Pillsbury Winthrop Shaw Pittman LLP (www.pillsburylaw.com)

Basic Information

2475 Hanover Street
Palo Alto, CA 94304-1114
Organization Size: 695
Office Size: 49
Hiring Attorney:
Mr. Armando Castro

Recruiting Contact:
Ms. Lisa Da Rosa
Attorney Recruiting Manager
2550 Hanover Street
Palo Alto, California (CA) 94304
United States
Phone: 650.233.4731
lisa.darosa@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
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?	Yes

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	21	8	1	1	0
	Women	8	9	4	1	2
	Total	29	17	5	2	2
Hispanic/Latino	Men	2	0	0	0	0
	Women	0	0	1	0	0
White	Men	17	6	3	1	0
	Women	8	4	0	1	2
Black/African American	Men	0	0	0	0	0
	Women	0	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
Asian	Men	2	5	1	0	0
	Women	0	2	0	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	0	0	0
	Women	0	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
Openly LGBT	Men	0	0	0	0	NC
	Women	0	0	0	0	NC
Veteran	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC

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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 and Securities	1	1	1	
Business, Corporate	Corporate and Securities - Technology	13	1	10	
Energy	Energy	1			
Trusts and Estates	Estates, Trusts & Tax Planning	3		2	
Business, Corporate	Executive Compensation & Benefits			1	
Intellectual Property	Intellectual Property	2		1	2
Litigation	Litigation	3	0	2	0
Tax	Tax	2	1	1	
Environmental	Environmental	1	0	0	0

HIRING & RECRUITMENT

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

Number of 2016 Summer 2Ls considered for associate offers	3
Number of offers made to summer 2L associates	3
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.

Pillsbury has long been part of the Silicon Valley scene. Semiconductors were our original focus when we incorporated Intel Corp. in 1968. Today we represent businesses involved in scores of other technologies as well from smart phone apps to online payments processors to game developers. Summer associates have identified this office as having one of the top summer programs in the Bay Area, in surveys by the American Lawyer Student Edition.

The office also has a significant international flavor, with leaders of the firm's China and India practices in residence.

Our core practice areas include:

Corporate & Securities – Technology: In our emerging growth and technology practice, we represent clients from startup through angel and venture capital financings to liquidity through an acquisition or IPO. For example, we recently represented Applied Micro Circuits in its $700 million purchase, and contact service provider InContact in its $870 million sale. Partners in the Silicon Valley office have been among the top 10 most active attorneys in representation of U.S. IPO issuers for more than a dozen years.

Estates, Trusts & Tax Planning: The office's connections with emerging companies and referral sources dovetail with our estates and trusts practice, which serves a number of high-net worth families and entrepreneurs involved in the technology industry. Much of our work involves multi-jurisdictional tax issues.

Intellectual Property: Our work with startup, emerging and established companies in Silicon Valley frequently involves the intellectual property and trade secrets that can make or break these companies. We handle trademark and patent prosecution for a number of our clients, including some of the world's best known brands.

Litigation: In addition to intellectual property and general commercial litigators, the Silicon Valley office includes lawyers who focus on defending both new and established public companies against shareholder class action suits as well as those facing SEC and DOJ investigations and enforcement actions.

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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