TBD
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	10	1	7	1	7
1Ls	1	0	1	0	1

Number of 2022 Summer 2Ls considered  
for associate offers

Number of offers made to summer 2L  
associates

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.

## 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	7	2	19	5	0
Intellectual Property	Intellectual Property	4	0	7	4	0
Litigation	Litigation	2	0	5	1	0
Tax	Tax	1	0	1	1	0
Banking, Finance	Banking/Finance	1	1	4	1	0

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## Diversity & Inclusion

**Diversity Contact:** Ms. Meredith Moore

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

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## Organization Narrative

### Weil at a Glance

Weil has been a preeminent provider of legal services for over 90 years. Through our innovative “one-Firm” approach, which integrates approximately 1,100 attorneys across offices on three continents, we provide innovative solutions for many of the world’s most successful organizations on matters as complex and interconnected as the businesses themselves. With an entrepreneurial spirit at our core, Weil attorneys bring passion, creativity and optimism to all our work. We don’t ask “how was it done last time,” we ask “how can it be done better?” Weil remains at the forefront of innovation in law, working side-by-side with clients as strategic business partners to understand the full picture of their needs wherever they operate. Sophisticated clients require a new type of business lawyering, and we adapted to this model years ago. Our attorneys have pioneered major areas of law, including corporate governance, private equity and restructuring. Talented individuals who want a seat at the table to tackle complex, challenging matters will find ample opportunities to shine at Weil.

### Launch a Career

When you join Weil, you are not just getting a job – you are launching a career. Weil’s entrepreneurial culture and meritocracy provide ample opportunities for attorneys to gain substantive experience and advance more quickly than they would elsewhere. Weil associates are given the opportunity to work with an impressive roster of clients early in their career, developing marketable skills as a business lawyer in the digital age. Our award winning training and professional development programs afford foundational tools that are an asset regardless of where one’s career may go.

### Be an Outstanding Corporate Citizen

Our constant questioning of, “how can it be done better?” is not limited to the boardroom and courtroom. We seek to stay ahead of the pack on issues of corporate social responsibility, diversity and wellness. Giving back through pro bono service, charitable donations and the provision of non-legal services to the community is deeply engrained in Weil’s culture. All Weil attorneys are asked to perform at least 50 hours of pro bono work each year. Weil is home to six affinity groups – [AsianAttorneys@Weil](#), [Black Lawyers Achieving Success Together](#), [WeilLatinx](#), [WeilPride](#), [Women@Weil](#) and WeilVets – that focus on recruiting, supporting and retaining diverse attorneys. We know this work is never done and are always looking to improve, both at Weil and in the legal industry as a whole.

### Summer Associates

Our Summer Associate Program is packed with opportunities to learn and develop. Weil’s commitment to your career begins early; we offer a dedicated support team of assignment coordinators, associate mentors, social coordinators and Summer Program Committee partners to support your success. Highlights of our summer program include:

- Close collaboration with partners and associates on substantive assignments
- Formal training in Deposition, Writing, Negotiation and Diversity
- Top speakers, including talks with prominent clients, alumni and Firm leaders
- Weil’s Diversity Fellowship Program
- Plentiful networking and social opportunities

Weil’s summer program is offered in seven U.S. cities: Boston, Dallas, Houston, Miami, New York, Silicon Valley and Washington, D.C. Please visit our [Summer Associate Program page](#) or connect with us on LinkedIn, Twitter and Instagram for more information.

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](http://www.nalpdirectory.com)

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