

Basic Information

680 Maine Avenue SW
Washington, DC 20024
Organization Size: 405
Office Size: 405
Hiring Attorney:
Mr. Daniel Shanahan

Recruiting Contact:
Ms. Natasha Zech
Director of Attorney Recruiting & Development
Williams & Connolly LLP
725 Twelfth Street, N.W.
Washington, District of Columbia (DC) 20005
United States
Phone: (202) 434-5605
nzech@wc.com

Compensation & Benefits

2014 compensation for entry-level lawyers (\$/year) 180,000
Summer Compensation
2014 compensation for Post-3Ls (\$/week) 0
2014 compensation for 2Ls (\$/week) 3,450
2014 compensation for 1Ls(\$/week) 0

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track?

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 102	72	8	0	14
	Women 21	57	0	1	16
	Total 123	129	8	1	30
Latinx	Men 2	1	0	0	0
	Women 1	1	0	0	0
White	Men 96	64	6	0	13
	Women 16	48	4	1	9
Black or African American	Men 2	3	1	0	1
	Women 2	2	0	0	2
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 2	3	0	0	2
	Women 2	3	0	0	2
Native American or Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or More Races	Men 0	1	0	0	0
	Women 0	3	0	0	0
Persons with Disabilities	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
LGBTQ	Men 1	3	0	0	1
	Women 1	0	0	0	0

For more details, visit www.nalpdirectory.com

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Pro Bono/Public Interest

Thomas G. Hentoff
Partner
(202) 434-5804
thentoff@wc.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

Average Hours per Attorney last year

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

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?

N/A

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
	2012	Prior Summer Associates	2013	Prior Summer Associates	2014
Laterals					
Laterals (non-traditional track)					
Post-Clerkship					
Entry-level					
Entry-level (non-traditional track)					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	31		30		41
1Ls					

Number of 2013 Summer 2Ls considered for associate offers

30

Number of offers made to summer 2L associates

General Hiring Criteria

Williams & Connolly LLP looks for talented, hard-working individuals who have outstanding academic records, engaging personalities, various backgrounds, initiative and independence.

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

Diversity & Inclusion

Diversity Contact: Ms. Eva Esber

Organization Narrative

In an era of global megafirms, Williams & Connolly LLP is a unique institution. Although the firm handles cases all over the world, the firm's approximately 270 lawyers are all based in a single office in Washington, D.C. With one exception, all of the firm's partners over the last 25 years have been trained at the firm and

promoted from within. As a result, Williams & Connolly has a collaborative and collegial culture unlike that of any other law firm.

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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