Weil, Gotshal & Manges LLP
(www.weil.com)

Basic Information

201 Redwood Shores Parkway
Redwood Shores, CA 94065
Organization Size: 1100
Office Size: 58
Hiring Attorney:
Mr. Craig Adas

Recruiting Contact:
Ms. Razia Ahmad
Manager, Legal Recruiting & Associate Relations
201 Redwood Shores Parkway
Suite 500
Redwood Shores, California (CA) 94065
United States
Phone: (650) 802-3257
razia.ahmad@weil.com

Compensation & Benefits 333

2017 compensation for entry-level lawyers ($/year)	180,000
Summer Compensation	
2017 compensation for Post-3Ls ($/week)	3,462
2017 compensation for 2Ls ($/week)	3,462
2017 compensation for 1Ls($/week)	3,462

Partnership & Advancement

Does the firm have two or more tiers of partner?	No
If no, how many years is the partnership track?	9 - 10

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	11	25	2	0	5
	Women	3	15	0	0	1
	Total	14	40	2	0	6
Latinx	Men	0	1	0	0	0
	Women	0	1	0	0	0
White	Men	10	17	2	0	2
	Women	2	8	0	0	0
Black or African American	Men	0	1	0	0	0
	Women	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
Asian	Men	1	6	0	0	3
	Women	1	4	0	0	1
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
2 or More Races	Men	0	0	0	0	0
	Women	0	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
LGBTQ	Men	0	0	0	0	0
	Women	0	0	0	0	0
Veteran	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC

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Pro Bono/Public Interest

Miriam Buhl
Pro Bono Counsel
(212) 310-8056
miriam.buhl@weil.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	52
Percent of associates participating last year	
Percent of partners participating last year	
Percent of other lawyers participating last year	

Professional Development

Evaluations	Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	Case-by-case
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

	Began Work In				Expected
LAWYERS	**2015**	**Prior Summer Associates**	**2016**	**Prior Summer Associates**	**2017**
Entry-level	5	5	7	7	6
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	3	0	2	0	0
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	1	0	0	0	0
2Ls	10	0	7	0	6
1Ls	2	0	0	0	0

Number of 2016 Summer 2Ls considered for associate offers	8
Number of offers made to summer 2L associates	8
General Hiring Criteria	Weil seeks to hire applicants with outstanding academic and non-academic achievements, interpersonal skills and a commitment to excellence in the practice of law.

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	Litigation	2	0	8		0
Intellectual Property	Intellectual Property/IP Counseling	4	2	7		0
Business, Corporate	Business/Corporate	8	0	24		0

Diversity & Inclusion

Diversity Contact: Ms. Meredith Moore
Diversity Website/URL: http://www.weil.com/diversity

Organization Narrative

Weil at a Glance

Weil is a leader in the marketplace for sophisticated, global legal services. Our innovative ‘one-firm’ approach, including the integration of offices on three continents, multiple practice areas and approximately 1,100 attorneys, allows us to partner with many of the worlds’ most successful organizations on matters as complex and interconnected as the businesses themselves.

With an entrepreneurial spirit at our core, Weil lawyers and staff bring passion, creativity and optimism to all that we approach. We don’t ask "How was it done last time" we ask "How can it be done better?" Since the Firm was founded in 1931, our attorneys have pioneered major areas of law, including corporate governance, private equity, and bankruptcy and restructuring. Today, Weil remains at the forefront of change in law and corporate social responsibility, and stands at the vanguard of legal innovation for the digital age.

Our longstanding success stems from our role as strategic business partners and as innovative problem solvers for clients wherever they operate. Going beyond counseling, we work side-by-side with clients to understand the full picture of their needs and help them achieve strategic goals. Sophisticated clients today require this new type of business lawyering and, at Weil, we adapted to this model years ago. Talented individuals who want a seat at the table and to tackle complex, challenging matters on behalf of world-class companies will find ample opportunities to shine.

Launch a Career

When you join Weil, you are not just getting a job, you are launching a career. Weil’s entrepreneurial culture and meritocracy provides our attorneys with an opportunity to gain experience and advance more quickly than they would elsewhere. Weil attorneys are given the opportunity to partner with an impressive roster of clients early in their careers, gaining a seat at the table and the opportunity to take on challenges and responsibilities that build their marketable skills and can eventually take them in many different professional directions. Our attorneys are also afforded access to robust mentoring, training and professional development programs.

Be an Outstanding Corporate Citizen

Our constant questioning of, “how can it be done better?” is not limited to the boardroom and the courtroom. We also seek to stay ahead of the pack when it comes to corporate social responsibility. Giving back has always been part of Weil’s culture, and we do this in three primary ways: pro bono service, the provision of non-legal services to the community and charitable donations. We are a recognized leader in all three.

Weil’s commitment to pro bono work is deeply ingrained in our culture. We believe that it is our obligation to volunteer our skills to those who would otherwise face severe challenges as victims of injustice or abuse without legal representation. The importance Weil places on providing these services to the community is demonstrated by our goal of having all lawyers at the firm perform 50 hours of pro bono work each year.

We are also committed to diversity – and we are not just talking about it, we are taking action. Among our many programs is TOWER, the Taskforce on Women’s Engagement & Retention, a committee of women and men partners from across the firm focused on the advancement and development of women attorneys globally. Even though we are among the diversity leaders in Big Law, we know the industrywide statistics and want to do better.

Join our Summer Program

Our summer program is the foundation of our recruiting efforts and is packed with opportunities to learn and develop. Weil’s commitment to each summer’s career begins early, and we offer a dedicated support team, including assignment coordinators, associate mentors, social coordinators and Summer Program Committee partners.

Below are few key highlights from our summer program:

• Close collaboration with partners and associates on substantive assignments
• Trainings in Deposition, Writing, Negotiation and Diversity
• Speakers Series featuring talks with prominent clients, alumni and firm leaders
• Weil Diversity Fellowship Program, designed to increase the number of diverse attorneys who want to pursue careers at one of our U.S. offices
• Pro Bono Summer Externships which afford summer associates the opportunity to attend pro bono training programs and work on pro bono matters
Weil’s summer program is offered in seven U.S. cities: Boston, Dallas, Houston, Miami, New York, Silicon Valley and Washington, D.C. For more information, please visit http://careers.weil.com/Summer_Associate_Program.

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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