

Basic Information

1700 K Street NW
Fifth Floor
Washington, DC 20006-3817
Organization Size: 763
Office Size: 71
Hiring Attorney:
Wendy Devine, John McGaraghan,
Libby Weingarten, Jeana Kim, Lianna
Whittleton, Deborah Smith

Recruiting Contact:
Ms. Cherie Beffa
Senior Director of Attorney
Recruiting
Wilson Sonsini Goodrich &
Rosati
650 Page Mill Road
Palo Alto, California (CA)
94304
United States
Phone: 1-888-GO2-WSGR
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lawstudents@wsgr.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?	8-10

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	21	28	10	2	3
	Women	9	31	3	1	3
	Non-binary	0	1	0	0	0
	Total	30	60	13	3	6
Latinx	Men	1	0	0	0	1
	Women	0	2	0	0	0
	Non-binary	0	0	0	0	0
White	Men	17	17	8	2	2
	Women	8	19	3	1	2
	Non-binary	0	1	0	0	0
Black or African American	Men	1	3	0	0	0
	Women	0	5	0	0	0
	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	1	6	0	0	0
	Women	1	3	0	0	1
	Non-binary	0	0	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	0	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	1	0	0	0
	Women	0	1	0	0	1
	Non-binary	0	1	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Luke A. Liss, Tonia Ouellette Klausner, Layan Khrais
Pro Bono Partner, Senior Pro Bono Counsel, Pro Bono Counsel
650-493-9300
communityimpactdistributionlist@wsgr.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	5.02%
Average Hours per Attorney last year	73.4
Percent of associates participating last year	79.15%
Percent of partners participating last year	60.36%
Percent of other lawyers participating last year	66.67%

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?	Other
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	12	11	9	9	0
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	3	0	2	0	TBD
Lateral Associates	6	0	2	0	TBD
All Other Laterals (non-traditional track)	2	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
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	12.5	0	16	0	0
1Ls	4	0	0	0	0

Number of 2023 Summer 2Ls considered for associate offers 15

Number of offers made to summer 2L associates 15

General Hiring Criteria
We seek to hire a range of diverse people with strong academic and other achievements that demonstrate their talent, initiative, high degree of maturity, independent motivation and thinking, sound judgment, client ready interpersonal skills, and an interest in our client base. We value relevant prior work experience, demonstrated leadership, a strong work ethic, a desire to excel, and other characteristics. We also seek people who will enhance the firm's culture and core values of diversity and inclusion, excellence and integrity, entrepreneurship and innovation, transparency, community and environment, respect and support.

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	Antitrust	10	2	20	0	3

Litigation	Complex Litigation and Investigations	2	2	4	0	0
Banking, Finance Business, Corporate	Corporate	6		9	0	0
Business, Corporate	Employee Benefits and Comp		1	1		0
Business, Corporate	Fintech and Financial Services	2	1		0	0
Intellectual Property	IP- Patents and Innovations	1	1	4	0	0
Intellectual Property	IP-Tech Trans - IT	3	0	2	0	0
Business, Corporate	M&A	0	0	2	0	0
Government, Regulatory, Administrative	National Security	3	3	5	0	0
Intellectual Property	Patent Litigation		1	4	0	0
Government, Regulatory, Administrative	Privacy and Cybersecurity	3	1	9	0	0

Diversity & Inclusion

Diversity Contact: Ms. Danica You

Diversity Website/URL: <https://www.wsgr.com/en/about-us/diversity/index.html>

Organization Narrative

Wilson Sonsini believes in enhancing the communities in which we live and work by providing financial support and volunteer services to worthy agencies and individuals in need.

- Wilson Sonsini was honored with National Legal Aid & Defender Association's (NLADA's) 2023 Beacon of Justice Award, which recognizes honorees for their efforts to address issues related to LGBTQ+ rights and/or gender-based equity issues that intersect with racial equity. It was the third consecutive year the firm received this recognition.
- In 2022, the firm was honored with the American Bar Association's Pro Bono Publico Award, recognizing the firm for its long-active civil rights and immigration pro bono work, as well as its increase in scope.
- Wilson Sonsini participates in the Pro Bono Institute's law firm challenge, which encourages firms to devote 3 percent of their total billable hours to pro bono activities.
- In 2023, Wilson Sonsini attorneys and staff firmwide provided over 95,000 pro bono hours.
- The firm's attorneys have provided pro bono assistance to approximately 400 nonprofit agencies in fields such as healthcare, education, the arts, and the environment, as well as to numerous individuals.

In addition to the firm's pro bono program, our employees contribute locally through the Wilson Sonsini's community outreach program. The firm organizes numerous events throughout the year, helping to identify and support a variety of meaningful volunteer opportunities. Examples include participating in food drives, walk-a-thons for medical research, habitat-restoration projects, and home and community facility renovation projects for low-income families and nonprofit organizations.

- In 2023, Wilson Sonsini attorneys and staff participated in over 140 community service projects.
- Through our community service program, firm employees raised more than \$278,000 for charitable organizations and causes, including disaster relief efforts, racial justice initiatives, local food banks fighting food insecurity, health-related causes, and holiday programs.
- In 2023, the Wilson Sonsini Foundation contributed nearly \$2 million to almost 120 law-related organizations and nearly 160 community organizations.

Wilson Sonsini also grants attorneys unlimited billable-hour credit for time spent on pro bono projects in an effort to encourage attorneys to pursue excellence in the practice of law while at the same time serving the community.

Follow Wilson Sonsini Gives on LinkedIn and Instagram.

We believe professional development is a career-long process.

Because of the nature and volume of the firm's clients, our junior associates have a variety of opportunities to lead projects and interact with clients on a regular basis.

The Professional Development department strives to help our attorneys provide superlative client service at every level of seniority and in every role by designing and providing relevant, timely, and effective development opportunities. These opportunities go beyond standard continuing education requirements and provide a vast amount of training, observational opportunities, and guidance for everyone from first-year associates to senior attorneys, while our Knowledge Management program puts the firm's essential expertise and experience at each attorney's fingertips. Attorneys are also encouraged to take advantage of both our shadowing and coaching programs to develop skills and capabilities to build a fulfilling career at the firm.

We invite you to learn more and join us.

Follow us on LinkedIn, Twitter, and Instagram.

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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