

**Basic Information**

201 Redwood Shores Parkway  
Redwood Shores, CA 94065  
Organization Size: 1100  
Office Size: 58  
**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

**Compensation & Benefits 333**

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

**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	4	5
	Women	4	19	1	8
	Non-binary	0	0	0	0
	Total	15	38	5	13
<b>Latinx</b>	Men	0	0	1	0
	Women	0	2	0	0
	Non-binary	0	0	0	0
<b>White</b>	Men	9	9	2	1
	Women	1	4	0	3
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	1	1	0	0
	Women	0	0	0	1
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Asian</b>	Men	1	8	0	4
	Women	3	12	1	4
	Non-binary	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>2 or More Races</b>	Men	0	0	1	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	UNK	UNK	UNK	0
	Women	UNK	UNK	UNK	0
	Non-binary	UNK	UNK	UNK	0
<b>LGBTQ</b>	Men	0	3	0	0
	Women	0	2	0	0
	Non-binary	0	0	0	0
<b>Veteran</b>	Men	UNK	UNK	UNK	0
	Women	UNK	UNK	UNK	0
	Non-binary	UNK	UNK	UNK	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 78.8

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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	12	9	6	6	4
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	
Lateral Associates	1	0	4	0	
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	0	1	1	
LL.M.s (U.S.)	2	0	0	0	
LL.M.s (non-U.S.)	0	0	0	0	
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	8	1	7	0	11
1Ls	1	0	1	0	2

Number of 2023 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	Private Equity/M&A	5	2	17	3	0
Business, Corporate	Technology & IP Transactions	1	1	3	1	0
Banking, Finance	Banking & Finance	2	0	2	0	0
Tax	Tax	1	0	0	0	0
Intellectual Property	Patent Litigation	4	1	10	1	0

<b>Litigation</b>	Complex Commercial Litigation	2	1	5	1	0
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## Diversity & Inclusion

**Diversity Contact:** Ms. Meredith Moore

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

## Organization Narrative

### Weil at a Glance

Weil has been a preeminent provider of legal services for more than 90 years. With approximately 1,100 attorneys in 14 offices on three continents, Weil operates according to the "one-Firm" principle, allowing us to bring the right mix of firm-wide skill and local-market presence to solve our clients' most demanding challenges. We provides 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?" We work side-by-side with clients as strategic business partners to understand the full picture of their needs wherever they operate. 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 wide-ranging platform provide ample opportunities for attorneys to gain substantive experience more quickly than they might at other firms. Weil associates are given the opportunity to work with an impressive roster of clients early in their careers, developing marketable skills as a skilled corporate lawyer in today's fast-moving legal environment. Our award-winning training and professional development programs provide foundational knowledge that is an important 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 also 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. The Firm has affinity groups to recruit, retain, and advance Asian-American, Black/African-American, Hispanic/Latinx, LGBTQ+, Veterans/Active Military and families, and women 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, Equity and Inclusion
- Top speakers, including talks with prominent clients, alumni and Firm leaders
- 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](#) 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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