

Basic Information

4 Embarcadero Center
San Francisco, CA 94111
Organization Size: 695
Office Size: 130
Hiring Attorney:
Jessica Bogo

Recruiting Contact:
Lauren Abria
NorCal Attorney Recruiting Manager
Four Embarcadero Center
22nd Floor
San Francisco, California (CA) 94111
United States
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Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 215,000
Summer Compensation
2023 compensation for Post-3Ls (\$/week)
2023 compensation for 2Ls (\$/week) 4,135
2023 compensation for 1Ls(\$/week) 4,135

Partnership & Advancement

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

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	29	11	12	0	3
	Women	13	17	11	0	1
	Non-binary	0	0	0	0	0
	Total	42	28	23	0	4
Latinx	Men	0	1	0	0	2
	Women	1	2	0	0	0
	Non-binary	0	0	0	0	0
White	Men	25	7	12	0	0
	Women	11	7	9	0	0
	Non-binary	0	0	0	0	0
Black or African American	Men	0	1	0	0	0
	Women	0	2	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	3	1	0	0	0
	Women	1	5	1	0	1
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	1	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	2	0	0	0
	Women	1	1	1	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Nina Strong
Coor - Talent Development/Pro Bono
212.858.1058
nina.strong@pillsburylaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	3.2
Average Hours per Attorney last year	64.7
Percent of associates participating last year	91.4
Percent of partners participating last year	62.2
Percent of other lawyers participating last year	67.2

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

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	4	4	4	4	5
Entry-level (non-traditional track)	0	0	2	0	TBD
Lateral Partners	1	0	1	0	TBD
Lateral Associates	9	0	2	0	TBD
All Other Laterals (non-traditional track)	0	0	0	0	TBD
Post-Clerkship	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	5	0	4	1	4
1Ls	0	0	1	0	1

Number of 2022 5

Summer 2Ls considered
for associate offers

Number of offers made
to summer 2L associates 5

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.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
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Banking, Finance	Finance & Restructuring	6	2	3	0	0
Business, Corporate	Corporate & Securities	8	6	9	1	0
Real Estate, Land Use	Real Estate	3	1	3	1	0
Tax	Tax	3	5	0	0	0
Intellectual Property	Intellectual Property	3	4	2	0	0
Litigation	Litigation	17	3	10	2	0
Government, Regulatory, Administrative	Regulatory	2	2	1	0	0

Diversity & Inclusion

Diversity Contact: Ms. Rosa Walker

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

Organization Narrative

Pillsbury Winthrop Shaw Pittman LLP is an international law firm with a particular focus on the technology & life sciences, energy, financial, and real estate & construction sectors. Recognized as one of the most innovative law firms by *Financial Times* and one of the top firms for client service by BTI Consulting, Pillsbury and its lawyers are highly regarded for their forward-thinking approach, their enthusiasm for collaborating across disciplines and their authoritative commercial awareness. Our firm wide practices can be broadly grouped into three categories:

Transactional: We partner with clients to find capital, acquire and sell businesses, purchase real estate, negotiate contracts, challenge competitors, guide investments, protect data, limit liability, outsource overhead, minimize taxes, establish policies and expand markets. Our services are as varied as the challenges and opportunities companies face every day.

Disputes & Investigations: In commercial litigation, intellectual property disputes, international arbitrations and government investigations, Pillsbury lawyers help clients achieve important outcomes in jurisdictions worldwide. We take on emerging issues and set new precedents in some of the world's most complex and large-scale disputes.

Regulatory & Government Affairs: Companies around the globe turn to Pillsbury for advice on how to limit risk, achieve compliance, advocate for new laws and challenge restrictions. Our lawyers advise business interests, sovereigns and public entities on evolving regulations and help navigate areas where business and public policy converge.

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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