

Basic Information

Three Embarcadero Center
24th Floor
San Francisco, CA 94111
Organization Size: 1493
Office Size: 120
Hiring Attorney:
Ms. Mitzi Chang
Hiring Attorney #2:
Ms. Emma Mann-Megginniss

Recruiting Contact:
Mrs. Jennifer Soltau
Senior Manager, Legal Recruiting
Three Embarcadero Center
28th Floor
San Francisco, California (CA) 94111
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) 4,327
2024 compensation for 1Ls(\$/week) 4,327

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	24	18	4	3	2
	Women	19	44	3	5	6
	Non-binary	0	0	0	0	0
	Total	43	62	7	8	8
Latinx	Men	0	1	0	0	UNK
	Women	0	3	0	0	UNK
	Non-binary	0	0	0	0	UNK
White	Men	19	12	3	3	UNK
	Women	13	23	2	4	UNK
	Non-binary	0	0	0	0	UNK
Black or African American	Men	0	1	0	0	UNK
	Women	0	1	0	1	UNK
	Non-binary	0	0	0	0	UNK
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
Asian	Men	4	3	0	0	UNK
	Women	6	15	1	0	UNK
	Non-binary	0	0	0	0	UNK
Native American or Alaska Native	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
2 or More Races	Men	1	1	1	0	UNK
	Women	0	2	0	0	UNK
	Non-binary	0	0	0	0	UNK
Persons with Disabilities	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK
LGBTQ	Men	3	3	1	0	UNK
	Women	0	5	0	0	UNK
	Non-binary	0	0	0	0	UNK
Veteran	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK

Pro Bono/Public Interest

Carolyn Rosenthal
Director, Pro Bono
+1 617-570-1481
croenthal@goodwinlaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	3.86%
Average Hours per Attorney last year	56
Percent of associates participating last year	91%
Percent of partners participating last year	67%
Percent of other lawyers participating last year	88%

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?	Yes
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?	Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	20	18	13	13	16
Entry-level (non-traditional track)					
Lateral Partners	3	0	4	0	
Lateral Associates	9	0	2	0	
All Other Laterals (non-traditional track)	1	0	1	0	
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	20	2	18	2	6
1Ls	3	1	1	0	2

Number of 2023 Summer 2Ls considered for associate offers 18

Number of offers made to summer 2L associates 16

General Hiring Criteria At Goodwin, our purpose is and always has been to help our clients achieve great things. To do this, nearly 2,000 Goodwin lawyers across the United States, Europe, and Asia focus on building authentic, long-term relationships with some of the world's most successful and innovative investors, entrepreneurs and disruptors at the convergence of and within the life sciences, private equity, real estate, technology, and financial industries.

To learn more about our global law firm, please visit www.goodwinlaw.com.

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 Law Junior			24		

Litigation	Complex Litigation + Dispute Resolution	7	2	4
Business, Corporate	Bus. Law Specialties(Erisa & Exec Comp, T&E,Global Trade, Financial Restructuring, Tax-Exempt Org)	1		1
Litigation	IP Litigation	4	1	3
Business, Corporate	Life Sciences	7	0	2
Litigation	Litigation Junior Associates			3
Business, Corporate	Private Equity	4		7
Business, Corporate	Real Estate Industry	4	2	3
Business, Corporate	Tax	1		1
Business, Corporate	Technology	15	2	14
				1

Diversity & Inclusion

Diversity Contact: Yakiry Malena Adal

Diversity Website/URL: <https://www.goodwinlaw.com/firm/diversity-and-inclusion>

Organization Narrative

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Summer Program

Whether it's Boston, Los Angeles, New York, Philadelphia, San Francisco, Santa Monica, Silicon Valley, or Washington, DC, gaining real-world experience is critical as you begin your journey as a lawyer. At Goodwin, our summer associates receive the resources and tools necessary to provide best-in-class client service from day one. We offer a robust training and professional development program, while also giving you the opportunity to explore your personal career aspirations. Through various work assignments, pro bono projects and client interactions, Goodwin gives you the guidance necessary to bridge the gap between law school and the start of your legal career.

Pro Bono

Pro bono legal services have been a cornerstone of Goodwin since its founding over a century ago. Today, our lawyers leverage their expertise and passion to serve more than 1,000 pro bono clients each year across a wide range of practice areas, including poverty law, veterans' benefits, criminal defense, immigration, education law, benefits law, and represent local, national, and international nonprofit organizations working in areas such as education, health and safety, peace-building and democracy initiatives, historic preservation, microfinance, and environmental protection. Through Goodwin's Neighborhood Business Initiative, our lawyers have forged relationships with community groups and built an innovative program serving the business-related legal needs of low-income entrepreneurs and small business owners. Associate performance on pro bono matters is held to the same standards and evaluated through the same process as are billable matters, and pro bono hours are counted one-to-one for billable hour credit, reflecting the firm's commitment to giving back to individuals and communities in need through pro bono.

For more information on Goodwin's pro bono efforts, please visit <https://www.goodwinlaw.com/firm/pro-bono>.

Diversity, Equity & Inclusion

Goodwin's commitment to diversity, equity, and inclusion (DEI) is at the forefront of our firm's core principles. Our DEI strategy is anchored on a two-pronged approach: equity in our systems and centering the lived experiences of those from historically excluded and marginalized populations.

Three years ago, Goodwin launched a firmwide inclusion survey to help gauge our progress on developing an inclusive workplace environment and individuals' sense of belonging. The survey results were communicated to Firm Leadership, Business Unit (BU) Leaders, Office Chairs, Affinity Group Chairs, and Chiefs to develop action plans which allowed us a mechanism to start working more closely with our BU leadership teams on DEI best practices. Our approach integrates each of Goodwin's senior DEI team members as each BU's dedicated DEI consultant. The DEI leaders work with the BU leaders, practice management teams, attorney development managers, learning & professional development team members, and recruiting professionals to ensure that DEI best practices are at the center of every aspect of our talent management processes. One other notable aspect of our work with the BUs centers around the firm's advisor programs. The advisor programs focus on the integration and development of our associates and seeks to increase connection and engagement. Centering the focus on equity, the advisor programs also allow us to determine whether our associates from historically excluded communities are having different lived experiences within their BUs and allow us to implement any necessary interventions.

Additionally, the six co-chairs of the three affinity groups described below work closely with firm management to drive our DEI strategy. Each affinity group hosts annual retreats at the firm that allow their respective cohorts to build fellowship and learn from their shared experiences at the firm while engaging in a series of professional development and cultural events. Each affinity group also has local councils in each office that serve to build community, develop trainings, execute events, and provide support to historically underrepresented populations of our firm. Our affinity groups are as follows: Women@Goodwin; Committee on Racial and Ethnic Diversity (CRED@Goodwin); and [Pride@Goodwin](#). To learn more about our diversity, equity and inclusion initiatives, please visit our [website](#).

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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