

## Basic Information

555 California Street  
12th Floor  
San Francisco, CA 94104  
Organization Size: 294  
Office Size: 125  
**Hiring Attorney:**  
Ms. Lara Foster  
**Hiring Attorney #2:**  
Ms. Saina Shamilov

**Recruiting Contact:**  
Ms. Gabriela DelAguila  
Senior Manager of Attorney Recruiting  
Silicon Valley Center  
801 California Street  
Mountain View, California (CA) 94041  
United States  
**Phone:** 650-335-4949  
recruit@fenwick.com

## Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 215,000  
**Summer Compensation**  
2023 compensation for Post-3Ls (\$/week) 4,134  
2023 compensation for 2Ls (\$/week) 4,134  
2023 compensation for 1Ls(\$/week) 4,134

## Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track?

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	20	42	3	3	9
	Women	11	40	3	0	10
	Non-binary	0	0	0	0	0
	Total	31	82	6	3	19
<b>Latinx</b>	Men	0	4	0	0	1
	Women	0	5	0	0	4
	Non-binary	0	0	0	0	0
<b>White</b>	Men	16	22	3	2	5
	Women	10	13	1	0	4
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	1	2	0	0	2
	Women	0	4	1	0	0
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	1	7	0	1	1
	Women	1	17	1	0	2
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	1	1	0	1	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	1	2	1	0	3
	Women	0	4	0	0	2
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	1	2	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Hilarie Atkisson  
Sr. Director of Corporate Social Responsibility/Pro Bono Counsel  
(415) 875-2040  
hatkisson@fenwick.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.6
Average Hours per Attorney last year	39
Percent of associates participating last year	78%
Percent of partners participating last year	58%
Percent of other lawyers participating last year	70%

## 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?	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	14	11	14	12	13
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	2	0	0	0	TBD
Lateral Associates	21	0	8	1	TBD
All Other Laterals (non-traditional track)	3	0	1	0	TBD
Post-Clerkship	2	0	1	1	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	13	3	16	3	9
1Ls	5	0	3	0	1

Number of 2022 Summer 2Ls considered for associate offers 53

Number of offers made to summer 2L associates 53

General Hiring Criteria We value high academic achievement among other factors, demonstrated leadership skills, entrepreneurial spirit, communication skills and professional experience.

## 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 Government, Regulatory, Administrative International Labor and Employment	Corporate	10	1	35	10	1
Intellectual Property International	Intellectual Property	6	3	14	1	1

Appellate Arbitration, Dispute Resolution, Mediation Business, Corporate Intellectual Property International Labor and Employment Litigation Tax	Litigation	15	2	35	3	2
Business, Corporate International Tax	Tax	0	0	0	0	0

## Diversity & Inclusion

**Diversity Contact:** Ms. Bomi Lee

**Diversity Website/URL:** <http://www.fenwick.com/about/Pages/Diversity.aspx>

## Organization Narrative

Fenwick works closely with leading technology and life sciences companies that are changing the world through innovation. To keep pace with our dynamic clients, we are dedicated to building a diverse community of professionals and a culture where talented people thrive. We are proud of the opportunities that set us apart and encourage you to explore all we have to offer at [fenwick.com/careers](http://fenwick.com/careers).

### Technology and Life Sciences Focus

A Silicon Valley original, Fenwick has helped some of the world's most recognized companies become and remain market leaders, providing comprehensive legal services to groundbreaking technology and life sciences companies at every stage of their lifecycle. With more than 500 lawyers and locations in Silicon Valley, San Francisco, Seattle, New York, Santa Monica, Shanghai and Washington, DC, we craft innovative and practical solutions for established and emerging companies.

### Technology and Innovation

Our firm's ethos mission mirrors that of the entrepreneurs, engineers and scientists who populate innovative clients such as Amazon, Calm, Cisco, Coinbase, Databricks, Google, Meta and Nextdoor. We are steeped in technology and value innovation and collaboration. By promoting an entrepreneurial culture of professionals who understand and use new technologies, we foster an environment in which anyone can contribute to the success and dynamism of our organization.

### Culture of Inclusion

From our founding in 1972, Fenwick has been committed to promoting diversity, equity and inclusion both within the firm and throughout the legal profession. We believe that a diverse workforce helps us serve our clients better and encourages an environment of cooperation, respect, creativity and mutual understanding in which everyone thrives.

### Advancing Diversity

We believe in the importance of developing a culture of authenticity, creating space for employees to feel a sense of belonging and providing the tools, resources and opportunities for our employees to feel supported and grow. From recruitment to development and advancement, our end goal is to ensure our employees can thrive as their authentic selves in their careers at Fenwick. Throughout the year, the importance of diversity, equity and inclusion at Fenwick is exemplified through our programs, policies and initiatives.

### Professional Development and Wellbeing

Fenwick's nationally lauded mentoring programs center on integrating new lawyers into the firm quickly and successfully, as well as providing support and career guidance for mid-level and senior associates, focusing on areas including practice group specialization and client development. In addition, Fenwick provides a suite of resources and benefits to support wellbeing and balance for professionals.

### Serving Our Communities

Fenwick is proud to serve our community through robust and innovative pro bono and corporate social responsibility programs. We have been a catalyst for pro bono collaboration in establishing partnerships with technology companies. To encourage pro bono legal services, Fenwick recognizes all approved pro bono work as billable hours for all purposes for non-partner attorneys.

### Firmwide Honors

- One of the world's leading law firms working with technology companies by *Chambers Global*. (2023)
- One of the 100 largest firms in the U.S. in terms of revenue by *The American Lawyer*. (2022)
- Over 25% of Fenwick partners are recognized by *Chambers USA*. (2022)
- #10 in *The American Lawyer's* Composite Ranking Index for strong financial results and continued diversity efforts. (2022)
- #15 in *The American Lawyer's* inaugural Power Rankings, which measures momentum as well as profit and prestige of Am Law 100 firms, with emphasis on profitable growth and upward trajectory in key metrics. Fenwick is the only technology-focused firm ranked among the top 15. (2023)

### Recognition for Our Culture

- Awarded the Keta Taylor Colby Award by the Lawyers' Committee for Civil Rights of the San Francisco Bay Area for the firm's role in securing a historic lawsuit victory that challenged unlawful civil assessments that disproportionately penalized low-income Californians. (2023)
- Received the National Public Service Award from the American Bar Association's Business of Law Section for our pro bono contributions. (2022)
- Among Seramount's 50 Best Law Firms for Women. (2022)
- 100% score (A+ rating) on The Human Rights Campaign Foundation's Corporate Equality Index for pro-LGBTQ+ policies and working environment for the 13th consecutive year. (2022)
- Achieved Mansfield 5.0 Certification Plus status from Diversity Lab in recognition of the firm's industry-leading accomplishments in DEI. (2022)
- Among the top 20 most diverse Am Law 100 law firms in the U.S. by *The American Lawyer*. (2022)
- Recognized as one of the "Best Places to Work in the Bay Area" by Silicon Valley Business Journal and San Francisco Business Times as well as the one of the "Best Places to Work in New York City" by Crain's New York Business. (2022)
- Named the best law firm for women in business law in North America at the Americas Women in Business Law Awards by Euromoney. Fenwick was also named the best law firm in the nation for work-life balance and pro bono work and the best law firm for women in the western U.S. (2022)

### Recognition for Excellence in Corporate, Litigation, IP, & Tax Law

- Twenty-three practice areas recognized by *Chambers USA*. Ranked Tier 1 nationally for startups and emerging companies work and for privacy and data security. Also ranked nationally for life sciences, M&A, intellectual property, technology, tax controversy and corporate and finance tax work. (2022)
- Recognized by The Legal 500 in the highest tier nationally for technology transactions, middle-market M&A, patent licensing and patent prosecution, as well as for venture capital and emerging companies work. (2022)
- Recommended among the top patent firms nationally and in California for prosecution, litigation and transactions in Law Business Research's *IAM Patent 1000*. The guide also honored the firm for patent litigation in Washington and New York and for its patent prosecution group in New York. (2022)
- Top-ranked for trademark prosecution and litigation in the U.S. and California by *World Trademark Review 1000*. (2023)
- Honored as Capital Markets Group of the Year by Law360. (2022)
- Ranked in the top tiers nationally for copyright, patent prosecution, trademark contentious, trademark prosecution, IP transactions and IP-related life sciences work in Managing Intellectual Property's *IP Stars* (2022)
- Named Technology Law Firm of the Year by Global M&A Network at its Americas M&A Atlas Awards. (2023)
- Recognized for excellence in corporate, international trade, IP patent, corporate and finance tax, privacy and data security and international and cross-border technology sector work in *Chambers Global*. (2023)
- Ranked among the leading legal advisors in the U.S. in FinTech legal, blockchain and cryptocurrencies and corporate, securities and financing in the *Chambers FinTech* (2023)
- Recognized as the Best Performing Law Firm Representing Defendants and 4th Best Performing Law Firm Overall (Representing Defendants and Plaintiffs) in Patexia's *Patent Litigation Report*. (2023)

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