

**Basic Information**

Shin-Marunouchi Building,  
29th Floor  
5-1, Marunouchi 1-chome  
Tokyo,  
Japan  
Organization Size: 1102  
Office Size: 99  
**Hiring Attorney:**  
Mr. Randy Laxer  
**Hiring Attorney #2:**  
Ms. Yuka Teraguchi

**Recruiting Contact:**  
Ms. Kana Okuma  
Attorney Recruitment and  
Development Coordinator  
Shin-Marunouchi Building, 29th Floor  
5-1, Marunouchi 1-Chome  
Chiyoda-ku, Tokyo 100-6529  
Japan  
**Phone:** 011-81-3-3214-6522

**Compensation & Benefits 333**

2024 compensation for entry-level lawyers (\$/year) 212,500  
**Summer Compensation**  
2024 compensation for Post-3Ls (\$/week) 4,086  
2024 compensation for 2Ls (\$/week) 4,086  
2024 compensation for 1Ls(\$/week) 4,086

**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	29	24	10	1
	Women	3	19	7	0
	Non-binary	0	0	0	0
	Total	32	43	17	1
<b>Latinx</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>White</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>Black or African American</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>Asian</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>2 or More Races</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>LGBTQ</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>Veteran</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC

## Pro Bono/Public Interest

Jennifer Brown  
Senior Pro Bono Counsel  
(212) 336-4094  
jbrown@mofo.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	4.9%
Average Hours per Attorney last year	
Percent of associates participating last year	88%
Percent of partners participating last year	64%
Percent of other lawyers participating last year	58%

## Professional Development

Evaluations	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
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	3	1	3	1	TBD
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	0	0	0	0	TBD
Lateral Associates	5	0	4	0	TBD
All Other Laterals (non-traditional track)	1	0	1	0	TBD
Post-Clerkship	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	2	1	3	2	2
1Ls	2	0	1	0	1

Number of 2023 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

General Hiring Criteria We look for talented and ambitious individuals who value collaboration, teamwork, and commitment to excellence and whose academic and other achievements evidence their analytical and communication skills, resourcefulness, and drive.

## 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 Group	12	11	29	2	0
Banking, Finance	Finance Group	4	0	1	0	0
Litigation	Litigation	10	2	5	1	0
Real Estate, Land Use	Real Estate	6	4	5	0	1
Business, Corporate	Technology Transactions	2	0	4	0	0

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## Diversity & Inclusion

**Diversity Contact:** Natalie Kernisant, Esq. (Chief Diversity + Inclusion Officer)

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

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## Organization Narrative

### Why MoFo?

MoFo is a destination law firm for talented, ambitious attorneys who value collaboration, teamwork, and commitment to excellence. We are known around the world not only for delivering innovative yet practical client service but also for serving as an incubator for our top-notch talent.

MoFo consistently receives top-tier rankings from leading directories and publications, speaking to our legal capabilities, dedication to creating an inclusive workplace, and commitment to our communities. Learn more about why MoFo [here](#).

### What to Expect

MoFo empowers its lawyers at every level to take ownership of their careers and is transparent about what it takes to succeed and advance at the firm. We commit to provide our attorneys the experiences, challenges, training, mentoring, and other support to allow them to become great lawyers. **MoFo NEXT**, our dedicated Center for Career Advancement, offers comprehensive support to our current, former, and future colleagues, wherever their professional aspirations may take them. We want all our attorneys to achieve career satisfaction, no matter where their paths lead: whether as our partners, as our clients, as academics, as entrepreneurs, or as justices of the U.S. Supreme Court.

Our **Summer Associate Program** provides law students with real work, real skills, real guidance, and a realistic view of working at MoFo:

### Real Work

MoFo summer associates are entrusted with responsibilities and tasks typically assigned to junior associates. This includes:

- writing legal documents such as briefs, motions, contracts, and client memoranda;
- assisting in drafting and negotiation sessions;
- participating in depositions and witness preparation; and
- performing due diligence in corporate transactions.

### Real Skills

Our Summer Associate Program is meticulously crafted to offer students direct participation and hands-on experience in engaging client matters and firm social events to provide a realistic view of what a MoFo career looks like. Tailored, interactive learning and development programs and department presentations will help you build practice and professional skills and learn about the full capabilities of the firm.

### Real Guidance

Mentors will help MoFo summer associates acclimate to the firm's values, operations, and expectations, and introduce them to the legal and business professionals across departments and offices. Our attorneys understand the importance of providing students with not only guidance but also a welcoming environment where you are encouraged to ask questions and contribute to the team.

### Own Your MoFo Career

The firm's commitment to our attorneys' growth extends throughout their careers. Our dedicated team of Learning & Development professionals designed **MoFoundations**, an innovative **training and development** curriculum that kickstarts the legal careers of recent law school graduates and judicial clerks. MoFoundations provides the foundation of practical and professional skills for new associates to successfully integrate into the practice through educational presentations, experiential workshops, expert panels, asynchronous work, and collaborative exercises.

**MyMoFo** is a best-in-class and transparent framework for success designed to empower junior, mid-level, and senior associates to take control of their careers. MyMoFo allows individuals to chart their career trajectories, whether they aspire to partnership or envision a career beyond MoFo. MyMoFo provides clear and consistent expectations for success at every experience level so associates can measure their own performance and progress, identify opportunities for growth and areas for skill development, and understand the firm's expectations. These expectations include a genuine commitment to our shared values, the basis of MyMoFo:

- **Succeed as One**
- **Driven by Excellence**
- **Inclusive to the Core**
- **Committed to Service**
- **Our Future Is Yours**

### Succeed as One

MoFo stands out from our peers due to our strong emphasis on collaboration. Our global team works together across borders, practice areas, and functions to deliver effective and efficient business-oriented results to clients worldwide. Teamwork is not just a concept, but a guiding principle that directs our work together in our clients' and communities' best interests. While each of our 2,200+ legal and business professionals has unique goals, we are united in our duty to deliver results that best serve each other, our clients, and our communities. The success of MoFo is a testament to our attorneys' collaboration, commitment, and engagement. We believe in succeeding as one firm, and this belief is reflected in our work ethic and client results.

### Driven by Excellence

Our clients choose MoFo for our attorneys' excellence in legal practice, including analysis and judgment, exceptional communication skills, deep subject matter expertise, practical legal strategies and resourcefulness, and superior business aptitude. MoFo associates receive challenging opportunities, practical training, effective mentoring, timely and candid feedback, and other support to allow them to develop to their fullest potential.

### Inclusive to the Core

Our strength and success are rooted in our diverse and collective talent and MoFo remains committed to our core value of inclusivity, ensuring everyone who joins us feels welcome, valued, and respected. Our differences make us stronger and enhance our ability to serve our clients, advocate for justice, and support the communities we serve, both locally and globally.

### Committed to Service

MoFo's pro bono work runs the gamut, from class action representation that benefits thousands to individual advocacy for people who otherwise would be shut out from access to justice. We staff legal service clinics and counsel hundreds of nonprofit organizations and social enterprises on legal needs, from corporate formation to patent claims. In all these matters, we are guided by the principle of according equal dignity and applying equal rigor to our pro bono endeavors.

Explore some of MoFo's most memorable pro bono moments, meet the people making a difference, and learn more about our unwavering commitment to pro bono efforts worldwide [here](#).

### Our Future Is Yours

We hire, develop, and nurture exceptional people. No matter where you start or how you finish your MoFo story, the firm will help you chart a career path that aligns with your interests and passions. This includes encouraging and nurturing our talent and offering comprehensive career guidance along the way. It also includes continuing to support our attorneys who join our wonderful worldwide alumni network. Get to know us and understand why there truly is a MoFo difference [here](#).

**More About MoFo**

With 1,000+ lawyers across 18 offices in the United States, Europe, and Asia, Morrison Foerster is a globally recognized law firm dedicated to fully developing our talent and serving our clients, which include the largest financial institutions, Fortune 100 companies, and leading technology and life sciences companies. We represent organizations—whether established for decades or just an entrepreneur’s idea—as they grow, innovate, disrupt, and develop into leading industry players and household names. For more detailed information about our firm’s capabilities, our attorneys’ practices, and our clients’ industries, please visit [Capabilities | Morrison Foerster \(mofo.com\)](#).

**More About MoFo Tokyo**

MoFo’s Tokyo office hosts physical activities that welcome everyone, such as regular yoga lessons in the office, a futsal team, and a running group whose jogging path circles the Imperial Palace grounds. Our social committee also arranges fortnightly casual cocktail hours in the office to help colleagues remain connected and enjoy each other’s company over food and drinks.

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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