

Basic Information

Firmwide
Organization Size: 294
Office Size: 423
Hiring Attorney:
Ms. Dawn Belt
Hiring Attorney #2:
Ms. Saina Shamilov

Recruiting Contact:
Ms. Gabriela DelAgUILA
Manager of Attorney Recruiting
Silicon Valley Center
801 California Street
Mountain View, California (CA) 94041
United States
Phone: 650-335-4949
recruit@fenwick.com

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 190,000
Summer Compensation
2021 compensation for Post-3Ls (\$/week) -
2021 compensation for 2Ls (\$/week) 3,654
2021 compensation for 1Ls(\$/week) 3,654

Partnership & Advancement

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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	93	123	22	15	19
	Women	32	123	13	14	21
	Non-binary	0	1	0	0	0
	Total	125	247	35	29	40
Latinx	Men	1	10	1	0	2
	Women	0	9	1	0	4
	Non-binary	0	0	0	0	0
White	Men	76	76	14	12	8
	Women	25	49	8	6	2
	Non-binary	0	1	0	0	0
Black or African American	Men	2	7	1	0	1
	Women	1	9	1	0	3
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	9	25	3	2	3
	Women	3	46	2	6	9
	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	2	1	0	1	3
	Women	3	5	1	0	3
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	1	1
	Women	1	0	1	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	2	5	1	0	4
	Women	0	7	1	0	1
	Non-binary	0	0	0	0	0
Veteran	Men	3	4	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Hilarie Atkisson
 Sr. Director of Corporate Social Responsibility/Pro Bono Counsel
 (415) 875-2040
 hatkisson@fenwick.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2
Average Hours per Attorney last year	33.4
Percent of associates participating last year	63
Percent of partners participating last year	60
Percent of other lawyers participating last year	52

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?	No

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2019	Prior Summer Associates	2020	Prior Summer Associates	2021
Entry-level	24	21	28	25	31
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	6	0	3	0	TBD
Lateral Associates	44	1	33	0	60
All Other Laterals (non-traditional track)	3	0	9	0	TBD
Post-Clerkship	1	1	0	0	TBD
LL.M.s (U.S.)	0	0	1	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	31	6	32	6	37
1Ls	9	0	11	0	11

Number of 2020 Summer 2Ls considered for associate offers 32

Number of offers made to summer 2L associates 32

General Hiring Criteria We value high academic achievement among other factors, demonstrated leadership skills, entrepreneurial spirit, communication skills and professional experience.

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
Banking, Finance Business, Corporate Government, Regulatory, Administrative International Labor and Employment	Corporate	57	12	116	18	7
Intellectual Property International	Intellectual Property	27	14	50	4	8

Appellate Arbitration, Dispute Resolution, Mediation Business, Corporate Intellectual Property International Labor and Employment Litigation Tax	Litigation	34	9	76	10	10
Business, Corporate International Tax	Tax	7	1	6	0	2

Diversity & Inclusion

Diversity Contact: Mr. Felix Lee

Diversity Website/URL: <http://www.fenwick.com/about/Pages/Diversity.aspx>

Organization Narrative

Fenwick works closely with leading technology and life sciences companies that are changing the world through innovation. To keep pace with our dynamic clients, we are dedicated to building a diverse community of professionals and a culture where talented people thrive. We are proud of the opportunities that set us apart and encourage you to explore all we have to offer at fenwick.com/careers.

Technology and Life Sciences Focus: A Silicon Valley original, Fenwick has helped some of the world's most recognized companies become and remain market leaders, providing comprehensive legal services to groundbreaking technology and life sciences companies at every stage of their lifecycle. With more than 450 lawyers and with locations in Mountain View, San Francisco, Seattle, New York, Santa Monica and Shanghai, we craft innovative and practical solutions for established and emerging companies.

Technology and Innovation: Our firm's ethos mirrors that of the entrepreneurs, engineers and scientists who populate innovative clients such as Amazon, Calm, Cisco, Coinbase, Facebook, Google and Peloton - we are steeped in technology and value innovation and collaboration. By fostering an entrepreneurial culture of professionals who understand and use new technologies, we foster an environment in which anyone can contribute to the success and dynamism of our organization.

Culture of Inclusion: From our founding in 1972, Fenwick has been committed to promoting diversity, equity, and inclusion both within the firm and throughout the legal profession. We believe that a diverse workforce helps us serve our clients better and fosters an environment of cooperation, respect, creativity and mutual understanding in which everyone thrives.

Advancing Diversity: We believe in the importance of fostering a culture of authenticity, creating space for employees to feel a sense of belonging, and providing the tools, resources, and opportunities for our employees to feel supported and grow. From recruitment to development and advancement, our end goal is to ensure our employees can thrive as their authentic selves in their careers at Fenwick. Throughout the year, the importance of diversity, equity and inclusion at Fenwick is exemplified through our programs, policies and initiatives.

Professional Development and Well-Being: Fenwick's nationally lauded mentoring programs center on integrating new lawyers into the firm quickly and successfully, as well as providing support and career guidance for mid-level and senior associates, focusing on areas including practice group specialization and client development. In addition, Fenwick provides a suite of resources and benefits to support wellbeing and balance for professionals.

Serving Our Communities: Fenwick is proud to serve our community through robust and innovative pro bono and corporate social responsibility programs. We have been a catalyst for pro bono collaboration in establishing partnerships with technology companies. To encourage pro bono legal services, Fenwick recognizes all approved pro bono work as billable hours for all purposes for non-partner attorneys.

Firmwide Honors

- Technology Group of the Year for three of the last five years by *Law360* (2020)
- One of the world's leading law firms working with technology companies by Chambers Global (2020) One of the 100 largest firms in the U.S. in terms of revenue by *The American Lawyer* (2020)
- Over 25% of Fenwick partners are recognized by *Chambers Global* or *Chambers USA* (2020)

Recognition for Our Culture

- One of the Best Places to Work for 10 of the last 12 years by *Silicon Valley Business Journal* and *San Francisco Business Times* (2020) Best Places to Work in New York City by *Crain's* (2020)
- Among top six most diverse law firms in the U.S. by *The American Lawyer* (2020)
- Best mentoring program in North America at the Americas Women in Business Law Awards for seven consecutive years by *Euromoney* (2020) Among *Working Mother's* 60 Best Law Firms for Women (2020)
- Shortlisted for Outstanding Firm for Furthering Diversity and Inclusion by *Chambers & Partners* (2020)
- 100% score (A+ rating) on The Human Rights Campaign Foundation's Corporate Equality Index for pro-LGBTQ policies and working environment (2020)

Recognition for Excellence in Corporate, Litigation, IP & Tax Law

- Ranked Tier 1 nationally for startups and emerging companies work by *Chambers USA*, and ranked nationally for M&A and corporate work Honored as a Capital Markets Group of the Year by *Law360* (2020)
- Recognized by *The Legal 500* in the highest tier nationally for technology transactions, as well as venture capital and emerging companies work.
- Ranked among the top securities litigation practices in California by *Chambers USA* (2020)
- Recommended among the top patent litigation firms in California, New York and Washington in *IAM Patent 1000's* World's Leading Patent Practitioners (2020)
- Top-ranked for trademark prosecution and litigation in the U.S. and California by *World Trademark Review 1000* (2021) Recognized for excellence in tax work in *Chambers Global* (2020) and *Chambers USA* (2020)

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