

Basic Information

12235 El Camino Real
Suite 200
San Diego, CA 92130-3002
Organization Size: 763
Office Size: 50

Hiring Attorney:

Wendy Devine, Andrew Hoffman, John
McGaraghan, Julia Minitti, Kathleen
Rothman, and Libby Weingarten

Recruiting Contact:

Ms. Cherie Beffa
Senior Director of Attorney
Recruiting
Wilson Sonsini Goodrich &
Rosati

650 Page Mill Road
Palo Alto, California (CA)
94304

United States

Phone: 1-888-GO2-WSGR
(462-9747)

lawstudents@wsgr.com

Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 215,000

Summer Compensation

2023 compensation for Post-3Ls (\$/week)

2023 compensation for 2Ls (\$/week) 4,135

2023 compensation for 1Ls(\$/week) 4,135

Partnership & Advancement

Does the firm have two or more tiers of partner? No

If no, how many years is the partnership track? 8-10

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	10	31	2	0	3
	Women	4	19	2	0	4
	Non-binary	0	0	0	0	0
	Total	14	50	4	0	7
Latinx	Men	1	3	0	0	0
	Women	0	2	0	0	0
	Non-binary	0	0	0	0	0
White	Men	9	22	0	0	0
	Women	2	9	0	0	0
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	0	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	12	0	0	0
	Women	1	6	0	0	0
	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	0	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	2	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Luke A. Liss; Tonia Ouellette Klausner; Chitra Parandaman
Pro Bono Partner; Senior Pro Bono Counsel; Pro Bono Paralegal
650-493-9300
probono@wsgr.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

4.11%

Average Hours per Attorney last year

61.7

Percent of associates participating last year

79.6%

Percent of partners participating last year

59.1%

Percent of other lawyers participating last year

65.7%

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?

Other

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	2	2	9	6	0
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	1	0	0	0	TBD
Lateral Associates	7	0	5	0	TBD
All Other Laterals (non-traditional track)	1	0	0	0	TBD
Post-Clerkship	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	11	0	6	0	0
1Ls	0	0	0	0	0

Number of 2022 Summer 2Ls considered for associate offers 5

Number of offers made to summer 2L associates 5

General Hiring Criteria

The firm looks for individuals whose academic and other achievements demonstrate their talent, initiative, high degree of maturity, independent motivation and excellent interpersonal skills.

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	Corporate	5	0	14	0	0
Intellectual Property	IP- Patents and Innovations	6	1	22	0	0
Intellectual Property	IP Litigation	0	1	1	0	0
Intellectual Property	IP-Patent Litigation	1	1	2	1	0

Intellectual Property	IP-Tech Trans - Biotech	2	1	9	0	0
Business, Corporate	Tax	0	0	1	0	0

Diversity & Inclusion

Diversity Contact: Ms. Allison Blixt

Diversity Website/URL: <https://www.wsgr.com/en/about-us/diversity/index.html>

Organization Narrative

Wilson Sonsini Goodrich & Rosati is the premier provider of legal services to technology, life sciences, and growth enterprises worldwide, as well as the venture firms, private equity firms, and investment banks that finance them. We represent companies ranging from entrepreneurial start-ups to multibillion-dollar global corporations at every stage of development. Our attorneys collaborate across a comprehensive range of practice areas and industry groups to help the management, boards of directors, shareholders, and in-house counsel of our clients address their most pressing challenges and pursue their most promising opportunities.

The firm is nationally recognized for providing high-quality services to address the legal solutions required by its enterprise and financial institution clients. Our services include corporate law and governance, public and private offerings of equity and debt securities, mergers and acquisitions, securities class action litigation, intellectual property litigation, antitrust counseling and litigation, joint ventures and strategic alliances, technology licensing and other intellectual property transactions, patent counseling, tax, and employee benefits and employment law, among other areas.

With long-standing roots in Silicon Valley and 18 offices located in technology, business, and regulatory hubs worldwide, Wilson Sonsini has a national presence with a global reach. Over the past six decades, we have developed a wide-ranging international practice, with particular strength in the Americas, Asia, and Europe.

Our roster of attorneys includes many multilingual speakers who have worked at law firms throughout the world, giving them experience and familiarity with international laws and regulations, courts, trade commissions, and other government agencies. In addition, our extensive network of alliances with leading law firms in major global markets enables us to provide our clients with the highest quality and consistency of legal representation and service.

Our Track Record

- Advise more than 300 public enterprises and 3,000 private companies
- Represent more companies that receive venture financing than any other U.S. law firm and consistently rank No. 1 by Refinitiv for the number of issuer-side venture capital deals handled each year
- Represent more technology companies in their U.S. IPOs than any other law firm, according to Capital IQ and IPO Vital Signs
- Represent more technology companies in mergers and acquisitions than any other U.S. law firm, according to Capital IQ
- Ranked among the nation's leading securities litigation firms
- Recognized among the top law firms for IP litigation and ranked among the U.S. law firms, based on the number of patent cases defended
- Consistently ranked among the leading law firms for diversity and inclusion, based on the firm's high percentages of diverse attorneys and partners
- Annually providing more than 80,000 U.S. attorney hours of pro bono work and recognized for pro bono representation of individuals and organizations

Why Wilson Sonsini

We build careers.

Wilson Sonsini fosters an entrepreneurial and collaborative environment across its attorney ranks. We understand the importance of mentorship and strive to promote career growth and help our attorneys build leadership and relationship skills with clients and colleagues.

We strive to maintain an environment of diversity and inclusion.

Wilson Sonsini approaches diversity as a naturally integrated facet of our business culture and incorporates diversity considerations into all talent management practices, including recruiting, hiring, reviews, partner promotions, and retention. Our approach has helped foster a culture in which diversity thrives—a quality that is substantiated by the firm's top rankings and recognition in key diversity benchmarks. For example:

- In January 2022, for the third consecutive year, the firm achieved a perfect score of 100 on the Human Rights Campaign Foundation's Corporate Equality Index (CEI), the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.
- Wilson Sonsini ranked No. 2 among firms with more than 600 attorneys in Law360's 2022 Diversity Snapshot. In addition, the firm ranked No. 3 for the highest representation of minorities in its equity partnership among large firms.
- In 2022, for the fourth consecutive year, the firm achieved Mansfield Plus Certification, signifying that Wilson Sonsini has affirmatively considered at least 30 percent women, lawyers from underrepresented racial/ethnic groups, lawyers with disabilities, and LGBTQ+ lawyers for top leadership roles, senior-level lateral hiring, promotions into the equity partnership, and participation in client pitch meetings.

In addition, in October 2021, Wilson Sonsini held its second Diversity Summit, an interactive virtual event that brought together more than 150 attorneys from across the firm for two half-days of interactive panel discussions, presentations, and networking opportunities.

Since 2008, the Wilson Sonsini Goodrich & Rosati Foundation has annually sponsored scholarships through California ChangeLawyers' Diversity Scholarship Program, which assists incoming first-year, California law school students who collectively are first generation, BIPOC, LGBTQ+, and from historically underrepresented groups.

The firm is also a proud partner to PracticePro, an EdTech social enterprise, where we sponsor multiple programs, including the Pre-Law Diversity Scholarship to provide financial assistance and strategic guidance to underrepresented students navigating law school admissions; Law School Mastery for Incoming 1Ls to support an immersive law school prep and coaching program for diverse 1Ls; and the 1L Diversity Scholar Program to help current law students from diverse backgrounds secure their dream employment while providing training and coaching from leading attorneys.

We invite you to learn more here.

We are committed to fostering a healthy work-life balance.

- We provide highly competitive and comprehensive benefits, with plans that help associates sustain a healthy lifestyle, achieve financial security, and address work and family needs.
- We have many Affinity Groups – Asian American, Black, Latin, Parents and Caregivers, Pride, Wellness @ Wilson, Women of Wilson (WoW), and Veterans and Military Families – which are open to all employees and allies, and offer opportunities to connect across offices, build relationships, access mentors, and become more involved and visible at the firm.

Learn more about our benefits and resources here.

We give back.

Wilson Sonsini believes in enhancing the communities in which we live and work by providing financial support and volunteer services to worthy agencies and individuals in need.

- In August 2022, the firm was honored with the American Bar Association's Pro Bono Publico Award, recognizing the firm for its long-active civil rights and immigration pro bono work, as well as its increase in scope.
- Wilson Sonsini participates in the Pro Bono Institute's law firm challenge, which encourages firms to devote three percent of their total billable hours to pro

bono activities.

- In 2022, Wilson Sonsini attorneys and staff provided over 80,000 pro bono hours.
- The firm's attorneys have provided pro bono assistance to approximately 400 nonprofit agencies in fields such as healthcare, education, the arts, and the environment, as well as to numerous individuals.

In addition to the firm's pro bono program, our employees contribute locally through the Wilson Sonsini's community outreach program. The firm organizes numerous events throughout the year, helping to identify and support a variety of meaningful volunteer opportunities. Examples include participating in food drives, walk-a-thons for medical research, habitat-restoration projects, and home and community facility renovation projects for low-income families and nonprofit organizations.

- In 2022, Wilson Sonsini attorneys and staff participated in over 110 community service activities, which included both in-person and virtual activities.
- Through our community service program, firm employees donated nearly \$400,000 to support national and international disaster relief efforts, racial justice initiatives, local food banks fighting food insecurity, health-related causes, and holiday programs.
- The Wilson Sonsini Foundation contributed over \$1.7 million to over 95 law-related organizations and more than 140 community organizations in 2022.

Wilson Sonsini also grants attorneys unlimited billable-hour credit for time spent on pro bono projects in an effort to encourage attorneys to pursue excellence in the practice of law while at the same time serving the community.

Follow Wilson Sonsini Gives on LinkedIn and Instagram.

We believe professional development is a career-long process.

Because of the nature and volume of the firm's clients, our junior associates have a variety of opportunities to lead projects and interact with clients on a regular basis.

The Professional Development department strives to help our attorneys provide superlative client service at every level of seniority and in every role by designing and providing relevant, timely, and effective development opportunities. These opportunities go beyond standard continuing education requirements and provide a vast amount of training, observational opportunities, and guidance for everyone from first-year associates to senior attorneys, while our Knowledge Management program puts the firm's essential expertise and experience at each attorney's fingertips. Attorneys are also encouraged to take advantage of both our shadowing and coaching programs to develop skills and capabilities to build a fulfilling career at the firm.

We invite you to learn more and join us.

Follow us on LinkedIn, Twitter, and Instagram.

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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