

### Basic Information

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

**Recruiting Contact:**  
Ms. Mia Molitor  
NorCal Attorney Recruiting Manager  
2550 Hanover Street  
Suite 2800  
Palo Alto, California (CA) 94304  
United States  
**Phone:** (415) 983-1018  
mia.molitor@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	15	5	7	0	1
	Women	10	9	4	1	2
	Non-binary	UNK	UNK	UNK	UNK	1
	Total	25	14	11	1	4
<b>Latinx</b>	Men	1	0	0	0	UNK
	Women	1	0	0	0	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>White</b>	Men	13	4	7	0	UNK
	Women	7	3	2	0	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Black or African American</b>	Men	0	0	0	0	UNK
	Women	0	0	0	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	1	0	0	0	UNK
	Women	2	2	2	0	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Native American or Alaska Native</b>	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>2 or More Races</b>	Men	0	1	0	0	UNK
	Women	0	1	0	1	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Persons with Disabilities</b>	Men	0	0	0	UNK	UNK
	Women	0	0	0	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>LGBTQ</b>	Men	0	0	0	0	UNK
	Women	0	0	0	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	1
<b>Veteran</b>	Men	1	2	0	0	UNK
	Women	0	0	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	3	3	3	3	4
Entry-level (non-traditional track)	0	0	0	0	1
Lateral Partners		0	2	0	TBD
Lateral Associates		0	1	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
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	3	0	4	1	3
1Ls	0	0	1	0	1

Number of 2023 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 4

**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
<b>Business, Corporate</b>	Corporate & Securities	0	1	0	0	0

<b>Business, Corporate</b>	Corporate & Securities Tech	12	2	9	3	1
<b>Tax</b>	Tax	6	4	3	0	0
<b>Intellectual Property</b>	Intellectual Property	3	3	1	0	0
<b>Litigation</b>	Litigation	4	1	1	0	0

---

## Diversity & Inclusion

**Diversity Contact:** Ms. Rohonda Williams

**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.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

NALP Copyright 2024