

Basic Information

One Market Plaza
Spear Tower, Suite 3300
San Francisco, CA 94105-1126
Organization Size: 763
Office Size: 77
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
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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	31	34	7	1	4
	Women	10	43	5	1	10
	Non-binary	0	0	0	0	0
	Total	41	77	12	2	14
Latinx	Men	0	0	1	0	0
	Women	0	3	0	0	0
	Non-binary	0	0	0	0	0
White	Men	20	22	3	1	2
	Women	7	30	4	0	4
	Non-binary	0	0	0	0	0
Black or African American	Men	3	0	0	0	0
	Women	0	0	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	7	7	1	0	1
	Women	2	5	1	1	2
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	3	1	0	1
	Women	1	3	0	0	3
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	2
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	6	0	0	0
	Women	0	5	1	0	5
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	1
	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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	16	16	15	15	0
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	1	0	0	0	TBD
Lateral Associates	7	0	7	0	TBD
All Other Laterals (non-traditional track)	0	0	3	0	TBD
Post-Clerkship	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	1	0	0	0	TBD
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	19	0	21.5	0	0
1Ls	2	0	0	0	0

Number of 2023 Summer 2Ls considered for associate offers 25

Number of offers made to summer 2L associates 25

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	3	1	6	0	0

Litigation	Complex Litigation and Investigations	4		3	0	1
Banking, Finance Business, Corporate	Corporate	15	0	32	0	1
Business, Corporate	Employee Benefits and Comp	1	0	1	0	0
Energy	Energy and Climate Solutions	1	1	6	0	0
Business, Corporate	Fintech and Financial Services	0	0	1	0	0
Intellectual Property Litigation	Internet and Technology Litigation	3	3	7	0	0
Intellectual Property	IP- Patents and Innovations	2	2	4	0	0
Intellectual Property	IP-Tech Trans - IT	2	0	0	0	0
Business, Corporate	M&A	5	1	9	0	0
Intellectual Property Litigation	Patent Litigation	4	1	5	0	0
Government, Regulatory, Administrative	Privacy and Cybersecurity	1	1	3	0	0
Real Estate, Land Use	Real Estate	0	1	0	0	0
Tax	Tax	1	0	0	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 Goodrich & Rosati is the premier provider of legal services to technology, life sciences, and growth enterprises worldwide, as well as the venture firms, private equity firms, and investment banks that finance them. We represent companies ranging from entrepreneurial start-ups to multibillion-dollar global corporations at every stage of development. Our attorneys collaborate across a comprehensive range of practice areas and industry groups to help the management, boards of directors, shareholders, and in-house counsel of our clients address their most pressing challenges and pursue their most promising opportunities.

The firm is nationally recognized for providing high-quality services to address the legal solutions required by its enterprise and financial institution clients. Our services include corporate law and governance, public and private offerings of equity and debt securities, mergers and acquisitions, securities class action litigation, intellectual property litigation, antitrust counseling and litigation, joint ventures and strategic alliances, technology licensing and other intellectual property transactions, patent counseling, tax, and employee benefits and employment law, among other areas.

With long-standing roots in Silicon Valley and 19 offices located in technology, business, and regulatory hubs worldwide, Wilson Sonsini has a national presence with a global reach. Over the past six decades, we have developed a wide-ranging international practice, with particular strength in the Americas, Asia, and Europe.

Our roster of attorneys includes many multilingual speakers who have worked at law firms throughout the world, giving them experience and familiarity with international laws and regulations, courts, trade commissions, and other government agencies. In addition, our extensive network of alliances with leading law firms in major global markets enables us to provide our clients with the highest quality and consistency of legal representation and service.

Our Track Record

- Advise more than 300 public enterprises and 3,000 private companies
- Represent more companies that receive venture financing than any other U.S. law firm and consistently rank No. 1 by Refinitiv for the number of issuer-side venture capital deals handled each year
- Represent more technology companies in their U.S. IPOs than any other law firm, according to Capital IQ and IPO Vital Signs
- Represent more technology companies in mergers and acquisitions than any other U.S. law firm, according to Capital IQ
- Named among the most active law firms representing defendants based on securities litigation cases filed from 2021-2023, according to Lex Machina's Securities Litigation Report
- Recognized as an "On the Radar" Award honoree for internet law based on the volume and significance of litigation handled for leading technology companies on high-stakes matters, according to The Recorder
- Recognized among the top law firms for IP litigation based on client feedback (BTI Litigation) and the number of patent disputes handled (Corporate Counsel)
- Consistently ranked among the leading law firms for diversity and inclusion, based on the firm's high percentages of diverse attorneys and partners
- The firm is regularly recognized for its pro bono representation of individuals and organizations

Why Wilson Sonsini?

We build careers.

Wilson Sonsini fosters an entrepreneurial and collaborative environment across its attorney ranks. We understand the importance of mentorship and strive to promote career growth and help our attorneys build leadership and relationship skills with clients and colleagues.

We strive to maintain an environment of diversity and inclusion.

Wilson Sonsini is committed to the principle that diversity, equity, and inclusion are vital components of a thriving organization. Diversity of thought, experience, identity, and background, as well as an inclusive culture, enable our firm to deliver greater value to our clients, provide a richer work experience for all of our employees, and make meaningful, lasting contributions to our internal and external communities.

We incorporate DEI considerations into all talent management practices and are recognized as an industry leader in law firm DEI:

- In November 2023, for the fourth consecutive year, the firm achieved a top score of 100 on the Human Rights Campaign Foundation's Corporate Equality Index (CEI), the national benchmarking tool on corporate policies, practices, and benefits pertinent to LGBTQ+ employees, and was designated a 2023 "Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion" recipient.
- Wilson Sonsini ranked No. 2 among firms with more than 600 attorneys in Law360's 2023 Diversity Snapshot. In addition, the firm ranked No. 2 for the highest representation of racially diverse attorneys in its equity partnership among large firms.
- In 2023, for the fifth consecutive year, the firm achieved Mansfield Plus Certification, signifying that at least 30 percent of the firm's appointments to leadership roles, promotions to equity partner, senior-level lateral hires, and inclusion in formal business pitches were female attorneys, attorneys of color, LGBTQ+ attorneys, and attorneys living with disabilities.

In addition, in October 2023, Wilson Sonsini held its third Diversity Summit, which featured two days of workshops, panel discussions, and more, focused on building connections, leadership, and career development for racially and ethnically diverse attorneys, LGBTQ+ attorneys, and attorneys living with disabilities. The summit brought together over 250 individuals from across the firm's offices and provided numerous opportunities for colleagues to meet and network. Since 2008, the Wilson Sonsini Foundation has provided support for the California ChangeLawyers' Next Gen Scholarship Program, to assist diverse students—particularly those with skills or attributes that are underrepresented in the legal profession, and specifically including students from socially and economically disadvantaged backgrounds—who are starting their first year at an ABA- or California-accredited law school with a commitment to practicing law in California and who have a financial need and a desire to make an impact in the community.

The firm is also a proud partner to PracticePro, an EdTech social enterprise, where we sponsor multiple programs, including the Pre-Law Diversity Scholarship to provide financial assistance and strategic guidance to underrepresented students navigating law school admissions; Law School Mastery for Incoming 1Ls to support an immersive law school prep and coaching program for diverse 1Ls; and the 1L Diversity Scholar Program to help current law students from diverse backgrounds secure their dream employment while providing training and coaching from leading attorneys.

We are committed to fostering a healthy work-life balance.

- We provide highly competitive and comprehensive benefits, with plans that help associates sustain a healthy lifestyle, achieve financial security, and address work and family needs.

- We have several Affinity Groups that are open to all employees of the firm and provide opportunities to connect across offices, build relationships, access mentors, and become more involved and visible at the firm. We currently have eight formalized Affinity Groups, including the Asian American Affinity Group, Black @ Wilson, Latin @ Wilson (LAW), Parents and Caregivers @ Wilson, Pride @ Wilson, Veterans and Military Families @ Wilson, Wellness @ Wilson, and Women of Wilson (WoW).

Learn more about our benefits and resources here.

We give back.

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.

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