

Basic Information

300 South Tryon Street
Charlotte, NC 28202
Organization Size: 900
Office Size: 31
Hiring Attorney:
Mr. William O'Neil

Recruiting Contact:
Ms. Alison Haley
Attorney Recruiting & Development Specialist
1901 L ST NW
10th Floor
Washington, District of Columbia (DC) 20036
United States
Phone: 202-282-5989
ahaley@winston.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000
Summer Compensation
2024 compensation for Post-3Ls (\$/week)
2024 compensation for 2Ls (\$/week) 4,327
2024 compensation for 1Ls(\$/week) 4,327

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track? 8

Lawyer Demographics

| | Partner/Member | Associates | Counsel | Non-traditional Track/Staff Attorneys | Summer Associates |
|--|----------------|------------|-----------|---------------------------------------|-------------------|
| | Men | 7 | 6 | 0 | 1 |
| | Women | 3 | 5 | 1 | 1 |
| | Non-binary | 0 | 0 | 0 | 0 |
| | Total | 10 | 11 | 1 | 2 |
| Latinx | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |
| White | Men | 7 | 4 | 0 | 1 |
| | Women | 2 | 4 | 1 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |
| Black or African American | Men | 0 | 2 | 0 | 0 |
| | Women | 1 | 1 | 0 | 1 |
| | Non-binary | 0 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |
| Asian | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |
| Native American or Alaska Native | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |
| 2 or More Races | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |
| Persons with Disabilities | Men | 0 | 0 | 0 | 1 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |
| LGBTQ | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 1 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |
| Veteran | Men | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 |
| | Non-binary | 0 | 0 | 0 | 0 |

Pro Bono/Public Interest

Greg McConnell
Senior Pro Bono Counsel
312-558-8068
GMcConne@winston.com

| | |
|---|-----------|
| Is the pro bono information indicated here firm-wide or specific to one office? | Firm-wide |
| % Firm Billable Hours last year | 4.1 |
| Average Hours per Attorney last year | 66 |
| Percent of associates participating last year | 100% |
| Percent of partners participating last year | 90% |
| Percent of other lawyers participating last year | 100% |

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 | Prior Summer Associates | 2023 | Prior Summer Associates | 2024 |
| Entry-level | 1 | 1 | 1 | 1 | 1 |
| Entry-level (non-traditional track) | 0 | 0 | 0 | 0 | 0 |
| Lateral Partners | 0 | 0 | 0 | 0 | TBD |
| Lateral Associates | 0 | 0 | 2 | 0 | TBD |
| All Other Laterals (non-traditional track) | 0 | 0 | 0 | 0 | TBD |
| Post-Clerkship | 0 | 0 | 0 | 0 | 0 |
| LL.M.s (U.S.) | 0 | 0 | 0 | 0 | N/A |
| LL.M.s (non-U.S.) | 0 | 0 | 0 | 0 | N/A |
| SUMMER | | | | | |
| Post-3Ls | 0 | 0 | 0 | 0 | 0 |
| 2Ls | 1 | 0 | 1 | 0 | 2 |
| 1Ls | 1 | 0 | 1 | 0 | 1 |

Number of 2023 Summer 2Ls considered for associate offers

1

Number of offers made to summer 2L associates

1

General Hiring Criteria

The diverse personalities and strengths of our people are the foundation of Winston & Strawn. Our Summer Associate Program seeks well-rounded, motivated, imaginative law students who are team players and will bring a diversity of experiences and approaches to achieve results for our clients. During the hiring process, we look for law students and lawyers with a strong balance of academic credentials, interpersonal and leadership skills. Our Recruiting Committee also appreciates the value that comes from having people with a wide range of skills, interests, and backgrounds. While our attorneys may work in different offices, across the globe, and in vastly different legal areas, we share a common goal of delivering the highest quality legal advice to our clients. We want attorneys who are smart, confident, and practical in their problem-solving approach, and who understand the importance of teamwork. In our experience, the people who succeed at Winston can get the job done in a collegial, results-oriented, and respectful way — and they often have fun in the process. It's that combination of skills and qualities that makes Winston & Strawn remarkable.

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 |
|------------------------|---|-------------------------|----------------|-------------------|---|--|
| Business, Corporate | Capital Markets | 0 | 0 | 1 | 0 | 0 |
| Litigation | Complex Commercial Litigation | 3 | 1 | 0 | 0 | 0 |
| Banking, Finance | Finance | 2 | 0 | 3 | 0 | 0 |
| Banking, Finance | Funds | 1 | 0 | 1 | 0 | 0 |
| Litigation | General Litigation | 0 | 0 | 3 | 1 | 0 |
| Intellectual Property | Intellectual Property | 1 | 0 | 1 | 0 | 0 |
| Labor and Employment | Labor & Employment | 0 | 0 | 0 | 0 | 1 |
| Litigation | Litigation - Not Affiliated | 0 | 0 | 0 | 0 | 2 |
| Litigation | White Collar, Regulatory Defense & Investigations | 3 | 0 | 2 | 0 | 0 |

Diversity & Inclusion

Diversity Contact: Ms. Sylvia James

Diversity Website/URL: <http://www.winston.com/en/who-we-are/firm-profile/diversity.html>

Organization Narrative

Winston & Strawn LLP is an international law firm with 900+ attorneys and 15 offices in Charlotte, NC; Chicago, IL; Dallas, TX; Houston, TX; Los Angeles, CA; Miami, FL; New York, NY; San Francisco, CA; Silicon Valley, CA; Washington, D.C.; Brussels; London; Paris; São Paulo; and Shanghai.

The exceptional depth and geographic reach of our resources enable Winston to manage virtually every type of business-related legal issue. Winston serves the needs of enterprises of all types and sizes, in both the private and the public sector, bringing an understanding of the global legal issues our clients face in transactions, disputes, and regulatory/enforcement-related matters.

Antitrust / Competition • Appellate & Critical Motions • Capital Markets • Complex Commercial Litigation • Employee Benefits & Executive Compensation • Energy & Environmental • Finance • Financial Services • Government Investigations, Enforcement, and Compliance • Intellectual Property • International Arbitration • Labor & Employment • Mergers & Acquisitions • Maritime & Admiralty • Private Client • Private Equity • Real Estate • Restructuring • Securities Litigation • Tax

At Winston & Strawn, we strive to:

- Provide our clients with creative solutions to their business problems—on time and on budget.
- Serve our communities and the public interest.
- Promote diversity within our firm and throughout the legal profession.
- Maintain a culture of teamwork and collegiality.

In 2023, over 115 second- and first-year law students from the nation's top law schools participated in the firm's summer associate programs in Winston & Strawn's ten domestic offices. Winston's summer associates work on a wide variety of corporate and litigation projects with outstanding attorneys who are welcoming, kind, and genuinely invested in their professional growth and happiness. Winston's greatest strength is our people, and we support them throughout their careers. Winston University, a series of legal and professional skills-training programs, is the centerpiece of the firm's learning culture. Our formal mentoring program helps entry-level attorneys begin their careers with confidence, and our full-time Director of Coaching & Well-Being provides targeted support for career, performance, and wellness goals. In addition, Winston's affinity groups play a critical role in the firm's orientation and integration programs. Finally, our summer associates work on impactful pro bono matters and participate in Winston for Good volunteer activities.

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.

For more details, visit www.nalpdirectory.com

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