

## Basic Information

Wiggin and Dana LLP  
Organization Size: 135  
Office Size: 148  
**Hiring Attorney:**  
Ms. Jenny Chou

**Recruiting Contact:**  
Ms. Dawn Kennedy Ogradowicz  
Chief Talent Officer  
One Century Tower  
P.O. Box 1832  
New Haven, Connecticut (CT) 06508-1832  
United States  
**Phone:** 203-498-4472  
dogrodowicz@wiggin.com

## Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 150,000-177,500

### Summer Compensation

2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 2,885  
2023 compensation for 1Ls(\$/week) 2,835

## Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track?  
How many years is the equity track? There is no set number of years.

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	55	25	14	0	0
	Women	23	30	7	0	0
	Non-binary	0	0	0	0	0
	Total	78	55	21	0	0
Latinx	Men	0	1	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	52	15	13	0	2
	Women	19	25	5	0	1
	Non-binary	0	0	0	0	0
Black or African American	Men	0	3	0	0	0
	Women	0	3	0	0	0
	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	0	2	0	0	0
	Women	2	1	2	0	1
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	1	0	0	0
	Women	0	1	0	0	1
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	6	0	0	0	0
	Women	1	3	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	3	3	0	0	0
	Women	1	3	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	4	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

David Hall  
Partner  
(215) 988-8325  
dhall@wiggin.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

Percent of associates participating last year

63

Percent of partners participating last year

59

Percent of other lawyers participating last year

50

## 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	5	4	2	2	
Entry-level (non-traditional track)	0	0	0	0	
Lateral Partners	5	0	4		5
Lateral Associates	15	0	16		15
All Other Laterals (non-traditional track)			1		2
Post-Clerkship	1	0	2		2
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	4	2	3	3	3
1Ls	0	0	3	3	2

Number of 2022 Summer 2Ls considered for associate offers

3

Number of offers made to summer 2L associates

3

General Hiring Criteria

Candidates should demonstrate strong academic achievement, leadership and initiative. Involvement with law review, journal or moot court preferred.

## 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	Appellate and Complex Issues	7	1	5		0
Litigation	Class Action	10	1	0		0
Business, Corporate	Corporate	37	9	11		0
Business, Corporate	Emerging Companies and Venture Capital	22	6	11		0
Litigation	Franchise and Distrubtion	7	3	0		0

<b>Business, Corporate</b>	Health Care	4	0	2	0
<b>Litigation</b>	Insurance	8	2	4	0
<b>Business, Corporate</b>	Intellectual Property	8	3	2	0
<b>Litigation</b>	International Trade Compliance	6	1	3	0
<b>Labor and Employment</b>	Labor, Employment and Benefits	5	1	4	0
<b>Business, Corporate</b>	Life Sciences	7	2	2	0
<b>Litigation</b>	Litigation	37	9	22	0
<b>Litigation</b>	Medical Malpractice Defense	3	2	4	0
<b>Business, Corporate</b>	Mergers and Acquisitions	23	5	11	0
<b>Business, Corporate</b>	Outsourcing and Technology	3	1	3	0
<b>Trusts and Estates</b>	Private Client Services	11	0	3	0
<b>Litigation</b>	Product Liability	3	3	3	0
<b>Real Estate, Land Use</b>	Real Estate, Environmental & Energy	4	1	1	0
<b>Litigation</b>	White-Collar Defense, Investigations and Corporate Compliance	12	2	2	0

## Diversity & Inclusion

## Organization Narrative

We are a proudly independent firm devoted to excellence and dedicated to crafting innovative solutions for our clients. The lawyer who succeeds at Wiggin and Dana is a self-starter, aspires to be a leader in the profession and is willing to work to achieve distinction and recognition from their peers in the firm, the legal community and the community at large. Wiggin and Dana has over 160 lawyers who represent clients throughout the country and abroad from our offices in Connecticut, New York City, Philadelphia, Washington, DC, and Palm Beach. Our clients are publicly traded companies, hospitals, universities, start-ups, entrepreneurs, developers, museums, charitable organizations and individuals. We handle "bet-the-company" litigation, white collar defense, large-scale corporate, life science and real estate transactions, sophisticated estate planning, intellectual property matters, international trade and export issues, foreign investment matters and complex insurance claims.

**SUMMER ASSOCIATES:** The overall objective of our Summer Associate Program is to give a realistic view of what it would be like to work at Wiggin and Dana on a regular basis. Our hope is that you will have an enriching and satisfying experience, both professionally and personally, and will want to return as a first-year associate. The Summer Associate Program is based in our New Haven office, yet you will interact with lawyers from all of our offices. Our lawyers generate challenging and interesting assignments from a variety of practice areas. A work coordinator ensures that each summer associate has an even and diverse distribution of work and will consider practice areas that interest you when distributing assignments. Partner and associate mentors are available to acquaint you with the firm and the practice of law and your partner mentor serves the added role of reviewing all of your written work. In addition to regular feedback, supervising attorneys complete written evaluations of your work. The work coordinator and your partner mentor will discuss these evaluations during your mid-summer review meeting. The firm organizes numerous training and information sessions throughout the summer and strongly encourages summer associates to attend depositions, client meetings, closings and other proceedings. Several social events give you the opportunity to get to know our attorneys outside of the office.

**NEW ASSOCIATES:** We generally do not hire first year lawyers into a specific department because the firm believes that new associates benefit from obtaining experience in various areas of the law. Our work coordinator fields and designates assignments, where you will work directly with the responsible attorneys. This helps you identify the legal areas that appeal to you and guides your departmental affiliation, which usually occurs near the end of the first year. A comprehensive orientation and training program is designed to help entry-level associates become familiar with the firm and develop their skills. Junior associates receive early opportunities to work directly with clients and represent the firm outside of the office by working closely with partners and taking an active role in transactions and proceedings.

**ASSOCIATE TRAINING AND CAREER DEVELOPMENT:** Our professional development program is designed to help you succeed by bringing you quickly into the firm's mainstream, giving you meaningful work, accelerating your learning curve, orienting and mentoring you at critical junctures, and familiarizing you with our culture and work philosophy. The firm is a New York CLE accredited provider. All associates are invited to attend firm-wide and practice specific in-house training programs which are frequently held throughout the year. We also provide opportunities for associates to develop leadership skills through case and project management as well as committee membership.

**PRO BONO AND COMMUNITY INVOLVEMENT:** Wiggin and Dana supports and encourages its attorneys to actively participate in approved Pro Bono matters. Through Pro Bono work, our attorneys are able to help clients in need, support causes of personal interest, and diversify their professional experience. With appropriate supervision, junior attorneys often receive direct client contact and responsibility for important matters early in their career. Our attorneys also actively and enthusiastically participate in a spectrum of civic, bar association and political activities that help support and sustain the legal profession and their communities.

Please visit our website at [www.wiggin.com](http://www.wiggin.com).

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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