

Basic Information

MWALLOFFICES
Organization Size: 963
Office Size: 915
Hiring Attorney:
Mr. Angelo Russo

Recruiting Contact:
Mr. Ethan Butterworth
Director of Recruiting
800 East Canal Street
Richmond, Virginia (VA) 23219
United States
Phone: 804-775-7602
ebutterworth@mcguirewoods.com

Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year) 215,000
Summer Compensation
2022 compensation for Post-3Ls (\$/week)
2022 compensation for 2Ls (\$/week) 3,700
2022 compensation for 1Ls(\$/week) 3,700

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
How many years is the non-equity track? 8
How many years is the equity track? Case by case

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	292	169	52	17	27
	Women	111	196	54	14	29
	Non-binary	UNK	UNK	UNK	UNK	UNK
	Total	403	365	106	31	56
Latinx	Men	9	8	2	1	3
	Women	2	9	1	1	3
	Non-binary	UNK	UNK	UNK	UNK	0
White	Men	261	134	47	14	18
	Women	90	141	49	12	15
	Non-binary	UNK	UNK	UNK	UNK	0
Black or African American	Men	11	10	1	0	4
	Women	10	20	1	1	4
	Non-binary	UNK	UNK	UNK	UNK	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	1	0	0
	Non-binary	UNK	UNK	UNK	UNK	0
Asian	Men	6	11	2	2	2
	Women	7	19	2	0	5
	Non-binary	UNK	UNK	UNK	UNK	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	0
2 or More Races	Men	5	6	0	0	0
	Women	2	6	0	0	1
	Non-binary	UNK	UNK	UNK	UNK	0
Persons with Disabilities	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
LGBTQ	Men	3	8	1	0	4
	Women	1	3	1	0	3
	Non-binary	UNK	UNK	UNK	UNK	0
Veteran	Men	18	8	1	1	UNK
	Women	1	2	0	0	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK

Pro Bono/Public Interest

Angie Zimmern
 Pro Bono Director and Counsel
 704-343-2163
 azimmern@mcguirewoods.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.9
Average Hours per Attorney last year	30.6
Percent of associates participating last year	80.7
Percent of partners participating last year	66.7
Percent of other lawyers participating last year	56.6

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
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
	2020	Prior Summer Associates	2021	Prior Summer Associates	2022
Entry-level	34	29	29	23	UNK
Entry-level (non-traditional track)	0	0	0	0	UNK
Lateral Partners	11	0	24	0	UNK
Lateral Associates	23	0	83	0	UNK
All Other Laterals (non-traditional track)	5	0	14	0	UNK
Post-Clerkship	6	4	18	3	UNK
LL.M.s (U.S.)	4	0	7	0	UNK
LL.M.s (non-U.S.)	0	0	0	0	UNK
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	31	4	36	8	48
1Ls	10	0	7	0	9

Number of 2021 Summer 2Ls considered for associate offers 36

Number of offers made to summer 2L associates 36

General Hiring Criteria *Excellent academic performance; Demonstrated leadership potential; Prior relevant work experience; and law school extracurricular involvement.*

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
Litigation	Antitrust, Trade & Commercial Litigation	12	3	13		0
Litigation	Business & Securities Litigation	25	6	21		5
Litigation	Complex Commercial Litigation	23	7	36		6
Business, Corporate	Corporate & Private Equity	23	1	43		0

Business, Corporate	Debt Finance	44	11	24	0
Litigation	Financial Services Litigation	22	10	21	18
Litigation	Government Investigations and White Collar Litigation	37	3	37	1
Business, Corporate	Healthcare	17	6	28	0
Litigation	IP Litigation/Patents	13	4	9	1
Litigation	Labor & Employment	28	5	23	0
Business, Corporate	Mergers & Acquisitions & Energy Transactional	26	5	16	0
Litigation	Products, Environmental and Mass Tort Litigation	27	4	20	0
Business, Corporate	Public Finance	12	3	7	0
Business, Corporate	Real Estate & Land Use	26	16	25	1
Business, Corporate	Regulatory & Compliance	19	10	13	0
Litigation	Restructuring & Insolvency	12	6	7	0
Business, Corporate	Securities & Capital Markets	15	9	9	0
Business, Corporate	Tax & Employee Benefits	21	2	13	2

Diversity & Inclusion

Diversity Contact: Ms. Rosanna Koppelman

Diversity Website/URL: <https://diversity.mcguirewoods.com/>

Organization Narrative

At McGuireWoods, you can expect a level of collegiality and professional excellence that is rare at most law firms. Our associates, partners and staff experience a diverse and challenging work culture, and the opportunity to excel in one of the world's most sought-after law firms.

A thriving, full-service firm, McGuireWoods has 1,100 lawyers in 21 offices worldwide. Over our 188-year history, we have earned our clients' loyalty with deep and broad legal expertise, a passion for understanding their businesses and markets, innovative delivery of business-minded solutions and unmatched client service.

Many of the firm's practices enjoy nationwide recognition and consistently are ranked among the industry elite by Thomson Reuters, Chambers and Partners, and BTI Consulting Group, among others. Our worldwide presence has grown with the addition of three Texas offices in 2011 and 2014, a second Los Angeles office in 2015, and a San Francisco office the following year. Also in 2016, we formed a strategic alliance with Shanghai firm FuJae Partners. We can augment our legal services with public affairs expertise through our highly regarded affiliate, McGuireWoods Consulting.

McGuireWoods dedicates substantial resources to supporting new lawyers and integrating lateral attorneys and their clients into the firm. For students, our summer programs offer individual training and experience working directly with our lawyers, while on-campus interviews connect recruiters with potential employees. For new associates and staff, a McGuireWoods career offers a healthy work-life balance, competitive salaries and full benefits, and a rich culture built on our deep commitment to diversity and inclusion.

Our departments, industry groups, client teams, offices and committees provide ample opportunity for lawyers to help drive the firm's success and shape its future. Our attorneys benefit from cutting-edge technology support, marketing and business development, professional development, financial analysis and knowledge management. We also enrich our local communities through volunteerism, fundraising, scholarships, sponsorships and a thriving pro bono program.

Our lawyers are McGuireWoods' most valuable resource, and incorporating lateral associates and partners only strengthens our legal teams. In recent years, the firm has welcomed into its ranks leading international lawyers and recent corporate counsel, former state and U.S. prosecutors and agency officials, and former U.S. Supreme Court clerks.

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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