

Basic Information

1200 18th St NW, Suite 1200
Washington, DC 20036
Organization Size: 38
Office Size: 32
Hiring Attorney:
Mr. Jonathan Mirsky

Recruiting Contact:
Mr. Jonathan Mirsky
Hiring Committee Chair
1919 M Street NW
Eighth Floor
Washington, District of Columbia (DC) 20036
United States
Phone: (202) 730-1300
attorneyrecruiting@hwglaw.com

Compensation & Benefits

2015 compensation for entry-level lawyers (\$/year) 167,850
Summer Compensation
2015 compensation for Post-3Ls (\$/week) 3,000
2015 compensation for 2Ls (\$/week) 3,000
2015 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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 20	6	2	0	2
	Women 4	6	0	0	0
	Total 24	12	2	0	2
Hispanic/Latino	Men 0	0	0	0	NC
	Women 0	0	0	0	NC
White	Men 18	4	2	0	NC
	Women 4	5	0	0	NC
Black/African American	Men 0	0	0	0	NC
	Women 0	1	0	0	NC
Native Hawaiian/Other Pacific Islander	Men 0	0	0	0	NC
	Women 0	0	0	0	NC
Asian	Men 1	2	0	0	NC
	Women 0	0	0	0	NC
American Indian/Alaska Native	Men 0	0	0	0	NC
	Women 0	0	0	0	NC
2 or more races	Men 0	0	0	0	NC
	Women 0	0	0	0	NC
Disabled	Men 0	0	0	0	NC
	Women 0	0	0	0	NC
Openly LGBT	Men 1	0	1	0	NC
	Women 1	1	0	0	NC

Pro Bono/Public Interest

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
% Firm Billable Hours last year 6.3%
Average Hours per Attorney last year 85.8
Percent of associates participating last year 76.9%
Percent of partners participating last year 85.7%
Percent of other lawyers participating last year 66.7%

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
Does your organization have a dedicated professional development staff? No
Does your organization have a coaching/mentoring program Yes
Does your organization give billable hours credit for training time? No

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, CorporateEnergyGovernment, Regulatory, AdministrativeIntellectual Property	Telecom and Technology	17	1	12	0
Business, CorporateCivil Rights, Human Rights, ConstitutionalGovernment, Regulatory, AdministrativeIntellectual PropertyTrusts and Estates	Trial Litigation	9	0	8	0
Appellate	Appellate Litigation	7	0	4	0
Business, Corporate	International Trade and Investment	1	1	1	0
Business, CorporateGovernment, Regulatory, Administrative	Legal and Government Ethics	3	0	0	0
Business, CorporateCivil Rights, Human Rights, ConstitutionalGovernment, Regulatory, Administrative	Privacy	1	0	2	0

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2013	Prior Summer Associates	2014	Prior Summer Associates	2015
Laterals	1	0	6	0	1
Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	2	0	3	0	2
Entry-level	0	0	0	0	2
Entry-level (non-traditional track)	0	0	0	0	0
LL.M.s (U.S.)					
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	0	0	2	0	3
1Ls	0	0	0	0	0

Number of 2014 Summer 2Ls considered for associate offers

2

Number of offers made to summer 2L associates

2

General Hiring Criteria

Unlike many larger firms, Harris, Wiltshire & Grannis hires full-time associates only when two conditions are satisfied. First, we must actually need the help. Second, there must be a candidate available whom we fully expect to become a superb lawyer and a trusted colleague. Fortunately, these two conditions are met several times a year, so we are always happy to receive expressions of interest from strong candidates. Applicants must possess superlative writing ability and a record of the very highest academic achievement. Successful applicants must be affable in spite of their previous successes.

Diversity & Inclusion

Diversity Contact: Ms. Brita Strandberg

Organization Narrative

Harris, Wiltshire & Grannis is a boutique law firm, meaning we focus on solving fairly specialized legal problems extremely well. We have excellent trial litigators who handle government investigations and criminal defense matters as well as complex civil litigation. We also have an exceptional Supreme Court and appellate litigation group as well as one of the leading legal and government ethics practices. However, the firm started out as a telecom and technology firm, and that is still our primary area of practice. We handle just about any kind of matter before the FCC, representing companies both large and small that are involved in all kinds of different technologies, from satellites to wireless phones to undersea cables to the Internet.

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.

