

Basic Information

Collective Form
 Organization Size: 2022
 Office Size: 2022
Hiring Attorney:
 Mr. Steven E. Sletten

Recruiting Contact:
 Ms. Leslie E. Ripley
 Chief Recruiting Officer
 333 South Grand Avenue
 Los Angeles, California (CA) 90071
 United States
Phone: (213) 229-7273
 LRipley@gibsondunn.com

Compensation & Benefits 333

2015 compensation for entry-level lawyers (\$/year) 160,000

Summer Compensation
 2015 compensation for Post-3Ls (\$/week)
 2015 compensation for 2Ls (\$/week)
 2015 compensation for 1Ls(\$/week)

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track? 8.5
 How many years is the equity track? 8.5

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 309	457	36	6	58
	Women 62	376	23	8	67
	Total 371	833	59	14	125
Latinx	Men 5	15	0	0	2
	Women 0	11	1	0	4
White	Men 238	327	28	5	42
	Women 47	235	12	5	44
Black or African American	Men 2	8	1	0	1
	Women 3	6	0	1	5
Native Hawaiian or Other Pacific Islander	Men 0	1	0	0	0
	Women 0	1	0	0	1
Asian	Men 13	46	3	1	11
	Women 3	62	0	0	12
Native American or Alaska Native	Men 0	1	0	0	0
	Women 0	0	0	0	0
2 or More Races	Men 1	13	0	0	2
	Women 2	17	1	0	1
Persons with Disabilities	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
LGBTQ	Men 3	29	2	0	NC
	Women 1	8	0	0	NC

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Pro Bono/Public Interest

Katie Marquart
 Director, Pro Bono
 (213) 229-7560
 KMarquart@gibsondunn.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	
Average Hours per Attorney last year	115
Percent of associates participating last year	83
Percent of partners participating last year	73
Percent of other lawyers participating last year	62

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?	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?	No

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2015
	2013	Prior Summer Associates	2014	Prior Summer Associates	
Laterals	70	2	56	2	
Laterals (non-traditional track)					
Post-Clerkship	23	15	34	30	
Entry-level	112	100	101	88	
Entry-level (non-traditional track)					
LL.M.s (U.S.)	0				
LL.M.s (non-U.S.)	1				
SUMMER					
Post-3Ls	1				
2Ls	141	6	123	6	119
1Ls	7		8		6

Number of 2014 Summer 2Ls considered for associate offers	123
Number of offers made to summer 2L associates	119
General Hiring Criteria	

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	103	14	126		5
Labor and Employment	Labor & Employment	10	0	1		0
Litigation	Litigation	169	24	361		7
Real Estate, Land Use	Real Estate	22	8	30		0
Tax	Tax	10	0	9		0
General Practice	Unassigned	0	0	216		0

Diversity & Inclusion

Diversity Contact: Ms. Zakiyyah Salim-Williams

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

Organization Narrative

Gibson Dunn offers lawyers a rare opportunity to build an exceptional career and to learn from some of the brightest minds in the legal profession. At Gibson Dunn, you will have the resources and prestige that come with being part of one of the world's premier law firms.

CULTURE: Gibson Dunn has nine offices in the United States, four in Europe, and offices in Beijing, Dubai, Hong Kong, São Paulo and Singapore but we operate as a single, unified law firm in practice and culture. The Firm is governed by committees whose membership is drawn from all offices. The Firm's culture is based on values established since our founding in 1890 - a collegial workplace based on friendship and mutual respect, a balance of ideas across the political spectrum, a dedication to recruiting only the finest lawyers and a commitment to providing service of the highest quality to our clients.

CHALLENGING WORK: Our lawyers work on some of the most high-profile matters in the legal market. The Firm consistently achieves top rankings in industry surveys and major publications. We represent some of the world's largest multinational corporations in all major industries, leading government entities, commercial and investment banks, start-up ventures, emerging growth business, partnerships and individuals.

FREEDOM TO CHOOSE: At Gibson Dunn, you will have a remarkable degree of autonomy. Under the Firm's "free market" system, new associates have the freedom to choose their practice areas and seek out the people with whom they want to work. Junior associates are given significant responsibility early in their careers.

TRAINING & DEVELOPMENT: At Gibson Dunn, we know that associate training contributes to the quality of our lawyers and to their career satisfaction. Comprehensive training is provided at all stages of associate development and includes a three-day orientation that introduces new attorneys of all levels to the Firm's practices, philosophies, policies, management and resources, as well as a three-day intensive training for mid-level associates.

PRO BONO: Gibson Dunn has a tradition of service. Our Pro Bono program adds an important dimension to the development of our attorneys. We believe that projects, initiated by committed associates and partners, benefit not only the community but also our attorneys, who receive full credit for pro bono work.

DIVERSITY: The recruitment, retention and promotion of attorneys of diverse backgrounds are top priorities of Gibson Dunn. We believe diversity and inclusion in our work place creates a more vibrant and stimulating environment for everyone at our Firm regardless of race, gender, ethnicity, or sexual orientation.

GD&C's Foreign Offices: Beijing – 3, Brussels – 15, Dubai – 15, Hong Kong – 12, London – 66, Munich – 19, Paris – 20, São Paulo – 2, Singapore – 10

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