Wilmer Cutler Pickering Hale and Dorr LLP
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Hiring Attorney: **Mr. Mark Flanagan**
Address Inquiries To:
Ms. Melissa Henley
West Coast Talent Manager
Wilmer Cutler Pickering Hale and Dorr LLP
950 Page Mill Road
Palo Alto, CA 94304
(650) 858-6116 paloalto.legalrecruiting@wilmerhale.com

Total # offices: **11** Firm size range: **701+**
NALP member? **Y** Office size range: **26-50**
Total attys in this office: **40**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	**5**	**17**
Transactional-Corporate, TTL, Fund	**5**	**4**
Securities	**1**	**4**
Intellectual Property	**2**	**2**

COMPENSATION & EMPLOYMENT DATA:

	2011	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2009**	**2010**	**2011**
Laterals		**2** (**0**)	**2** (**0**)	**8-10**
Post-clerkship		**0** (**0**)	**0** (**0**)	**1**
Entry-level	**160,000** /yr	**2** (**1**)	**6** (**5**)	**6**
LLMs (US)		**0** (**0**)	**0** (**0**)	**0**
LLMs (non-US)		**0** (**0**)	**0** (**0**)	**0**
Summer				
Post-3Ls	**3,100** $/wk	**1** (**0**)	**0** (**0**)	**0**
2Ls	**3,100** $/wk	**5** (**0**)	**5** (**0**)	**7**
1Ls	**3,100** $/wk	**1**	**0**	**0**

2010 summer 2Ls considered for associate offers: **5** # offers made: **5**
Hire school term clerks? **N**
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? **Y**
Evening students graduating in 2014? **Y**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **We seek to hire students whose outstanding academic and personal accomplishments demonstrate a commitment to excellence. Typically, the students we hire are at or near the top of their classes.**

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: **Year-end bonus; transition stipend; bar-related expenses; judicial clerkship bonus; MBA bonus; moving expenses; attorney referral bonuses.**

PARTNERSHIP DATA: Two or more tiers? **N**
Additional partnership prog. info:

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**
 # p-t assoc. 0 (m) **0** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **0** (w)
Elig. for alt. work sched. determined by: **Alternative Work Arrangement Policy**
Paid non-medical parental leave? **Y**
Comments: **We are strongly committed to supporting a work environment in which lawyers can lead rewarding personal lives while continuing to practice at the highest levels.**

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

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	**0**	**0**	**0**	**1**
White	Men	**9**	**10**	**0**	**2**
	Women	**0**	**8**	**0**	**0**
Black/African American	Men	**0**	**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	**1**	**3**	**0**	**0**
	Women	**2**	**6**	**0**	**2**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**1**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**11**	**13**	**0**	**2**
	Women	**2**	**14**	**0**	**3**
	TOTAL NUMBER	**13**	**27**	**0**	**5**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**1**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**1**

(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:

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010: **10** # job fairs/consortia attended in 2010: **3**

BILLABLE HOURS:

	2009	2010
Avg annual assoc. hrs worked:	**2158**	**2230**
Avg. annual assoc. billable hrs:	**1991**	**1951**

Is there a minimum billable hours expectation? **Y** If yes, number: **2000**
Hours policy details: **Avg. '10 hours worked include 122 pro bono and 157 firm hours. Min. billable hours include pro bono.**

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: **5.1** ☒ avg. hrs. per attorney: **93.3**
Participation: **100** % assoc. **91** % ptrs/mbrs **81** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **N**
Comments:

NARRATIVE: WilmerHale stands for a steadfast commitment to quality and excellence in everything we do - a commitment reflected in our clients' success and in our dedication to each of our lawyers' development at all stages of their careers. We have premier practices in the transactional, intellectual property, litigation, regulatory and securities areas. Clients recognize our expertise and therefore regularly invite us to advise them in their highest-profile legal and policy matters. Clients rely on us for our clear understanding of their industries and business goals, our in-depth knowledge of the environments in which they operate, and our expertise in the technical and scientific disciplines at the core of their operations. The firm is also strongly committed to pro bono and public service - our pro bono program is one of the largest in the country and the WilmerHale Legal Services Center at Harvard is one of the leading clinical teaching facilities of its kind.

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.