

### Basic Information

800 E Canal Street  
Richmond, VA 23219  
Organization Size: 963  
Office Size: 194  
**Hiring Attorney:**  
Mr. Angelo Russo

**Recruiting Contact:**  
Mrs. Courtney McHugh  
Attorney Recruiting Manager  
Gateway Plaza  
800 East Canal Street  
Richmond, Virginia (VA) 23219  
United States  
**Phone:** 804-775-7628  
cmchugh@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	68	37	16	0	5
	Women	26	32	10	1	3
	Non-binary	UNK	UNK	UNK	UNK	UNK
	<b>Total</b>	<b>94</b>	<b>69</b>	<b>26</b>	<b>1</b>	<b>8</b>
<b>Latinx</b>	Men	0	0	0	0	0
	Women	0	0	1	0	1
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>White</b>	Men	65	30	16	0	5
	Women	22	25	8	1	1
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Black or African American</b>	Men	3	5	0	0	0
	Women	3	6	0	0	1
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	1	0	1
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Asian</b>	Men	0	0	0	0	0
	Women	1	1	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>2 or More Races</b>	Men	0	2	0	0	0
	Women	0	0	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Persons with Disabilities</b>	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>LGBTQ</b>	Men	0	2	0	0	1
	Women	0	2	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Veteran</b>	Men	8	3	1	0	UNK
	Women	1	0	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?	Office-specific
% Firm Billable Hours last year	2.2
Average Hours per Attorney last year	35.5
Percent of associates participating last year	85.3
Percent of partners participating last year	63.3
Percent of other lawyers participating last year	61.8

## 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 2022
	2020	Prior Summer Associates	2021	Prior Summer Associates	
Entry-level	5	2	3	1	UNK
Entry-level (non-traditional track)	0	0	0	0	UNK
Lateral Partners	0	0	2	0	UNK
Lateral Associates	3	0	13	0	UNK
All Other Laterals (non-traditional track)	1	0	3	0	UNK
Post-Clerkship	5	4	6	1	UNK
LL.M.s (U.S.)	1	0	0	0	UNK
LL.M.s (non-U.S.)	0	0	0	0	UNK
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	4	2	5	1	6
1Ls	2	0	2	0	2

Number of 2021 Summer 2Ls considered for associate offers: 5  
 Number of offers made to summer 2L associates: 5  
 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
Antitrust	Antitrust, Trade, Complex Commercial Litigation	4	0	4		0
Business, Corporate	Business & Securities Litigation	11	3	8		4
Banking, Finance	Debt Finance	1	0	0		0

<b>Government, Regulatory, Administrative</b>	Government Investigations & White Collar Litigation	6	1	8	0
<b>Business, Corporate</b>	Healthcare	2	3	3	0
<b>Intellectual Property</b>	IP Litigations & Patents	8	1	4	0
<b>Labor and Employment</b>	Labor & Employment	4	1	5	0
<b>Business, Corporate Energy</b>	Mergers & Acquisitions & Energy Transactional	10	1	10	0
<b>Litigation Environmental</b>	Products, Environmental & Mass Tort Litigation	18	4	10	0
<b>Banking, Finance</b>	Public Finance	2	0	4	0
<b>Real Estate, Land Use</b>	Real Estate & Land Use	6	3	4	0
<b>Business, Corporate</b>	Regulatory & Compliance	4	4	4	0
<b>Bankruptcy</b>	Restructuring & Insolvency	4	2	1	0
<b>Business, Corporate</b>	Securities & Capital Markets	4	3	1	0
<b>Tax</b>	Tax & Employee Benefits	10	0	3	1

## 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.

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