

Basic Information

Winston & Strawn LLP
Firmwide
Organization Size: 957
Office Size: 825
Hiring Attorney:
Ms. Suzanne Jaffe Bloom
Hiring Attorney #2:
Mr. William O'Neil

Recruiting Contact:
Ms. Lisa McLafferty
Director of Attorney Recruiting & Development
35 West Wacker Drive
Chicago, Illinois (IL) 60601
United States
Phone: (312) 558-6151
LMcLafferty@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 No time?

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	277	201	20	18	44
	Women	75	169	13	24	26
	Total	352	370	33	42	70
Hispanic/Latino	Men	8	4	1	0	2
	Women	1	13	1	1	0
White	Men	257	164	19	15	15
	Women	65	117	12	15	12
Black/African American	Men	4	12	0	1	2
	Women	3	7	0	2	1
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0	0
	Women	1	1	0	0	0
Asian	Men	7	14	0	2	1
	Women	3	19	0	0	1
American Indian/Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
2 or more races	Men	1	7	0	0	1
	Women	2	12	0	0	3
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	1
Openly LGBT	Men	2	13	1	0	0
	Women	2	5	0	0	0
Veteran	Men	3	6	2	0	0
	Women	0	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
Government, Regulatory, Administrative	Administrative	6	0	0	0
Business, Corporate	Corporate	110	8	86	3
Labor and Employment	Employee Benefits	3	1	5	0
Energy	Energy	15	0	14	0
Environmental	Environmental	3	0	1	1
Labor and Employment	Labor & Employment	18	1	19	8
Litigation	Litigation	165	14	220	27
Admiralty, Maritime, Aviation	Maritime & Admiralty	4	0	1	0
Real Estate, Land Use	Real Estate	9	3	13	1
Tax	Tax	16	5	9	1
Trusts and Estates	Trust & Estates	3	1	2	0

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2015	Prior Summer Associates	2016	Prior Summer Associates	2017
Entry-level	44	42	49	49	59
Entry-level (non-traditional track)	4	1	1	0	0
Lateral Partners	3	0	2	0	35
Lateral Associates	16	0	23	1	35
All Other Laterals (non-traditional track)	9	0	8	0	9
Post-Clerkship	8	4	6	0	13
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	1	1	0	0	0
SUMMER					
Post-3Ls	0	0	5	0	0
2Ls	59	2	61	2	68
1Ls	4	0	2	0	0

Number of 2016 Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

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.

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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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