

Basic Information

US Firmwide (Multiple Locations)
 Organization Size: 1465
 Office Size: 1095
Hiring Attorney:
 Mr. Eric Gilbert
Hiring Attorney #2:
 Ms. Lisa Richman

Recruiting Contact:
 Mrs. Erika Gardiner
 Director of Associate Recruiting
 444 W. Lake Street
 Chicago, Illinois (IL) 60606
 United States

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week) 4,326
 2024 compensation for 2Ls (\$/week) 4,326
 2024 compensation for 1Ls(\$/week) 4,326

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track?
 How many years is the equity track?

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	375	207	72	16	63
	Women	174	197	35	16	49
	Non-binary	1	2	0	0	0
	Total	550	406	107	32	112
Latinx	Men	11	19	0	0	1
	Women	12	23	1	0	11
	Non-binary	0	0	0	0	0
White	Men	332	150	69	13	34
	Women	133	126	29	13	35
	Non-binary	0	0	0	0	0
Black or African American	Men	9	10	0	2	2
	Women	6	16	0	1	7
	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	16	25	0	1	9
	Women	20	25	5	2	5
	Non-binary	0	1	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	7	3	2	0	1
	Women	3	7	0	0	4
	Non-binary	0	1	0	0	0
Persons with Disabilities	Men	3	7	2	1	UNK
	Women	0	2	1	0	UNK
	Non-binary	0	1	0	0	UNK
LGBTQ	Men	16	22	4	2	6
	Women	10	5	1	1	9
	Non-binary	1	2	0	0	0
Veteran	Men	2	2	1	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	0	0	0	0	UNK

Pro Bono/Public Interest

Elizabeth P. Lewis
Pro Bono and Community Service Partner
312-984-7655
elewis@mwe.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	3%
Average Hours per Attorney last year	39.66
Percent of associates participating last year	99.5% (including staff attorneys)
Percent of partners participating last year	90.14%
Percent of other lawyers participating last year	N/A

Professional Development

Evaluations	Semi-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
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?	Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	56	49	74	72	82
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	44	0	32	0	TBD
Lateral Associates	86	1	40	1	TBD
All Other Laterals (non-traditional track)	20	0	9	0	TBD
Post-Clerkship	5	1	11	1	TBD
LL.M.s (U.S.)	2	0	1	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	80	4	96	7	84
1Ls	11	0	14	0	7

Number of 2023 Summer
2Ls considered for
associate offers

Number of offers made to
summer 2L associates

General Hiring Criteria McDermott strives to hire well-rounded candidates who maintain a balance of academic, as well as personal and professional successes. The ideal summer associate candidate is someone who possesses the drive to tackle new challenges and embrace new experiences, takes an active approach to building relationships with attorneys and staff, has a collegial attitude and acts with integrity.

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
Government, Regulatory, Administrative	Alcohol and Distribution	2	1	1	0	1
Antitrust	Antitrust/Competition	12	2	13	2	0
Business, Corporate	Corporate Advisory	150	22	130	23	5
Tax	Employee Benefits & Executive Compensation	14	4	6	2	0

Labor and Employment	Employment	18	3	23	3	1
Energy	Energy & Project Finance	20	3	10	2	0
Banking, Finance	Financial Institutions	5	1	2	0	0
General Practice	General Counsel's Office	2	1	0	0	0
Government, Regulatory, Administrative	Government Strategies	4	1	2	0	0
Business, Corporate	Healthcare	83	11	55	12	0
Intellectual Property	IP Litigation	32	3	25	5	0
Intellectual Property	IP Prosecution, Transactions & Strategy	10	2	2	0	5
E-discovery	McDermott Discovery	0	0	0	0	16
Government, Regulatory, Administrative	Privacy & Cybersecurity	8	5	9	2	0
Trusts and Estates	Private Client	50	9	22	3	1
General Practice	Pro Bono & Community Service	1	0	0	0	0
Tax	State & Local Tax	9	5	3	0	0
Government, Regulatory, Administrative	Trade, Agriculture, & EU Reg	1	3	4	0	0
Litigation	Trial	65	12	83	17	3
Tax	U.S. & International Tax	37	13	11	4	0
Litigation	White Collar & Securities	23	5	5	0	0

Diversity & Inclusion

Diversity Contact: Ms. Edith Gondwe

Diversity Website/URL: <http://www.mwe.com/en/about/diversity-inclusion>

Organization Narrative

Build your big career with the Firm that does **Big Law better**. McDermott Will & Emery is a leading global law firm that brings together more than 1,400 lawyers and 1,200 business professionals. We celebrate excellence, collaboration and community and have been recognized as a top workplace by *The American Lawyer*, *Working Mother Magazine*, *Vault* and the Human Rights Campaign.

At McDermott, we don't just invest in your future, we accelerate your career – wherever it may lead. That includes supporting you both in and outside of the office, without attorneysceieving personalized guidance, structured mentorship and confidential career coaching.

With us, you'll find:

- **A Firm where everyone belongs:** Our award-winning culture prioritizes warmth and authenticity — we encourage you to be yourself!
- **Enthusiasm for diverse perspectives:** We're smarter and stronger when everyone has a voice and a seat at the table. We welcome unique viewpoints and ideas, and we make opportunities for you and your career to thrive.
- **Support to feel your best and do your best:** Wellness is integral to building a successful career and a rich life. That's why our benefits program supports your physical, emotional, mental and financial health, with an emphasis on work/life balance. We're proud to be the first firm to offer billable hours for wellness.
- **Real rewards for real work:** We offer generous compensation packages that recognize hard work and excellence. Our individualmerit-based system enabled 65% of our associates to earn above the Cravath scale in 2023.

As part of our ongoing commitment to be **#AlwaysBetter** for our people, clients and communities, we have created a culture of belonging that champions your individuality as both a person and a professional. From our competitive compensation, top benefits and award-winning professional development programs to industry-leading wellness initiatives, we support you through every stage of your life and career. With McDermott, you can live a life you love both in and outside of the office.

We offer a variety of substantive and educational training opportunities to our summer associates through the McDermott University Summer Academy. These programs are supplemented by departmental training opportunities, as well as hands-on experiences such as court appearances, client meetings, depositions, legislative hearings, witness interviews, and bar association events.

Summer Program

Students looking for a firm that encourages them to be their authentic selves while becoming indispensable to clients should look no further than McDermott. One of the fastest growing firms in the AmLaw 25, we give our summer associates the opportunity to do meaningful work. As part of our program, summers can gain experience in multiple practice groups, which helps them identify areas of specialty they enjoy. We pair each summer with a mentor(s) who oversee their contributions and provide practical advice about transitioning from law school to life in a law firm. In addition to this informal coaching, our summers receive formal feedback at the program midpoint and conclusion. At McDermott, diversity, inclusion, wellness, and community involvement are regarded just as highly as client service, and summers also experience the firm's commitment to those values.

0L / 1L Hiring

As part of McDermott's longstanding commitment to promoting a more equitable & inclusive law firm, we are proud to offer our 1L Inclusion Fellowship Program.

- The 1L Fellow will be included in all aspects of the McDermott Summer Associate Program, including extensive training, networking, integration and social opportunities.
- Fellows will be paired with a mentor to provide guidance during the summer and throughout the school year.
- Our 1L Inclusion Fellows will receive a \$15,000 scholarship toward their law school education at the completion of the 2024 Summer Program.
- Fellows who successfully complete the 1L fellowship program are also eligible to earn an offer to return as a 2025 Summer Associate.

For the 2024 Summer Program, the Boston, Chicago, Los Angeles, Miami, New York, and Washington D.C. offices hired 1L students through this fellowship program.

Additionally, as part of our participation in the SEO Law Fellowship program, we will be hosting two 0Ls in our Los Angeles and New York offices.

Professional Development

The Professional Development (PD) department supports the Firm's commitment to excellence and career acceleration.. At McDermott, we offer our associates a holistic culture of learning that is supported by Firm leadership, partners, and staff professionals. We offer Firmwide and practice group training, coaching and career planning, a robust mentoring program, mock-style interactive programs, associate development resources, and programming around wellness. We provide traditional classroom-style training, as well as intensive interactive training for litigation, health, and transactional associates. The Firm uses outside vendors to supplement its internal training for many core skills topics, as described below. PD offered 400+ substantive training programs in 2023, with a more curated slate of programming scheduled for 2024.

The PD department supports the Firm's on-boarding and integration efforts. Each year, PD conducts an orientation and integration program for new and lateral associates. We provide practical information and integration advisors to ease the transition from law student to lawyer, and conduct individual outreach to all lateral associates during their first few weeks with the Firm.

PD also facilitates Firm-wide mentoring, group cohort meetings, and a variety of core skills programs to enhance an attorney's writing skills, project management, business development, professional presence, leadership, and other professional lawyering skills. We also couple individual coaching opportunities with many of these core skills programs focused on topics such as productivity, writing, and presence and presentation skills. Since 2018, we have offered a robust wellness focused curriculum to our lawyers and staff professionals, with a broad spectrum of programming. We provide all Firm partners and employees with a subscription to a meditation app.

The Firm gives billable equivalent credit for a variety of activities focused on investing in associates' career and well-being. The firm allows associates to earn 25 hours of billable equivalent credit for mindfulness-related activities, including attending internal wellness programs hosted by the firm and individual mindfulness practice.

Associates can also earn up to 75 billable equivalent "PD" hours. This includes "tag along" training activities when shadowing a partner, such as attending negotiation sessions, closings, property tours, client meetings, depositions, and court hearings, and participating in interactive skills trainings. PD hours can also include preparing practice group newsletters or seminar materials, presenting or publishing articles, speaking engagements for client, industry, and/or professional audiences, and participating in substantive knowledge management projects.

In addition, PD facilitates Continuing Legal Education (CLE) efforts, a professional development library, external training opportunities, and career planning tools, including our annual Associate Development Plan.

Pro Bono & Community Service

McDermott Will & Emery recognizes and appreciates the need to give back to the communities of which it is a part and to assist those who are unable to afford legal services.

We strongly encourage our lawyers and staff to participate in pro bono initiatives, volunteer services and charitable activities, and we recognize lawyer time dedicated to pro bono and community service as equivalent to billable hours for all purposes.

The people of McDermott Will & Emery understand their unique obligation and professional responsibility as lawyers to help those in need, and we are committed to ensuring that low-income and disadvantaged individuals have access to justice.

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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