Wilson Sonsini Goodrich & Rosati
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Hiring Attorney: **B. Day, M. Russell, S. Shanberg**
Address Inquiries To:

Attorney Recruiting
Wilson Sonsini Goodrich & Rosati
650 Page Mill Road
Palo Alto, CA 94304-1050
1-888-GO2-WSGR (462-9747) attorneyrecruiting@wsgr.com

Total # offices: **9** Firm size range: **501-700**
NALP member? **Y** Office size range: **51-100**
Total attys in this office: **52**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate & Securities	**8**	**16**
Employee Benefits & Compensation	**1**	**1**
Employment Litigation	**1**	**1**
IP Litigation	**7**	**9**
Securities/Commercial Litigation	**0**	**7**
Tax	**1**	**0**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN 2009	BEGAN WORK IN 2010	EXPECTED 2011
Laterals		0 (0)	3 (0)	TBD
Post-clerkship		1 (0)	0 (0)	TBD
Entry-level	160,000 /yr	1 (1)	3 (3)	TBD
LLMs (US)		0 (0)	0 (0)	TBD
LLMs (non-US)		0 (0)	0 (0)	TBD
Summer				
Post-3Ls	TBD $/wk	0 (0)	0 (0)	0
2Ls	TBD $/wk	3 (0)	3 (1)	2
1Ls	TBD $/wk	0	1	0

2010 summer 2Ls considered for associate offers: **3** # offers made: **3**
Hire school term clerks? **Y**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **December 1, 2011**
Split summers allowed? **N** If yes, minimum weeks:
Comments:
Accept applications for 2012 summer program from:
Joint degree students graduating in 2014? **N**
Evening students graduating in 2014? **N**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **Dynamic individuals with a combination of strong academic performance, excellent interpersonal skills, maturity and independent motivation**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **CBC**
Other compensation comments: **Ph.D. credit for Patent; bar stipend; discretionary bonus program based on seniority and merit.**

PARTNERSHIP DATA: Two or more tiers? **N**
Additional partnership prog. info: **The firm hosts a Fifth Year Academy for fifth-year associates in all offices. The Academy explains the path to partnership and builds client and practice development skills.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**
 # p-t assoc. 0 (m) **1** (w)**ptrs/mbrs. 0** (m) **0** (w)**oth. lawy. 0** (m) **3** (w)
Elig. for alt. work sched. determined by: **Practice Group Leader**
Paid non-medical parental leave? **Y**
Comments: **The firm is at the forefront of the legal industry in having a formal part-time policy for its partners in addition to a partnership track part-time policy for its associates.**

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **N**
Professional development staff? **Y** Billable hours credit for training time? **N**
Rotation for jr. associates between departments/practice groups? **N**
Is rotation mandatory?

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	0	0	0
	Women	1	0	0	0
White	Men	7	14	0	1
	Women	3	8	2	1
Black/African American	Men	2	0	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	4	4	1	0
	Women	1	1	1	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	2	0	0
	Women	0	1	0	0
TOTAL	Men	13	20	1	1
	Women	5	10	3	1
	TOTAL NUMBER	18	30	4	2
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	1	1	0	0
	Women	0	0	0	0

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:
Activities to increase the presence and retention of under-represented groups:
☒ Minority job fairs ☒ Bar sponsored programs
☒ Outreach to law student groups ☒ Firm diversity committee
☒ Directed mentoring efforts ☒ Rec. at schools w/large min. pop.
Comments: **WSGR consistently receives high marks from organizations that foster diversity in the legal profession.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010: **23** # job fairs/consortia attended in 2010: **1**

BILLABLE HOURS: **2009** **2010**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **N** If yes, number:
Hours policy details:

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **N** If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☒ % firm billable hours: **3.04** ☒ avg. hrs. per attorney: **54.8**
Participation: **59.1** % assoc. **25.4** % ptrs/mbrs **29** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **N**
Comments: **Since 2008, the WSGR Foundation has sponsored a diversity scholarship through the CA Bar Foundation, providing financial support to incoming first-year law students from historically underrepresented groups.**

NARRATIVE: Practicing at Wilson Sonsini Goodrich & Rosati is a challenging and rewarding experience. Our broad spectrum of practices and entrepreneurial spirit allow our attorneys exceptional opportunities for professional growth. We offer the chance to participate in some of the most intriguing, important business deals, cases and other matters in the nation and work with the best and most innovative legal minds around. Our firm is the premier legal advisor to technology and growth enterprises worldwide, as well as the investment banks and venture capital firms that finance them. Wilson Sonsini Goodrich & Rosati has established its reputation by having an unmatched knowledge of its clients' industries and deep and long-standing contacts throughout the technology sector. The firm's legal expertise serves clients at all stages of growth, from venture-backed start-up companies to multibillion-dollar global enterprises. The firm's clients include some of the most recognized names in the technology, retail, life sciences, venture capital, and finance sectors.

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.