

### Basic Information

101 California Street  
San Francisco, CA  
94111  
Organization Size: 957  
Office Size: 54  
**Hiring Attorney:**  
Ms. Suzanne Jaffe  
Bloom  
**Hiring Attorney #2:**  
Mr. William O'Neil

**Recruiting Contact:**  
Mr. Victor Barnett  
Attorney Recruiting & Development  
Manager  
101 California Street  
San Francisco, California (CA) 94111  
United States  
**Phone:** (415) 591-1473  
vbarnett@winston.com

### Compensation & Benefits

2017 compensation for entry-level lawyers (\$/year) 180,000  
**Summer Compensation**  
2017 compensation for Post-3Ls (\$/week)  
2017 compensation for 2Ls (\$/week) 3,461  
2017 compensation for 1Ls(\$/week) 3,461

### Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track? 8  
How many years is the equity track? case-by-case

### Pro Bono/Public Interest

Greg McConnell  
Pro Bono Counsel  
(312) 558-8068  
gmcconnell@winston.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide  
% Firm Billable Hours last year 4.68  
Average Hours per Attorney last year 82.6  
Percent of associates participating last year 100%  
Percent of partners participating last year 86%  
Percent of other lawyers participating last year 100%

### 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? No  
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	16	10	1	0
	Women	9	12	1	1
	Total	25	22	2	1
<b>Hispanic/Latino</b>	Men	0	0	0	0
	Women	1	0	1	0
<b>White</b>	Men	14	10	1	0
	Women	7	8	0	1
<b>Black/African American</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Native Hawaiian/Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Asian</b>	Men	1	0	0	0
	Women	0	4	0	0
<b>American Indian/Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>2 or more races</b>	Men	1	0	0	0
	Women	1	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Openly LGBT</b>	Men	0	1	0	0
	Women	1	1	0	0
<b>Veteran</b>	Men	0	0	0	0
	Women	0	0	0	0

## 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
Business, Corporate	Corporate	5	0	3	0
Labor and Employment	Employee Benefits	1	0	3	0
Energy	Energy	4	0	2	0
Litigation	Litigation, Antitrust, Appellate, Patent	13	1	13	1
Tax	Tax	2	1	0	0
Real Estate, Land Use	Real Estate	0	0	1	0

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2015	Prior Summer Associates	2016	Prior Summer Associates	2017
Entry-level	3	3	4	4	4
Entry-level (non-traditional track)	1	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	6	0	2	0	2
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	0	0	0	1
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	4	0	4	0	4
1Ls	0	0	0	0	0

Number of 2016 Summer 2Ls considered for associate offers

4

Number of offers made to summer 2L associates

4

General Hiring Criteria

During the hiring process, we look for law students and lawyers with a strong balance of academic credentials, interpersonal and leadership skills. We think great legal solutions come from an ability to combine intellect with creativity and pragmatism. Our Hiring Committee also appreciates the value that comes from having people with a wide range of skills, interests, and backgrounds. While our attorneys may work in different offices, across the globe, and in vastly different legal areas, we share a common goal of delivering the highest quality legal advice to our clients. We want attorneys who are smart, confident, and practical in their problem-solving approach, and who understand the importance of teamwork. In our experience, the people who succeed at Winston can get the job done in a collegial, results-oriented, and respectful way — and they often have fun in the process. It's that combination of skills and qualities that makes Winston & Strawn remarkable.

## Diversity & Inclusion

**Diversity Contact:** Ms. Chiymelle Nunn

**Diversity Website/URL:** <http://www.winston.com/en/who-we-are/firm-profile/diversity.html>

## Organization Narrative

For more than 160 years, Winston & Strawn LLP has served as a trusted adviser and advocate for clients across virtually every industry. In that time, through careful growth and thoughtful fiscal management, we have built a law practice with tremendous breadth and a global reach. We are proud of the many accolades we have received over the years—a tribute to our lawyers' creativity, flexibility, depth of experience, and commitment. The most meaningful accolade to us, though, is the continued trust and confidence of our clients.

With more than 875 lawyers and 17 offices in key financial centers across the world (Brussels, Charlotte, Chicago, Dallas, Dubai, Hong Kong, Houston, London, Los Angeles, Moscow, New York, Newark, Paris, San Francisco, Shanghai, Silicon Valley, and Washington, D.C.), we bring an understanding of the global legal issues our clients face to both transactional and dispute-related matters. The exceptional depth and geographic reach of our resources enable Winston & Strawn to manage virtually every type of business-related legal issue.

Advertising, Marketing and Entertainment • Antitrust / Competition • Appellate and Critical Motions • Automotive • Class Actions • Complex Commercial Litigation

• eDiscovery and Information Management • Electric Power and Utilities • Employee Benefits and Executive Compensation • Energy, Project Development, and Finance • Environmental Law • Finance • Financial Services Litigation • Food, Beverage and Agriculture • Government Relations and Regulatory Affairs • Health Care • Insurance • Intellectual Property • International Arbitration • Labor and Employment Relations • Litigation • Maritime and Admiralty • Media and Entertainment • Mergers and Acquisitions • Oil and Gas • Pharmaceutical and Medical Devices • Private Equity • Product Liability • Public Finance • Real Estate • Restructuring and Insolvency • Retail and Consumer Products • Securities • Securitization • Sports • Tax • Technology and Telecommunications • Trusts and Estates • White-Collar, Regulatory Defense and Investigations

The firm actively recruits law students from the nation's top law schools. Sixty-eight second-year law students will participate in the firm's combined summer associate programs in Charlotte, Chicago, Dallas, Houston, Los Angeles, New York, San Francisco, and Washington, D.C. Our associate programs are a key part of the firm's continuing development. We emphasize hands-on training and encourage early associate responsibility. Winston & Strawn provides a challenging work environment and offers competitive compensation, progressive workplace policies, and opportunities for pro bono activities.

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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