

Basic Information

4 Embarcadero Center
San Francisco, CA 94111
Organization Size: 695
Office Size: 130
Hiring Attorney:
Mr. David Lillevand

Recruiting Contact:
Ms. Allison Elmore
HR/Attorney Recruiting Manager
4 Embarcadero Center
22nd Floor
San Francisco, California (CA) 94111
United States
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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 43	11	8	0	5
	Women 17	20	8	1	5
	Total 60	31	16	1	10
Hispanic/Latino	Men 0	0	0	0	0
	Women 0	3	0	0	1
White	Men 39	7	8	0	4
	Women 15	12	6	1	3
Black/African American	Men 0	1	0	0	0
	Women 0	1	1	0	1
Native Hawaiian/Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 4	2	0	0	1
	Women 2	2	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	1	0	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 4	2	1	0	NC
	Women 2	1	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
Business, Corporate	Corporate & Securities	16	0	8	1
Labor and Employment	Employment & Labor	2	0	0	0
Business, Corporate	Executive Compensation & Benefits	1	0	2	0
Banking, Finance	Finance	7	0	5	0
Business, Corporate	Insolvency & Restructuring	2	0	1	0
Intellectual Property	Intellectual Property	1	3	1	0
Litigation	Litigation	19	2	9	0
Real Estate, Land Use	Real Estate	4	2	3	
Tax	Tax	6	2	1	0
Government, Regulatory, Administrative	Public Practices	1	2	1	0
Environmental	Environmental	5	2	2	1

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2015	Prior Summer Associates	2016	Prior Summer Associates	2017
Entry-level	5	4	5	5	7
Entry-level (non-traditional track)					
Lateral Partners	1		3		TBD
Lateral Associates	3		2		TBD
All Other Laterals (non-traditional track)	1				
Post-Clerkship	1				
LL.M.s (U.S.)	1				
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	5		10		7
1Ls					

Number of 2016 Summer 2Ls considered for associate offers 8

Number of offers made to summer 2L associates 8

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 the 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.

Pillsbury's relationships with Chevron, AT&T and Wells Fargo started more than 100 years ago in San Francisco; all three remain among our marquee clients today. Quality clients, quality colleagues and quality of life attract lawyers to our San Francisco office, known for one of the city's best summer associate experiences, according to American Lawyer summer associate surveys.

We believe in developing talent and providing our attorneys with the tools necessary to develop a successful and rewarding career. Several of our practice groups have formal mentoring programs where lawyers meet in small groups to discuss career-development issues.

Among the office's pro bono activities, in 2015, the firm's lawyers drafted key amicus briefs in a U.S. Supreme Court case involving women's reproductive rights and in a case urging the Court to uphold the domestic violence conviction standard in order to protect those who have already been victimized by domestic violence. The office also worked on a case in which a federal judge required a California county to adhere to strict timelines in reviewing food stamp applications. In another case concluded last year, the team worked alongside the ACLU to help abolish California's traffic court "bail" – a significant victory that attracted press attention throughout the state.

The San Francisco office has strength across many legal disciplines, including employment, finance, global sourcing, intellectual property and political law. Larger practice groups in the San Francisco office include:

Corporate & Securities

In addition to serving the corporate and securities legal needs of many startup, emerging growth and Fortune 500 companies in the Bay Area, the San Francisco office is home to the firm's Investment Funds & Investment Management practice team, which was honored in 2016 as the Best Firm for Hedge Fund Startups by HFM Week. Much of our work is focused on the financial services industry, with clients including BNP/Bank of the West and Union Bank of California.

Notable work included representing building supplier Headwaters in its \$2.6 billion sale, NTT Data in its \$3.1 billion purchase of Dell's IT Business Services, and Apple supplier InvenSense in its \$1.3 billion sale at TDK.

Environmental & Natural Resources

With one of the first and broadest environmental and natural resources practices in the U.S., Pillsbury is at the forefront of emerging issues, winning precedent-setting cases and providing innovative solutions to environmental challenges.

Pillsbury's Environmental & Natural Resources group navigates clients through the complex array of environmental laws and compliance matters; advocates for clients on legislation, regulations and policy; appears for clients before regulatory agencies; and handles federal and state trial and appellate court litigation and administrative enforcement actions. We also advise on permitting, regulatory developments, climate change, worker safety, risk assessment, natural resources matters and crisis management. We help clients buy and sell companies, achieve and maintain compliance, control costs, manage environmental liabilities and obtain regulatory approvals and defend against enforcement actions.

Our group includes lawyers who have served at federal agencies, including the U.S. EPA, Department of Energy, Department of the Interior, Department of Justice, Federal Energy Regulatory Commission and NOAA, allowing for unrivaled perspective and insights. We have litigated hundreds of CERCLA, Clean Water Act, Clean Air Act, RCRA, SDWA, NEPA, mandamus and other actions, representing billions of dollars in potential liabilities. Our lawyers have advised companies, associations and governments on 100+ climate change matters. Based in the most active U.S. environmental law centers, Washington, DC, California and Texas, we also leverage longstanding relationships with local law firms in other states and worldwide to resolve multijurisdictional issues around the globe. Working with environmental consultants and experts, we optimize efficiency and results.

Finance

Pillsbury's San Francisco-based Finance lawyers have a strong focus on technology, energy and infrastructure projects, with clients including Chevron and Bay Area Rapid Transit District, as well as wind, solar and hydroelectric concerns. Among notable work in 2016, we assisted Chevron in securing \$7 billion in notes offerings, and we helped Duke and NextEra acquire and finance more than 1000MW of solar and wind projects.

Insolvency & Restructuring

We represent a full range of clients 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.

Among notable matters of 2016, we advised 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.

Litigation

Litigation is among the largest practices in San Francisco, and here we focus on high-profile, sophisticated, bet-the-company cases for some of the largest, best-known companies, as well as for individuals, emerging growth companies, universities, hospitals and medical groups, and nonprofits. Our attorneys frequently appear in federal and state courts, as well as before local, state and federal regulators and in alternative dispute resolution proceedings.

Real Estate

The Real Estate group in San Francisco works on acquisitions, dispositions and financing arrangements that are often among the largest in the Bay Area and elsewhere, serving longtime clients such as Shorenstein Properties and Boston Properties. Among recent engagements, we advised CalPERS in the sale of \$3 billion in real estate assets and we helped sell the iconic Union Bank building in downtown San Francisco for \$135 million.

Tax

In addition to federal tax practitioners, the San Francisco office features a team of lawyers who handle state and local tax disputes for a marquee group of Fortune 500 clients. For these clients, tax disputes and controversies in California alone can reach nine-figure levels. Last year, for instance, we achieved multi-million tax dispute victories for ESPN, SolarCity, among many other high-profile clients.

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.