## Basic Information

100 North Tryon Street  
Charlotte, NC 28202  
**Organization Size:** 957  
**Office Size:** 37  
**Hiring Attorney:** Ms. Suzanne Jaffe  
Bloom  
**Hiring Attorney #2:** Mr. William O'Neil

### Recruiting Contact:
- Ms. Sara Theile  
Attorney Recruiting & Development Coordinator, Mid-Atlantic  
100 North Tryon Street  
Charlotte, North Carolina (NC) 28202  
United States  
**Phone:** 7043507700  
sthiele@winston.com

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## Lawyer Demographics

<table>
<thead>
<tr>
<th>Partner/Member</th>
<th>Associates</th>
<th>Counsel</th>
<th>Non-traditional Track/Staff Attorneys</th>
<th>Summer Associates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>6</td>
<td>10</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Women</td>
<td>6</td>
<td>5</td>
<td>1</td>
<td>7</td>
</tr>
</tbody>
</table>

- **Total:** 12  
- **Hispanic/Latino:**  
  - Men: 0  
  - Women: 0  
  - **Total:** 0  
- **White:**  
  - Men: 6  
  - Women: 1  
  - **Total:** 7  
- **Black/African American:**  
  - Men: 0  
  - Women: 0  
  - **Total:** 0  
- **Native Hawaiian/Other Pacific Islander:**  
  - Men: 0  
  - Women: 0  
  - **Total:** 0  
- **Asian:**  
  - Men: 0  
  - Women: 0  
  - **Total:** 0  
- **American Indian/Alaska Native:**  
  - Men: 0  
  - Women: 0  
  - **Total:** 0  
- **2 or more races:**  
  - Men: 0  
  - Women: 0  
  - **Total:** 0  
- **Persons with Disabilities:**  
  - Men: NC  
  - Women: NC  
  - **Total:** NC  
- **Openly LGBT:**  
  - Men: 0  
  - Women: 0  
  - **Total:** 0  
- **Veteran:**  
  - Men: 0  
  - Women: 0  
  - **Total:** 0

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## Pro Bono/Public Interest

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

- **Pro Bono Counsel:**  
**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%

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## 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

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General Practice Areas

<table>
<thead>
<tr>
<th>GENERAL PRACTICE AREAS</th>
<th>EMPLOYER'S PRACTICE GROUP NAME</th>
<th>NO. OF PARTNERS/MEMBERS</th>
<th>NO. OF COUNSEL</th>
<th>NO. OF ASSOCIATES</th>
<th>NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business, Corporate</td>
<td>Corporate</td>
<td>3</td>
<td>1</td>
<td>5</td>
<td>0</td>
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<tr>
<td>Labor and Employment</td>
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<td>1</td>
<td>2</td>
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<tr>
<td>Litigation</td>
<td>Litigation, Antitrust, Appellate</td>
<td>8</td>
<td>1</td>
<td>7</td>
<td>5</td>
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<tr>
<td>Real Estate, Land Use</td>
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<td>0</td>
<td>2</td>
<td>0</td>
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</table>

HIRING & RECRUITMENT

<table>
<thead>
<tr>
<th>LAWYERS</th>
<th>Began Work In</th>
<th>Expected</th>
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</thead>
<tbody>
<tr>
<td>Entry-level</td>
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<td>0</td>
</tr>
<tr>
<td>Entry-level (non-traditional track)</td>
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</tr>
<tr>
<td>Lateral Partners</td>
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<tr>
<td>Lateral Associates</td>
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<td>1</td>
</tr>
<tr>
<td>All Other Laterals (non-traditional track)</td>
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<td>0</td>
</tr>
<tr>
<td>Post-Clerkship</td>
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<td>1</td>
</tr>
<tr>
<td>LL.M.s (U.S.)</td>
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<td>0</td>
</tr>
<tr>
<td>LL.M.s (non-U.S.)</td>
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<td>0</td>
</tr>
<tr>
<td>SUMMER</td>
<td>Post-3Ls</td>
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</tr>
<tr>
<td></td>
<td>2Ls</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>1Ls</td>
<td>0</td>
</tr>
</tbody>
</table>

Number of 2016 Summer 2Ls considered for associate offers: 1
Number of offers made to summer 2L associates: 1

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. Chyiymelle Nunn

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.
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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