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

## Basic Information

767 Fifth Avenue
New York, NY 10153
Organization Size: 1224
Office Size: 531
**Hiring Attorney:**
Mr. Adam Hemlock

**Recruiting Contact:**
Ms. Naima Walker-Fierce
Senior Director, Legal Recruiting
767 Fifth Avenue
New York, New York (NY) 10153
United States
**Phone:** (212) 310-8000
recruit@weil.com

## Compensation & Benefits

| | |
|---|---|
| 2014 compensation for entry-level lawyers ($/year) | 160,000 |
| **Summer Compensation** | |
| 2014 compensation for Post-3Ls ($/week) | 3,077 |
| 2014 compensation for 2Ls ($/week) | 3,077 |
| 2014 compensation for 1Ls($/week) | 3,077 |

## Partnership & Advancement

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

## 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 | 87 |
| Percent of associates participating last year | 95 |
| Percent of partners participating last year | 93 |
| 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 |

## Lawyer Demographics

| | | Partner/Member | Associates | Counsel | Non-traditional Track/Staff Attorneys | Summer Associates |
|---|---|---|---|---|---|---|
| | Men | 114 | 170 | 14 | 8 | 27 |
| | Women | 27 | 184 | 6 | 8 | 26 |
| | Total | 141 | 354 | 20 | 16 | 53 |
| **Hispanic/Latino** | Men | 4 | 13 | 0 | 0 | 3 |
| | Women | 0 | 9 | 0 | 2 | 5 |
| **White** | Men | 106 | 133 | 13 | 3 | 16 |
| | Women | 25 | 124 | 5 | 4 | 12 |
| **Black/African American** | Men | 2 | 6 | 0 | 0 | 6 |
| | Women | 0 | 13 | 0 | 0 | 2 |
| **Native Hawaiian/Other Pacific Islander** | Men | 0 | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 0 |
| **Asian** | Men | 2 | 20 | 1 | 0 | 2 |
| | Women | 2 | 28 | 1 | 2 | 7 |
| **American Indian/Alaska Native** | Men | 0 | 1 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 0 |
| **2 or more races** | Men | 0 | 1 | 0 | 0 | 0 |
| | Women | 0 | 6 | 0 | 0 | 0 |
| **Disabled** | Men | NC | NC | NC | NC | NC |
| | Women | NC | NC | NC | NC | NC |
| **Openly LGBT** | Men | 1 | 14 | 3 | 0 | 2 |
| | Women | 1 | 4 | 0 | 0 | 0 |


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## General Practice Areas

| GENERAL PRACTICE AREAS | EMPLOYER'S PRACTICE GROUP NAME | NO. OF PARTNERS/MEMBERS | NO. OF COUNSEL | NO. OF ASSOCIATES | NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS |
|---|---|---|---|---|---|
| **Banking, FinanceBusiness, CorporateLitigation** | Bankruptcy | 13 | 1 | 50 | 0 |
| **Banking, FinanceBusiness, CorporateReal Estate, Land UsePublic, Municipal** | Corporate | 61 | 9 | 150 | 3 |
| **AppellateArbitration, Dispute Resolution, MediationGovernment, Regulatory, AdministrativeIntellectual PropertyLabor and EmploymentLitigation** | Litigation | 48 | 7 | 135 | 8 |
| **Tax** | Tax, Benefits & Executive Compensation | 19 | 3 | 19 | 0 |

## HIRING & RECRUITMENT

| | Began Work In | | | | Expected |
|---|---|---|---|---|---|
| **LAWYERS** | **2012** | **Prior Summer Associates** | **2013** | **Prior Summer Associates** | **2014** |
| Laterals | 13 | 0 | 3 | 0 | TBD |
| Laterals (non-traditional track) | | | | | |
| Post-Clerkship | 5 | 1 | 3 | 2 | TBD |
| Entry-level | 86 | 86 | 53 | 53 | TBD |
| Entry-level (non-traditional track) | | | | | |
| LL.M.s (U.S.) | 2 | 0 | 0 | 0 | TBD |
| LL.M.s (non-U.S.) | | | | | |
| **SUMMER** | | | | | |
| Post-3Ls | | | | | |
| 2Ls | 63 | 6 | 53 | 8 | 46 |
| 1Ls | 8 | | 7 | | 7 |

| | |
|---|---|
| Number of 2013 Summer 2Ls considered for associate offers | 53 |
| Number of offers made to summer 2L associates | 53 |
| 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. |

## Diversity & Inclusion

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

## Organization Narrative

Weil, Gotshal & Manges LLP is an international law firm headquartered in New York. The Firm has approximately 1,200 lawyers located in 20 offices, including nine in the United States (Boston, Dallas, Houston, Miami, New York, Princeton, Providence, Silicon Valley, and Washington, DC), seven in Europe (Budapest, Frankfurt, London, Munich, Paris, Prague, and Warsaw), and four in the Far East and Middle East (Beijing, Dubai, Hong Kong, and Shanghai).
Weil operates according to the “one-firm” principle, allowing it to bring the right mix of firmwide skill and local market presence to each matter. This philosophy ensures that each client benefits from the collective knowledge and experience resident in each practice discipline, while providing ample opportunity for associates to gain wide exposure to the Firm’s roster of blue-chip clients. Each Weil office promotes the virtues of teamwork, open communication, and enthusiasm that form the core of its one-firm approach and are necessary to developing integrated, innovative solutions to clients’ complex legal challenges.
Client interaction is but one part of the Firm’s overall emphasis on professional development. Through an extensive orientation program, Weil invests significant time and resources toward gearing each new associate with the relevant skills, which include general practice skills as well as those specific to each legal discipline. The Firm’s professional development program has earned high praise throughout the legal industry for its forward-looking approach and inclusivity. The 2014 edition of The Vault Guide to the Top 100 Law Firms ranked Weil sixth, marking the 11th straight year that Vault has ranked Weil among the top ten most prestigious law firms in the US.
Our focus on professional development begins at the earliest stage, when summer associates come to Weil. Our summer program is the foundation of our recruiting efforts and is designed to afford summer associates a realistic view of life at the Firm. Weil encourages close collaboration with partners and associates on substantive assignments. Summer associates rotate through different practice groups to experience the Firm’s breadth and depth, as well as gain specialized training in various fields of law and areas of general interest to students. During the course of the summer, Weil also provides numerous opportunities for summer associates to socialize with partners, associates, and each other.
There are four practice departments at Weil: Corporate, Litigation, Business Finance & Restructuring, and Tax, Benefits & Executive Compensation. Within the

Corporate Department, the Firm maintains practice groups devoted to Banking & Finance, Capital Markets, Environmental Transactions, Financial Institutions Regulatory, Infrastructure, Mergers & Acquisitions, Private Equity, Private Funds, Public Company Advisory Group, Real Estate, Structured Finance and Derivatives, and Technology & IP Transactions. The Litigation Department contains groups devoted to Alternative Dispute Resolution, Antitrust/Competition, Appellate, Bankruptcy Litigation, Class Actions, Complex Commercial Litigation, Employment, Environmental Litigation, Financial Services, Intellectual Property, International Arbitration and Trade, Patent Litigation, Product Liability, Securities Litigation, and White Collar Defense & Investigations.
Weil's client roster spans nearly every industry and consists of leading private equity firms, financial institutions, and public and private corporations, including Advent International, AIG, American Airlines, Applied Materials, Barclays, Brookfield Asset Management, CBS, Cisco Systems, Deutsche Bank, eBay, Inc., Eli Lilly, ESPN, ExxonMobil, Facebook, GDF Suez S.A., Genentech, General Electric, General Motors, Goldman Sachs, Hilton Hotels, Intel, JPMorgan Chase, Johnson & Johnson, Kinder Morgan, Lion Capital, L'Oréal, Macquarie, Panasonic, Microsoft, NBCUniversal, Oracle, The NFL Players Association, Nomura, Procter & Gamble, Providence Equity, Sanofi, Thomas H. Lee Partners, UnitedHealth Group, Verizon, and Yahoo.

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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