

### Basic Information

Firmwide  
Organization Size: 695  
Office Size: 700  
**Hiring Attorney:**  
Mrs. Mariah Brandt

**Recruiting Contact:**  
Mrs. Sonya Wilson  
Firmwide Director of Attorney Recruiting  
333 Commerce Street  
Nashville, Tennessee (TN) 37201  
United States  
**Phone:** 615.622.3951  
sonya.wilson@pillsburylaw.com

### Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week)

2024 compensation for 2Ls (\$/week) 4,327

2024 compensation for 1Ls(\$/week) 4,327

### 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	226	102	95	12	21
	Women	86	130	52	11	27
	Non-binary	UNK	UNK	UNK	UNK	1
	<b>Total</b>	<b>312</b>	<b>232</b>	<b>147</b>	<b>23</b>	<b>49</b>
<b>Latinx</b>	Men	3	7	3	1	UNK
	Women	8	9	0	2	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>White</b>	Men	194	55	80	9	UNK
	Women	57	60	38	5	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Black or African American</b>	Men	1	7	2	0	UNK
	Women	1	11	1	0	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Asian</b>	Men	13	15	5	2	UNK
	Women	13	28	12	2	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Native American or Alaska Native</b>	Men	0	0	0	0	UNK
	Women	1	0	0	0	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>2 or More Races</b>	Men	5	8	0	0	UNK
	Women	5	3	0	1	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Persons with Disabilities</b>	Men	2	1	2	UNK	UNK
	Women	0	1	0	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>LGBTQ</b>	Men	6	11	3	1	UNK
	Women	2	9	1	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Veteran</b>	Men	11	5	3	1	UNK
	Women	0	3	0	0	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK

## 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	3.7
Average Hours per Attorney last year	81
Percent of associates participating last year	88.2
Percent of partners participating last year	56.3
Percent of other lawyers participating last year	64.6

## 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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	34	34	33	33	TBD
Entry-level (non-traditional track)	3	0	0	0	TBD
Lateral Partners	6	0	10	0	TBD
Lateral Associates	33	0	41	0	TBD
All Other Laterals (non-traditional track)	5	0	7	0	TBD
Post-Clerkship	2	0	0	0	TBD
LL.M.s (U.S.)	0	0	1	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	39	5	38	7	40
1Ls	7	0	8	0	10

Number of 2023 Summer 2Ls considered for associate offers 38

Number of offers made to summer 2L associates 38

**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
Banking, Finance	Finance & Restructuring	38	14	20	3	

<b>Business, Corporate</b>	Corporate & Securities	43	19	43	5	
<b>Business, Corporate</b>	Corporate & Securities Tech	22	5	17	4	1
<b>Government, Regulatory, Administrative</b>	Global Sourcing & Tech Trans	11	3	10	2	3
<b>Real Estate, Land Use</b>	Real Estate	15	5	10		1
<b>Tax</b>	Tax	29	18	14	1	
<b>Intellectual Property</b>	Intellectual Property	28	21	10	1	2
<b>Litigation</b>	Litigation	89	42	82	12	4
<b>Government, Regulatory, Administrative</b>	Regulatory	35	20	26	6	2

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## Diversity & Inclusion

**Diversity Contact:** Ms. Rohonda Williams

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

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## 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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