

Basic Information

One Market, Spear Street Tower
San Francisco, CA 94105
Organization Size: 1428
Office Size: 123
Hiring Attorney: Ms. Michelle Park Chiu

Recruiting Contact:
Mrs. Heli Moberg
Senior Manager of Attorney Recruiting – West Coast/Central
One Market, Spear Street Tower
San Francisco, California (CA) 94105
United States
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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) 4,326
2024 compensation for 1Ls(\$/week) 4,326

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track? 7-10

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	23	28	1	0	2
	Women	13	27	7	0	4
	Non-binary	0	0	0	0	0
	Total	36	55	8	0	6
Latinx	Men	0	0	0	0	0
	Women	1	1	0	0	0
	Non-binary	0	0	0	0	0
White	Men	20	13	0	0	0
	Women	6	15	5	0	1
	Non-binary	0	0	0	0	0
Black or African American	Men	1	2	0	0	1
	Women	0	3	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	2	13	1	0	1
	Women	6	5	2	0	2
	Non-binary	0	0	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	0	0	0	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	1	1	0	0	1
	Women	1	0	0	0	1
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	1	0	0	0
	Women	0	1	1	0	1
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Rachel L. Strong
Senior Pro Bono Counsel
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Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	3.0
Average Hours per Attorney last year	64
Percent of associates participating last year	100%
Percent of partners participating last year	100%
Percent of other lawyers participating last year	100%

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
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?	Yes

HIRING & RECRUITMENT

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

Number of 2023 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 4

General Hiring Criteria We seek individuals with a record of outstanding academic achievement; superior writing; initiative; client service skills; analytical ability; and a desire to succeed in a challenging, collaborative workplace. We value individuals from diverse cultural, economic, and personal backgrounds.

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
Antitrust	Antitrust	5	0	3	0	0
Business, Corporate	Corporate & Business Transactions	2	0	7	1	0
Litigation	E-data	0	0	2	0	0
Labor and Employment	Employee Benefits	0	1	0	0	0
Energy	Energy	0	0	0	0	0
Government, Regulatory, Administrative	FDA & Healthcare	1	0	0	0	0

Banking, Finance	Finance	1	0	0	0	0
General Practice	Firm Administration	0	0	0	0	0
Intellectual Property	Intellectual Property	5	2	5	1	0
Banking, Finance	Investment Management	2	1	3	0	0
Labor and Employment	Labor & Employment	3	2	13	2	0
Litigation	Litigation	15	2	17	1	0
Trusts and Estates	Private Client	0	0	0	0	0
Banking, Finance	Structured Transactions	0	0	0	0	0
Tax	Tax	2	0	5	0	0
Government, Regulatory, Administrative	Telecommunications, Media & Technology	0	0	0	0	0

Diversity & Inclusion

Diversity Contact: Ms. Malaika Lindo

Diversity Website/URL: <https://www.morganlewis.com/our-firm/our-culture/diversity-inclusion>

Organization Narrative

Morgan Lewis is recognized for exceptional client service, legal innovation, and commitment to its communities. Our global reach stretches across North America, Asia, Europe, and the Middle East with the collaboration of more than 2,200 lawyers and specialists who provide elite legal services across industry sectors for multinational corporations to startups around the world. Morgan Lewis has been ranked every year since 2002 among an elite group of 30 firms singled out by corporate counsel for client service excellence in the *BTI Client Service A-Team* guide; *Vault* has named Morgan Lewis among the top 100 most prestigious law firms since 2014; and *The American Lawyer* has named Morgan Lewis among its A-List Law Firms.

ASSOCIATE DEVELOPMENT: Morgan Lewis is focused on providing our associates with the opportunities and tools for success. Our comprehensive training programs reflect the firm's belief that professional development is a career-long process. Our professional development program was structured around the firm's expectations for each phase of an associate's career, starting as early as the Summer Program Kickoff and continuing through our Senior Associate Academy. We do this through firmwide and practice-specific training curricula which are tied to our core competency model, mentoring program, practice group based assignment processes, individual development goals, and a substantive annual review and evaluation process that focuses on past performance and areas for development and growth.

PRO BONO: At Morgan Lewis, we have a deep and longstanding commitment to pro bono work. We recognize that it is our responsibility to provide legal services to those in our communities who otherwise could not afford them. We have committed to contribute, at a minimum, 3% of the firm's total billable hours to pro bono work, and we count pro bono hours and billable hours the same when measuring the billable-hour commitment of our lawyers. In 2023, Morgan Lewis lawyers firmwide contributed more than 115,000 hours to pro bono representations. Our firm has five full-time pro bono counsel who handle the day-to-day administration of the pro bono practice and work to advance the quality of pro bono opportunities for our lawyers.

WORK/LIFE HARMONY: At Morgan Lewis, our goal is to embed well-being and engagement into the fabric of our culture. We are committed to providing a variety of tools and resources to meet the unique needs of all individuals and empower everyone at our firm to thrive. ML Well is a unique, holistic approach to promoting thriving through intellectual, physical, emotional, and occupational well-being coupled with an underlying emphasis on engagement and community. Offerings through our firmwide well-being initiative, ML Well, such as live guided meditation classes, well-being seminars and workshops, and firmwide fitness challenges, as well as ongoing well-being education rooted in the science of positive psychology, enforce the firm's belief that well-being is paramount to both individual and firm success. Because there is no one-size-fits-all approach to well-being, ML Well aims to enable our lawyers and professional staff to find what uniquely works best for them as individuals.

Morgan Lewis's "Return to Work Program," a joint initiative of the firm's Associate Talent Team, Human Resources and the Returning to Work Affinity Group, provides support, mentorship, and networking opportunities for associates returning to work from an extended leave. This program also provides "Ramp Down" and "Ramp Up" billable hours credit during the periods of time leading up to and returning from a qualifying leave of absence.

DIVERSITY: At Morgan Lewis, we know that moving the needle on diversity and inclusion (D&I) takes purposeful effort, consistency, and communication. We are dedicated to D&I because it is integral to how we do business. D&I influences how we service clients, collaborate with colleagues, and engage talented lawyers and professional staff, as well as how we engage the global communities where we live and work.

From Firm Chair Jami McKeon, to practice leaders, to office managing partners and members of the C-suite, the diversity of our partners who serve in senior leadership roles delivers the clearest possible message: all lawyers have every opportunity for career development, advancement, and promotion at Morgan Lewis.

It is worth noting that . . .

- Morgan Lewis is one of the world's largest law firms chaired by a woman. Chair Jami McKeon was elected by the partnership to a third term extending through September 2026.
- Our labor and employment practice, comprising more than 300 lawyers, is led by a Black woman.
- 50% of our Management Committee members are from an underrepresented demographic*
- 36% of our Advisory Board members are from an underrepresented demographic*
- 43% of our Compensation Committee members are from an underrepresented demographic*
- 37% of our Practice Group Leaders are from an underrepresented demographic*
- 62% of our Office Managing Partners are from an underrepresented demographic*
- 54% of our Industry Team Leaders are from an underrepresented demographic*
- 63% of our Hiring Partners are from an underrepresented demographic*
- 83% of our Office of General Counsel are from an underrepresented demographic*
- 56% of our 2023 partnership class are from an underrepresented demographic*
- 100% of our 2023 of counsel class are from an underrepresented demographic*
- 79% of our Chiefs and Firmwide Senior Directors are from an underrepresented demographic*
- 52% of our 2023 fall associate class are persons of color, LGBTQ+, disabled, and/or veterans
- 62% of our 2023 summer associate class are persons of color, LGBTQ+, disabled, and/or veterans

*Underrepresented demographic includes all women; persons of color, including those who self-identify as Middle Eastern or North African; LGBTQ+; disabled; veterans; and/or non-binary—counting each person only once.

SUMMER PROGRAM: Morgan Lewis's summer program runs for 10 weeks and kicks off with a firmwide multiday gathering of summer associates, hiring

partners, firm leaders and select lawyers. Our program provides a clear sense of firm culture, market-leading practices and our commitment to well-being, diversity and inclusion and pro bono. In addition to providing interesting and challenging work assignments throughout the program, our Summer Academy training curriculum will include a balance of practice training as well as broader professional skills and development programming. The firm builds in many engaging social activities so that summer associates can interact with our lawyers and each other. Relationships are key at Morgan Lewis.

Our 2023 summer program provided substantive training, challenging client work, and multiple social touchpoints with lawyers across all offices. Our program also includes a robust mentorship component of the summer program, including connections with partners on the firm's Diversity & Inclusion committee and affinity group networks. The firm looks forward to another successful program in 2024.

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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