

Basic Information

1200 Seventeenth Street, NW
Washington, DC 20036
Organization Size: 695
Office Size: 170
Hiring Attorney:
Mr. Brian Bodor

Recruiting Contact:
Ms. Patrice Shannon
Human Resources/Attorney Recruiting
Manager
1200 Seventeenth Street, NW
Washington, District of Columbia (DC)
20036
United States
Phone: 202.663.8815
patrice.shannon@pillsburylaw.com

Compensation & Benefits

2017 compensation for entry-level lawyers (\$/year) 180,000

Summer Compensation

2017 compensation for Post-3Ls (\$/week) 3,462
2017 compensation for 2Ls (\$/week) 3,462
2017 compensation for 1Ls(\$/week) 3,462

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track? 8-10

Pro Bono/Public Interest

Valerie Fitch
Senior Director of Talent Development
212.858.1718
valerie.fitch@pillsburylaw.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year 4%
Average Hours per Attorney last year 78
Percent of associates participating last year 82%
Percent of partners participating last year 59%
Percent of other lawyers participating last year 62%

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
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? Yes

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 59	29	26	1	3
	Women 13	17	1	1	3
	Total 72	46	27	2	6
Hispanic/Latino	Men 0	0	0	0	0
	Women 0	0	0	0	0
White	Men 58	28	22	1	4
	Women 10	14	10	1	7
Black/African American	Men 0	1	0	0	0
	Women 2	1	0	0	0
Native Hawaiian/Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 1	0	3	0	0
	Women 1	0	1	0	0
American Indian/Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or more races	Men 0	0	1	0	0
	Women 0	2	0	0	0
Persons with Disabilities	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
Openly LGBT	Men 1	2	2	0	NC
	Women 0	2	0	0	NC
Veteran	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC

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	Communications	7	2	2	0
Business, Corporate	Corporate & Securities	5	1	4	0
Business, Corporate	Corporate & Securities Tech	0	1	0	0
Labor and Employment	Employment & Labor	0	2	0	0
Energy	Energy	10	4	4	0
Banking, Finance	Finance	1	0	0	0
Business, Corporate	Global Sourcing	8	2	4	0
Bankruptcy	Insolvency & Restructuring	1	0	0	0
Intellectual Property	Intellectual Property	2	1	0	0
Litigation	Litigation	18	10	13	1
Government, Regulatory, Administrative	Public Policy	2	4	1	0
Government, Regulatory, Administrative	Public Practices	9	6	8	0
Real Estate, Land Use	Real Estate	6	1	5	0
Tax	Tax	6	2	1	0
Trusts and Estates	Trust & Estates	0	1	0	0
Environmental	Environmental	2	2	2	0

HIRING & RECRUITMENT

	Began Work In				Expected 2017
	2015	Prior Summer Associates	2016	Prior Summer Associates	
LAWYERS					
Entry-level	6		7	0	TBD
Entry-level (non-traditional track)	0		1		
Lateral Partners	2		4		TBD
Lateral Associates	13		8		TBD
All Other Laterals (non-traditional track)	0		2		TBD
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	11		6		
1Ls					

Number of 2016 Summer 2Ls considered for associate offers

6

Number of offers made to summer 2L associates

6

General Hiring Criteria

Pillsbury seeks energetic, high-performing students who possess sound judgment, determination, common sense, excellent interpersonal skills, the ability to inspire confidence, and the drive to produce high quality work and achieve outstanding results. Pillsbury's summer associates experience the firm's collaborative style by working side-by-side with attorneys in a variety of practice areas, on industry and client teams, and on issue-specific projects. Pillsbury University offers training on everything from legal writing to client service basics to effective networking. Formal reviews supplement the extemporaneous feedback provided to summer associates by our lawyers.

Diversity & Inclusion

Diversity Contact: Ms. Rosa Walker

Diversity Website/URL: <http://www.pillsburylaw.com/corporate-social-responsibility-diversity>

Organization Narrative

Pillsbury is a leading international law firm with 21 offices around the world and a particular focus on the energy & natural resources, financial services, real estate & construction, technology, and travel & hospitality sectors. Recognized by Financial Times as one of the most innovative law firms, Pillsbury and its lawyers are highly regarded for their forward-thinking approach, their enthusiasm for collaborating across disciplines and their unsurpassed commercial awareness.

Our office features the practice areas you would expect at a large, full-service Washington law firm: litigation, regulatory, international trade and public policy. But we are differentiated by the strength of our business and transactional practices, which draw on our decades of local leadership and the firm's international reach. The DC office stands out from other firms for its collegiality and its opportunities for growth. Pillsbury's staffing model does not rely upon armies of associates. The upside for our clients is clear; the benefit for our associates is more exposure to senior attorneys, clients and meaningful work. Our summer associates get to choose their own assignments from a central database, and they can split their time with a DC public interest organization—a program that helped earn us recognition as a DC Pro Bono Firm of the Year. Likewise, the Washington Business Journal recently named Pillsbury's DC office among the "Best Places to Work."

Two years ago, Pillsbury moved into a new, state-of-the-art LEED certified platinum office building near the heart of the U.S. government, with a spacious conference center for our employees and our guests. The office has attracted accolades in the local press, including the Washington Post and Washington Business Journal.

Our accomplished Litigation team works on a variety of legal issues with a focus on commercial matters including technology and employment issues, and on representing policyholders in major insurance coverage disputes. We also handle internal corporate investigations and white collar defense in cases brought by the SEC, DOJ and other federal agencies. In 2016, we helped Swiss Banks secure non-prosecution agreements under a high-profile DOJ program.

Attorneys focusing on corporate and securities, tax, global security and data privacy, drones and other areas are also based here.

Additional DC office practices include:

Aviation, Aerospace & Transportation

With one of the oldest, broadest and most highly regarded practices of its kind, Pillsbury's Aviation, Aerospace & Transportation team addresses every aspect of aviation law on a global scale.

Our Aviation, Aerospace & Transportation practice includes the former general counsel for the Federal Aviation Administration, the Assistant Secretary of Commerce for Export Administration and many other practitioners with decades of experience in aviation finance, transactional and regulatory matters as well as litigation. We advise on everything from business operations, transactions, M&As, dispositions and finance issues to government regulations, investigations, enforcement and cutting-edge technology matters. Our lawyers also deftly guide clients through regulatory and enforcement matters, capital raising, insurance issues, securities offerings, restructurings, bond counsel matters, international trade and licensing, tax policies, complex accident investigations, crisis management and litigation.

Among notable matters, the firm won injunctive relief to allow Delta's continued use of gates at Dallas Love Field in its long-standing dispute with Southwest. We are also frequently tapped to work with manufacturers of unmanned aircraft systems, or drones. In 2016, the team secured approval from the FAA for the first drone flights at night, and we helped Norwegian Air achieve final approval for its flights to the U.S.

Real Estate and Land Use
Together with our Northern Virginia office, our transactional real estate and land use practices serve clients such as Saul Centers, Inc., one of the nation's largest real estate investment trusts, Lowe Enterprises, Hoffman-Madison Waterfront LLC and Capitol Petroleum Group. In 2016, Pillsbury was named "Law Firm of the Year" for Construction Law by US News & World Report/Best Lawyers. Among notable work, the firm closed on an innovative wharf redevelopment public-private-partnership in DC valued at \$2 billion, and we represented Capitol Petroleum Group in a 104-property sale worth \$156 million.

Global Sourcing & Technology Transactions
Among the most experienced advisory practices worldwide, Pillsbury's Global Sourcing & Technology Transactions team has architected more than 1,000 strategic outsourcing and technology transactions over the past 25+ years, with an aggregate value exceeding half a trillion dollars.

Established in 1988, Pillsbury's preeminent Global Sourcing & Technology Transactions practice has been recognized as among the "World's Best Outsourcing Advisors" for seven consecutive years by the International Association of Outsourcing Professionals and as an outsourcing leader by Chambers and The Legal 500 U.S. With more than 50 professionals, ours is the largest customer-focused sourcing team worldwide. We employ a pioneering integrated consulting/legal advisory model, with a team consisting of top-ranked outsourcing lawyers, skilled industry consultants and technical advisors. In 2016, Financial Times presented a Pillsbury sourcing team with a "Highly Commended" ranking in the "Great Legal Ideas" category for its collaboration with financial services consultancy Paladin to create the Golden Contract Coalition, which will enable community banks and credit unions to join forces in negotiating better contract terms from the industry's oligopoly of core processing vendors.

Among other notable matters, we helped create sourcing contracts that saved a health provider \$700 million.

Insurance Recovery & Advisory

Pillsbury's Insurance Recovery & Advisory practice was named Law360's "Insurance Group of the Year" 2015 and 2016 for "litigation prowess," "resounding victories," and a "sustained history of achieving great results."

Pillsbury's Insurance Recovery & Advisory group is a fast-growing policyholder-side insurance team with market-leading bona fides in the construction and energy sectors housed within one of the most well-respected global law firms headquartered in the U.S. Pillsbury boasts one of the country's largest and most diverse insurance departments with more than 55 dedicated lawyers in Washington DC, New York, Los Angeles, San Francisco and Houston. Our firm's breadth of practice and decision to represent policyholders exclusively have provided us with a unique platform for success.

The National Law Journal also honored the insurance team in 2016 for securing the two of the largest jury verdicts in the U.S.

Building on its momentum, Pillsbury added a nationally renowned team of insurance litigators in DC. The group of seven — led by partners Mark Plumer, David Klein and Alex Lathrop. They joined from Orrick, Herrington & Sutcliffe, where Plumer served as chair of Orrick's national insurance practice and Klein was deputy chair.

Insolvency & Restructuring

We represent a full range of client from creditors and debtors to official committees and ad hoc committees. We have represented significant parties in all of the major airline bankruptcy cases and in some of the nation's largest recent bankruptcies, including those in the health care, oil and gas and coal industries. In 2016, M&A Advisor presented Pillsbury with four Deal of the Year awards in recognition of the firm's innovative restructuring work on behalf of clients; the honors included the Professional Services Deal of the Year and the Distressed M&A Deal of the Year.

In 2016, Financial Times honored the team for "Innovation in Unlocking and Delivering Value," for its work with the nonprofit Virginia Conservation Legacy Fund its novel \$860 million acquisition of a bankrupt West Virginia coal mine network. Through the deal, VCLF was able to reopen several mines, keeping hundreds of workers employed, and to reinvest millions of dollars into environmental clean-up and reforestation efforts.

Other 2016 matters included advising Daughters of Charity Health System in its restructuring and subsequent sale to private equity firm Blue Mountain Capital, the largest-ever and most complex nonprofit hospital transaction in California history.

Public Policy

Pillsbury's award-winning lawyer-lobbyists focus on finding high-value "silver bullet" solutions to reduce legal and regulatory risk exposure and maximize opportunities for our clients at all levels of government.

With substantive and political experience and a network of local, state, federal and international leaders in business and government, Pillsbury offers clients comprehensive and creative problem-solving services globally. Our bipartisan lawyer-lobbyists advocate for clients before all levels of government, defend against executive actions in the regulatory arena, and help create and leverage new business opportunities. Many team members are former senior officials in the U.S. government and leading practitioners on cybersecurity, financial regulation, trade and international sanctions, and energy and environment policy.

Nuclear Energy

Ranked Top Tier by both Chambers USA and Chambers Global, Pillsbury possesses one of the world's top nuclear energy teams—a trailblazing practice with a 50-year track record full of firsts. Pillsbury's strategic mergers have brought together three top energy teams, creating one of the legal industry's largest and most preeminent practices. Renowned as among "the best-respected and best-established names in the nuclear law industry," our lawyers have worked on large-scale energy projects and their financing in more than 75 countries on six continents.

Recent work included successfully defending Duke Energy in federal court in North Carolina against a claim by Westinghouse for nearly \$500 million. Following trial, the judge denied Westinghouse's claim in its entirety.

We also advised Akkuyu NPP Power Generation in the development of its nuclear power plant project in Turkey, and represented seven applicants seeking to obtain combined operating licenses for 11 plants from the Nuclear Regulatory Commission, including the first new nuclear plant at a greenfield site.

Communications

Backed by more than 80 years of experience, Pillsbury's Communications practice is a market leader in the U.S. and has been instrumental in helping to shape the sector.

Communications lawyers are involved in nearly every facet of U.S. communications policymaking, rulemaking and litigation before the Federal Communications Commission, state public utility commissions and the courts. We have the depth of transactional experience that comes from handling more than \$150 billion worth of communications industry acquisitions, joint ventures, financings and other transactions.

Recent work included representing Media General Inc. in its successful \$2.6 billion merger with LIN Media LLC, including the sale of seven television stations to various buyers to address regulatory and antitrust concerns. We also represented Sinclair Broadcast Group Inc. in numerous television group acquisitions, including more than \$2 billion in television station deals since 2013.

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