

Basic Information

333 Bush Street
San Francisco, CA
94111
Organization Size: 570
Office Size: 40
Hiring Attorney:
Ms. Simona Agnolucci
Hiring Attorney #2:
Mr. Benedict Hur

Recruiting Contact:
Ms. Brittany Olson
West Coast Professional Development and
Recruiting Manager
2029 Century Park East
Los Angeles, California (CA) 90067
United States
Phone: 310-855-3089
bolson@willkie.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000
Summer Compensation
2024 compensation for Post-3Ls (\$/week) 4,326
2024 compensation for 2Ls (\$/week) 4,326
2024 compensation for 1Ls(\$/week) 4,326

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
How many years is the non-equity track?
How many years is the equity track?

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	10	9	0	0
	Women	4	14	3	0
	Non-binary	0	0	0	0
	Total	14	23	3	0
Latinx	Men	1	0	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
White	Men	5	3	0	0
	Women	3	4	3	0
	Non-binary	0	0	0	0
Black or African American	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Asian	Men	2	3	0	0
	Women	0	7	0	0
	Non-binary	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
2 or More Races	Men	1	3	0	0
	Women	0	2	0	0
	Non-binary	0	0	0	0
Persons with Disabilities	Men	0	1	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
LGBTQ	Men	1	0	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
Veteran	Men	1	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0

Pro Bono/Public Interest

Stacey Paradise Kushlefsky
Pro Bono Counsel
212-728-8621
skushlefsky@willkie.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	6%
Average Hours per Attorney last year	79
Percent of associates participating last year	67%
Percent of partners participating last year	51%
Percent of other lawyers participating last year	41%

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
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level			3	0	6
Entry-level (non-traditional track)			1		
Lateral Partners			2		
Lateral Associates	7		5		
All Other Laterals (non-traditional track)	0		0		
Post-Clerkship			2		
LL.M.s (U.S.)	0		0		
LL.M.s (non-U.S.)	0		0		
SUMMER					
Post-3Ls	0		0		
2Ls	1		7	2	4
1Ls	4		1		5

Number of 2023 Summer 2Ls considered for associate offers 6

Number of offers made to summer 2L associates 6

General Hiring Criteria We seek highly motivated and entrepreneurial students with exceptional academic achievements who demonstrate a commitment to excellence.

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 & Financial Services	1	0	3	0	0
Labor and Employment	Executive Compensation & Employee Benefits	1	0	0	0	0
Business, Corporate	Insurance Transactional & Regulatory	1	1	0	0	0
Business, Corporate	Intellectual Property	2	0	2	0	0
Litigation	Litigation	11	1	18	0	0
Trusts and Estates	Private Clients	0	1	0	0	0

Diversity & Inclusion

Diversity Contact: Ms. Kim Walker

Diversity Website/URL: <https://www.willkie.com/social-commitment/diversity/our-commitment>

Organization Narrative

Willkie Farr & Gallagher LLP is an elite international law firm with 14 offices in 6 countries. Willkie provides strategic legal representation and trusted counsel to market-leading public and private companies operating around the world. Our attorneys work seamlessly across practices and borders to deliver efficient and effective solutions to complex problems. Working closely with clients, we promote their interests, protect their rights, and position them for current success and long-term growth. We are a cohesive group of attorneys with a broad spectrum of backgrounds and interests who are committed to cultivating and sustaining a diverse work environment to best service our clients' needs.

Willkie seeks to recruit highly motivated law students who possess intellect, self-confidence and professionalism to help us continue our tradition of excellence. Our Summer Program offers students the opportunity to work on interesting and substantive projects with smart, diverse, interesting and fun people. The Program contains a balance of work and social activities, as our primary objective is for our summer associates to have an opportunity to experience firsthand what it is like to be an attorney at Willkie.

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.
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For more details, visit www.nalpdirectory.com

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