

Basic Information

MWALLOFFICES
Organization Size: 932
Office Size: 932
Hiring Attorney:
Mr. Angelo Russo

Recruiting Contact:
Mr. Ethan Butterworth
Director, Recruiting
800 East Canal Street
Richmond, Virginia (VA) 23219
United States
Phone: 804-775-7602
ebutterworth@mcguirewoods.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 215,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week)

2024 compensation for 2Ls (\$/week) 4,150

2024 compensation for 1Ls(\$/week) 4,150

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track? 8

How many years is the equity track? Case by case

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	290	181	51	21
	Women	117	201	58	33
	Non-binary	0	0	0	0
	Total	407	382	109	34
Latinx	Men	8	10	2	1
	Women	1	12	0	1
	Non-binary	0	0	0	0
White	Men	250	134	46	16
	Women	94	135	53	9
	Non-binary	0	0	0	0
Black or African American	Men	14	16	2	1
	Women	9	23	1	3
	Non-binary	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
Asian	Men	6	13	1	1
	Women	7	20	2	0
	Non-binary	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0
	Women	1	1	0	0
	Non-binary	0	0	0	0
2 or More Races	Men	4	6	0	2
	Women	3	4	2	0
	Non-binary	0	0	0	0
Persons with Disabilities	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK
	Non-binary	0	0	0	0
LGBTQ	Men	3	13	3	0
	Women	2	6	2	0
	Non-binary	0	0	0	0
Veteran	Men	15	8	1	1
	Women	2	0	0	0
	Non-binary	0	0	0	0

Pro Bono/Public Interest

Angie Zimmern
Pro Bono Director & Counsel
704-343-2163
azimmern@mcguirewoods.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.4%
Average Hours per Attorney last year	36.8
Percent of associates participating last year	96%
Percent of partners participating last year	81.4%
Percent of other lawyers participating last year	67.6%

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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	56	31	50	41	55
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	24	0	12	0	UNK
Lateral Associates	53	0	28	1	17
All Other Laterals (non-traditional track)	24	0	12	0	3
Post-Clerkship	14	3	12	4	11
LL.M.s (U.S.)	5	0	4	1	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	1	0	0	0	0
2Ls	48	4	49	3	43
1Ls	9	N/A	10	N/A	11

Number of 2023 Summer 2Ls considered for associate offers 49

Number of offers made to summer 2L associates 49

General Hiring Criteria Excellent academic performance, demonstrated leadership potential, prior relevant work experience, and/or law school extracurricular involvement.

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	Commercial Litigation	53	12	54	5	5
Business, Corporate	Corporate & Private Equity	29	4	43	8	0
Banking, Finance Business, Corporate	Debt Finance	45	8	37	4	2
Litigation Environmental	Environmental & Mass Tort Litigation	32	8	19	3	0

Litigation	Financial Services & Securities Enforcement	41	21	47	5	24
Litigation	Government Investigations and White Collar Litigation	36	1	34	9	0
Business, Corporate Litigation	Healthcare	17	8	28	4	0
Labor and Employment	Labor & Employment	27	6	22	3	0
Business, Corporate Energy	Mergers & Acquisitions & Energy Transactional	42	8	29	5	0
Banking, Finance Business, Corporate	Public Finance	14	2	4	0	1
Business, Corporate Real Estate, Land Use	Real Estate & Land Use	23	12	27	0	0
Business, Corporate Government, Regulatory, Administrative	Regulatory & Compliance	14	7	11	0	0
Business, Corporate	Securities & Capital Markets	13	10	13	3	0
Business, Corporate Tax	Tax & Employee Benefits	20	2	14	1	2

Diversity & Inclusion

Diversity Contact: Dr. Rosanna Koppelman

Diversity Website/URL: <https://diversity.mcguirewoods.com/>

Organization Narrative

At McGuireWoods, you can expect a level of collegiality and professional excellence that is rare at most law firms. Our associates, partners and professional staff experience a diverse and challenging work culture, and the opportunity to excel in one of the world's most sought-after law firms.

A thriving, full-service firm, McGuireWoods has 1,100 lawyers in 21 offices worldwide. Over our 190-year history, we have earned our clients' loyalty with deep and broad legal expertise, a passion for understanding their businesses and markets, innovative delivery of business-minded solutions and unmatched client service.

Many of the firm's practices enjoy nationwide recognition and consistently are ranked among the industry elite by Chambers and Partners, Legal 500 and BTI Consulting Group, among others. Our worldwide presence has grown with the addition of three Texas offices in 2011 and 2014, a second Los Angeles office in 2015, and a San Francisco office the following year. Also in 2016, we formed a strategic alliance with Shanghai firm FuJae Partners. We can augment our legal services with public affairs expertise through our highly regarded affiliate, McGuireWoods Consulting.

McGuireWoods dedicates substantial resources to supporting new lawyers and integrating lateral attorneys and their clients into the firm. For students, our summer programs offer individual training and experience working directly with our lawyers, while on-campus interviews connect recruiters with potential employees. For new associates and professional staff, a McGuireWoods career offers a healthy work-life balance, competitive salaries and full benefits, and a rich culture built on our deep commitment to diversity and inclusion.

Our departments, industry groups, client teams, offices and committees provide ample opportunity for lawyers to help drive the firm's success and shape its future. Our attorneys benefit from cutting-edge technology support, marketing and business development, professional development, financial analysis and knowledge management. We also enrich our local communities through volunteerism, fundraising, scholarships, sponsorships and a thriving pro bono program. Our lawyers are McGuireWoods' most valuable resource, and incorporating lateral associates and partners only strengthens our legal teams. In recent years, the firm has welcomed into its ranks leading international lawyers and recent corporate counsel, former state and U.S. prosecutors and agency officials, and former U.S. Supreme Court clerks.

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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