

## Basic Information

MWALLOFFICES  
Organization Size: 932  
Office Size: 932  
**Hiring Attorney:**  
Mr. Angelo Russo

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

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 215,000  
**Summer Compensation**  
2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 4,150  
2023 compensation for 1Ls(\$/week) 4,150

## 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	286	183	50	18	26
	Women	117	185	55	12	33
	Non-binary	0	0	0	0	0
	Total	403	368	105	30	59
Latinx	Men	8	10	2	2	1
	Women	1	10	1	1	1
	Non-binary	0	0	0	0	0
White	Men	252	137	45	14	17
	Women	95	132	51	8	18
	Non-binary	0	0	0	0	0
Black or African American	Men	14	17	1	0	3
	Women	10	20	1	2	4
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	6	13	2	1	2
	Women	7	16	2	0	5
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	1	1	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	5	6	0	1	2
	Women	3	4	0	1	5
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	3	9	2	0	3
	Women	2	3	1	0	6
	Non-binary	0	0	0	0	0
Veteran	Men	17	8	2	1	NC
	Women	2	1	0	0	NC
	Non-binary	0	0	0	0	NC

## Pro Bono/Public Interest

Angie Zimmern  
Pro Bono Director & 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	2.3%
Average Hours per Attorney last year	37.4
Percent of associates participating last year	89.5%
Percent of partners participating last year	76.7%
Percent of other lawyers participating last year	63.3%

## 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
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	29	23	44	27	UNK
Entry-level (non-traditional track)	0	0	0	0	UNK
Lateral Partners	23	1	24	0	UNK
Lateral Associates	83	2	53	0	UNK
All Other Laterals (non-traditional track)	14	0	24	0	UNK
Post-Clerkship	18	3	12	3	UNK
LL.M.s (U.S.)	7	0	4	0	UNK
LL.M.s (non-U.S.)	0	0	0	0	UNK
<b>SUMMER</b>					
Post-3Ls	0	0	1	0	0
2Ls	36	8	48	4	49
1Ls	7	0	9	0	10

Number of 2022 Summer 2Ls considered for associate offers 46

Number of offers made to summer 2L associates 46

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	11	3	9	0	0
Litigation	Business & Securities Litigation	26	4	22	2	6
Litigation	Complex Commercial Litigation	23	8	40	8	9
Business, Corporate	Corporate & Private Equity	26	4	46	11	0
Business, Corporate	Debt Finance	42	9	31	8	2

<b>Litigation</b>	Financial Services Litigation	22	10	20	1	15
<b>Litigation</b>	Government Investigations and White Collar Litigation	38	3	35	5	1
<b>Business, Corporate</b>	Healthcare	19	7	29	8	0
<b>Litigation</b>	IP Litigation/Patents	13	3	10	2	0
<b>Litigation</b>	Labor & Employment	28	6	22	1	0
<b>Business, Corporate</b>	Mergers & Acquisitions & Energy Transactional	27	5	15	2	0
<b>Litigation</b>	Products, Environmental and Mass Tort Litigation	27	5	16	1	0
<b>Business, Corporate</b>	Public Finance	12	3	5	0	0
<b>Business, Corporate</b>	Real Estate & Land Use	21	12	25	2	0
<b>Business, Corporate</b>	Regulatory & Compliance	18	11	13	0	0
<b>Litigation</b>	Restructuring & Insolvency	13	5	7	1	0
<b>Business, Corporate</b>	Securities & Capital Markets	15	9	11	3	0
<b>Business, Corporate</b>	Tax & Employee Benefits	21	2	13	1	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 189-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 Chambers and Partners, Legal 500 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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