

Basic Information

11452 El Camino Real
Suite 300
San Diego, CA 92130
Organization Size: 1240
Office Size: 46
Hiring Attorney:
Mr. Patrick McKeever

Recruiting Contact:
Ms. Shaina Hearn
Legal Recruiting Manager
11452 El Camino Real
Suite 300
San Diego, California (CA) 92130
United States
Phone: 858.720.5778
shearn@perkinscoie.com

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) 4,327

2024 compensation for 1Ls(\$/week) 4,327

Partnership & Advancement

Does the firm have two or more tiers of partner? No

If no, how many years is the partnership track?

Lawyer Demographics

| | Partner/Member | Associates | Counsel | Non-traditional Track/Staff Attorneys | Summer Associates | |
|--|----------------|------------|---------|---------------------------------------|-------------------|----|
| | Men | 16 | 10 | 3 | 1 | 3 |
| | Women | 1 | 14 | 0 | 0 | 3 |
| | Non-binary | 0 | 1 | 0 | 0 | 0 |
| | Total | 17 | 25 | 3 | 1 | 6 |
| Latinx | Men | 1 | 0 | 0 | 0 | 0 |
| | Women | 0 | 2 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| White | Men | 9 | 6 | 3 | 0 | 3 |
| | Women | 1 | 7 | 0 | 0 | 2 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Black or African American | Men | 0 | 0 | 0 | 0 | 0 |
| | Women | 0 | 2 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | Men | 0 | 1 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Asian | Men | 4 | 3 | 0 | 1 | 0 |
| | Women | 0 | 3 | 0 | 0 | 1 |
| | Non-binary | 0 | 1 | 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 | 2 | 1 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |
| Persons with Disabilities | Men | NC | NC | NC | NC | NC |
| | Women | NC | NC | NC | NC | NC |
| | Non-binary | NC | NC | NC | NC | NC |
| LGBTQ | Men | 0 | 0 | 1 | 0 | 0 |
| | Women | 1 | 1 | 0 | 0 | 0 |
| | Non-binary | 0 | 1 | 0 | 0 | 0 |
| Veteran | Men | 1 | 1 | 1 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 | 0 |

Pro Bono/Public Interest

Julie LaEace
Senior Pro Bono Counsel & Director of Social Responsibility
(312) 324-8609
JLaEace@perkinscoie.com

| | |
|---|-----------|
| Is the pro bono information indicated here firm-wide or specific to one office? | Firm-wide |
| % Firm Billable Hours last year | 4.3 |
| Average Hours per Attorney last year | 63.2 |
| Percent of associates participating last year | 82.3 |
| Percent of partners participating last year | 44.5 |
| Percent of other lawyers participating last year | 47.1 |

Professional Development

| | |
|--|--------|
| Evaluations | Annual |
| Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? | No |
| 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 2024 |
|--|---------------|-------------------------|------|-------------------------|------------------|
| | 2022 | Prior Summer Associates | 2023 | Prior Summer Associates | |
| Entry-level | 4 | 4 | 1 | 1 | 6 |
| Entry-level (non-traditional track) | 0 | 0 | 0 | 0 | 0 |
| Lateral Partners | 1 | 0 | 0 | 0 | TBD |
| Lateral Associates | 2 | 0 | 2 | 0 | TBD |
| All Other Laterals (non-traditional track) | 0 | 0 | 0 | 0 | TBD |
| Post-Clerkship | 0 | 0 | 0 | 0 | TBD |
| LL.M.s (U.S.) | 0 | 0 | 0 | 0 | 0 |
| LL.M.s (non-U.S.) | 0 | 0 | 0 | 0 | 0 |
| SUMMER | | | | | |
| Post-3Ls | 0 | 0 | 0 | 0 | 0 |
| 2Ls | 3 | 0 | 7 | 3 | 3 |
| 1Ls | 4 | 0 | 2 | 0 | 3 |

Number of 2023 Summer 2Ls considered for associate offers 7

Number of offers made to summer 2L associates 7

General Hiring Criteria Demonstrated academic excellence, creative problem solving ability, leadership in and service to the community, and dedication to excellence in the legal profession.

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 | Business | 2 | 0 | 5 | 1 | 0 |
| Litigation | Commercial Litigation | 0 | 0 | 2 | 0 | 0 |
| Environmental | Environment, Energy & Resources | 1 | 0 | 0 | 0 | 0 |
| Intellectual Property | Intellectual Property | 13 | 3 | 13 | 0 | 1 |
| Trusts and Estates | Personal Planning | 0 | 0 | 1 | 0 | 0 |
| Litigation | Product Liability | 1 | 0 | 4 | 0 | 0 |

Diversity & Inclusion

Diversity Contact: Ms. Genhi Givings Bailey

Diversity Website/URL: <http://www.perkinscoie.com/diversity/Diversity.aspx>

Organization Narrative

Perkins Coie is a leading international law firm that is known for providing high value, strategic solutions and extraordinary client service on matters vital to our clients' success. With more than 1,200 lawyers in offices across the United States and Asia, we provide a full array of corporate, commercial litigation, intellectual property and regulatory legal advice to a broad range of clients, including many of the world's most innovative companies and industry leaders as well as public and not-for-profit organizations.

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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