

**Basic Information**

101 California Street  
San Francisco, CA  
94111  
Organization Size: 900  
Office Size: 35  
**Hiring Attorney:**  
Mr. William O'Neil

**Recruiting Contact:**  
Ms. Stacy Coglianese  
Attorney Recruiting & Development  
Coordinator  
101 California Street  
35th Floor  
San Francisco, California (CA) 94111  
United States  
**Phone:** 415-591-1525  
scoglianese@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	5	3	2	0	3
	Women	7	7	0	1	2
	Non-binary	0	0	0	0	0
	Total	12	10	2	1	5
<b>Latinx</b>	Men	0	0	0	0	1
	Women	1	1	0	0	0
	Non-binary	0	0	0	0	0
<b>White</b>	Men	2	3	1	0	0
	Women	6	2	1	1	1
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0	1
	Women	0	1	0	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	3	1	0	0	1
	Women	0	0	0	0	1
	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	0	0	0	0	0
	Women	0	2	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	0	0	1	0	0
	Women	1	0	0	0	1
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	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	2	1	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	2	0	2	0	TBD
Lateral Associates	0	0	0	0	TBD
All Other Laterals (non-traditional track)	1	0	2	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
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	3	0	5	0	2
1Ls	0	0	0	0	1

Number of 2023 Summer 2Ls considered for associate offers

5

Number of offers made to summer 2L associates

5

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	Corporate (Financial Services, M&A, General)	2	1	1		1
Intellectual Property	Intellectual Property	3	1	2		0
Labor and Employment	Labor & Employment	1	0	0		0
Litigation	Litigation (Antitrust, CCL, Product Liability, White Collar, General Litigation)	6	0	7		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](http://www.nalpdirectory.com)

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