

**Basic Information**

2029 Century Park East  
Los Angeles, CA 90067-2905  
Organization Size: 570  
Office Size: 90  
Hiring Attorney: Mr. Alex Weingarten

**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            | 20         | 23        | 4                                     | 1                 | 5         |
|  | Women          | 11         | 26        | 3                                     | 0                 | 6         |
|  | Non-binary     | 0          | 0         | 0                                     | 0                 | 0         |
|  | <b>Total</b>   | <b>31</b>  | <b>49</b> | <b>7</b>                              | <b>1</b>          | <b>11</b> |
| <b>Latinx</b>                                    | Men            | 1          | 1         | 0                                     | 0                 | 0         |
|  | Women          | 1          | 2         | 0                                     | 0                 | 2         |
|  | Non-binary     | 0          | 0         | 0                                     | 0                 | 0         |
| <b>White</b>                                     | Men            | 9          | 18        | 3                                     | 1                 | 1         |
|  | Women          | 2          | 14        | 2                                     | 0                 | 1         |
|  | Non-binary     | 0          | 0         | 0                                     | 0                 | 0         |
| <b>Black or African American</b>                 | Men            | 1          | 1         | 0                                     | 0                 | 1         |
|  | Women          | 0          | 0         | 1                                     | 0                 | 2         |
|  | Non-binary     | 0          | 0         | 0                                     | 0                 | 0         |
| <b>Native Hawaiian or Other Pacific Islander</b> | Men            | 0          | 0         | 0                                     | 0                 | 0         |
|  | Women          | 0          | 0         | 0                                     | 0                 | 0         |
|  | Non-binary     | 0          | 0         | 0                                     | 0                 | 0         |
| <b>Asian</b>                                     | Men            | 1          | 2         | 1                                     | 0                 | 2         |
|  | Women          | 2          | 3         | 0                                     | 0                 | 1         |
|  | Non-binary     | 0          | 0         | 0                                     | 0                 | 0         |
| <b>Native American or Alaska Native</b>          | Men            | 0          | 0         | 0                                     | 0                 | 0         |
|  | Women          | 0          | 0         | 0                                     | 0                 | 0         |
|  | Non-binary     | 0          | 0         | 0                                     | 0                 | 0         |
| <b>2 or More Races</b>                           | Men            | 0          | 1         | 0                                     | 0                 | 1         |
|  | Women          | 2          | 7         | 0                                     | 0                 | 0         |
|  | Non-binary     | 0          | 0         | 0                                     | 0                 | 0         |
| <b>Persons with Disabilities</b>                 | Men            | 0          | 2         | 0                                     | 0                 | 0         |
|  | Women          | 0          | 0         | 0                                     | 0                 | 0         |
|  | Non-binary     | 0          | 0         | 0                                     | 0                 | 0         |
| <b>LGBTQ</b>                                     | Men            | 0          | 2         | 0                                     | 0                 | 1         |
|  | Women          | 0          | 0         | 0                                     | 0                 | 1         |
|  | Non-binary     | 0          | 0         | 0                                     | 0                 | 0         |
| <b>Veteran</b>                                   | Men            | 0          | 0         | 0                                     | 0                 | 0         |
|  | Women          | 0          | 0         | 0                                     | 0                 | 0         |
|  | Non-binary     | 0          | 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                                | 5             | 2                       | 5    | 5                       | 7        |
| Entry-level (non-traditional track)        |               |                         |      |                         |          |
| Lateral Partners                           | 11            |                         | 7    |                         |          |
| Lateral Associates                         | 14            |                         | 15   |                         |          |
| All Other Laterals (non-traditional track) |               |                         |      |                         |          |
| Post-Clerkship                             | 1             |                         | 1    | 1                       |          |
| LL.M.s (U.S.)                              |               |                         | 1    | 1                       |          |
| LL.M.s (non-U.S.)                          |               |                         |      |                         |          |
| <b>SUMMER</b>                              |               |                         |      |                         |          |
| Post-3Ls                                   |               |                         |      |                         |          |
| 2Ls  | 2             | 1                       | 7    | 5                       | 11       |
| 1Ls  | 6             |                         | 3    |                         | 2        |

Number of 2023 Summer 2Ls considered for associate offers 7

Number of offers made to summer 2L associates 7

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 |
|---------------------------|--------------------------------------|-------------------------|----------------|-------------------|---|--|
| Privacy and Data Security | Communications, Media & Privacy      | 1                       | 0              | 0                 | 0   | 0  |
| Business, Corporate       | Asset Management                     | 1                       | 0              | 0                 | 0   | 0  |
| Business, Corporate       | Corporate & Financial Services       | 9                       | 2              | 16                | 0   | 0  |
| Business, Corporate       | Finance                              | 1                       | 0              | 0                 | 0   | 0  |
| Business, Corporate       | Insurance Transactional & Regulatory | 1                       | 0              | 0                 | 0   | 0  |
| Intellectual Property     | Intellectual Property                | 0                       | 0              | 1                 | 0   | 0  |

|                              |                 |   |   |    |   |   |
|------------------------------|-----------------|---|---|----|---|---|
| <b>Litigation</b>            | Litigation      | 9 | 2 | 13 | 0 | 1 |
| <b>Trusts and Estates</b>    | Private Clients | 3 | 2 | 12 | 0 | 0 |
| <b>Real Estate, Land Use</b> | Real Estate     | 3 | 1 | 5  | 0 | 0 |
| <b>Tax</b>                   | Tax             | 3 | 0 | 2  | 0 | 0 |

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## Diversity & Inclusion

**Diversity Contact:** Ms. Kim Walker

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

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## 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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