

## Basic Information

One Federal Street  
Boston, MA 02110  
Organization Size: 1428  
Office Size: 191  
**Hiring Attorney:**  
Ms. Sandra J. Vrejan  
**Hiring Attorney #2:**  
Mr. T. Peter R. Pound

**Recruiting Contact:**  
Ms. Lindsey Higgins  
Attorney Recruiting Manager  
One Federal Street  
Boston, Massachusetts (MA) 02110  
United States  
**Phone:** 617-951-8875  
lindsey.higgins@morganlewis.com

## Compensation & Benefits

2015 compensation for entry-level lawyers (\$/year) 160,000  
**Summer Compensation**  
2015 compensation for Post-3Ls (\$/week)  
2015 compensation for 2Ls (\$/week) 3,100  
2015 compensation for 1Ls(\$/week)

## Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track? 7-10  
How many years is the equity track? case-by-case

## Pro Bono/Public Interest

Amanda D. Smith  
Pro Bono Partner  
212.309.7130  
adsmith@morganlewis.com  
Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide  
% Firm Billable Hours last year 2.8%  
Average Hours per Attorney last year  
Percent of associates participating last year 89%  
Percent of partners participating last year 80%  
Percent of other lawyers participating last year 75%

## Professional Development

Evaluations Annual  
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? Yes  
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? No

## Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 67	38	16	4	2
	Women 20	37	6	3	3
	Total 87	75	22	7	5
<b>Hispanic/Latino</b>	Men 1	4	0	0	UNK
	Women 1	0	0	0	UNK
<b>White</b>	Men 65	31	15	4	UNK
	Women 17	27	6	3	UNK
<b>Black/African American</b>	Men 0	0	1	0	UNK
	Women 0	3	0	0	UNK
<b>Native Hawaiian/Other Pacific Islander</b>	Men 0	0	0	0	UNK
	Women 0	0	0	0	UNK
<b>Asian</b>	Men 1	2	0	0	UNK
	Women 0	7	0	0	UNK
<b>American Indian/Alaska Native</b>	Men 0	0	0	0	UNK
	Women 0	0	0	0	UNK
<b>2 or more races</b>	Men 0	1	0	0	UNK
	Women 2	0	0	0	UNK
<b>Disabled</b>	Men UNK	UNK	UNK	UNK	UNK
	Women UNK	UNK	UNK	UNK	UNK
<b>Openly LGBT</b>	Men 0	2	0	0	UNK
	Women 0	2	0	0	UNK

## 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
Government, Regulatory, Administrative	Administration		1		
Business, Corporate	Antitrust	3			
Business, Corporate	Corporate & Business Transactions	25	5	23	2
Litigation	eData				1
Banking, Finance	Finance	13	3	10	
Intellectual Property	Intellectual Property	4	2	4	1
Banking, Finance	Investment Management	11	3	8	
Labor and Employment	Labor and Employment	2		2	
Litigation	Litigation	20	2	28	3
Government, Regulatory, Administrative	Morgan Lewis Consulting		2		
Trusts and Estates	Personal Law	2	2		
Tax	Tax	4	2	3	

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2013	Prior Summer Associates	2014	Prior Summer Associates	2015
Laterals	2		1		
Laterals (non-traditional track)	1		1		
Post-Clerkship					
Entry-level	2	2	2	2	10
Entry-level (non-traditional track)					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls	2		0		5
1Ls					

Number of 2014 Summer 2Ls considered for associate offers 6

Number of offers made to summer 2L associates 6

General Hiring Criteria We seek individuals with a record of outstanding academic achievement; superior writing; initiative; client service skills, analytical ability; and an ability to succeed in a challenging, collaborative workplace. We value individuals from diverse cultural, economic, and personal backgrounds.

## Diversity & Inclusion

Diversity Contact: Ms Minita Shah-Mara

Diversity Website/URL: <http://morganlewis.com/our-firm/our-culture/diversity>

## Organization Narrative

Founded in 1873, Morgan Lewis offers more than 2,000 lawyers, patent agents, benefits advisors, regulatory scientists, and other specialists—in 29 offices across the United States, Europe, Asia, and the Middle East. The firm provides comprehensive litigation, corporate, transactional, regulatory, intellectual property, and labor and employment legal services to clients of all sizes—from globally established industry leaders to just-conceived startups. Morgan Lewis is ranked number four among an elite group of 30 law firms singled out by corporate counsel for client service excellence in the BTI Client Service A-Team 2015 guide. We are one of only three firms appearing in “The BTI Client Service 30” for the 14th consecutive year. We also ranked among the top 5 law firms in Corporate Counsel magazine’s 2014 listing of “Who Represents America’s Biggest Companies?”

ASSOCIATE DEVELOPMENT: Morgan Lewis is focused on providing associates with opportunities and the tools for success. The Morgan Lewis Institute (MLI) was created to reflect the firm’s belief that professional development is a career-long process. Our attorney development program incorporates the firm’s expectations for each phase of an associate’s career, starting with the new attorney orientation program. Additional components include a formal professional

development plan that helps associates identify development goals, firmwide and practice-specific training curricula, mentoring program, practice group based assignment processes, and a substantive annual review and evaluation process that focuses on past performance and areas for development.

**PRO BONO:** At Morgan Lewis, we recognize our responsibility to provide legal services to those in our communities who otherwise could not afford them. We have publicly committed to contribute, at a minimum, three percent of the firm's total billable hours to pro bono work, and there is no distinction between pro bono hours and other billable hours in measuring the billable hour commitment of our attorneys. In 2014, Morgan Lewis lawyers contributed more than 76,000 hours to pro bono representations. Our firm also has a full-time pro bono partner, Amanda D. Smith, who handles the day-to-day administration of the pro bono practice and works to advance the quality of pro bono opportunities for our attorneys.

**WORK/LIFE BALANCE:** We support individuals throughout their careers at the firm to help them achieve excellence. A significant number of attorneys have flexible work schedules that allow a balance between career and personal life. The firm works with these attorneys to find solutions that meet the demands of their personal lives, their practices, and their clients.

**DIVERSITY:** Building a diverse team of attorneys is a core value at Morgan Lewis and part of our strategic focus. As a firm that emphasizes teamwork and collegiality, we value the differences in experience and outlook that our legal and non-legal staff bring to the firm. We draw upon the strengths of knowledgeable and skilled individuals who represent a variety of viewpoints, experiences, and backgrounds.

Our firm's chair, Jami Wintz McKeon, drives our efforts to create a welcoming environment where anyone with talent and energy can succeed. Her support, together with the support of others in firm management, makes our efforts real and substantial.

**SUMMER PROGRAM:** At Morgan Lewis, summer associates learn about our diverse practice, firm culture, and get to know our people. Our summer program launches with a unique Summer Associate Kickoff program where we bring together firm leaders and summer associates from all domestic offices. The kickoff provides opportunities for summer associates to interact with attorneys across offices and practice groups, and to meet with firm leaders. The program is also designed to introduce summer associates to firm operations, training initiatives, and to learn how to get engaged and succeed as a Morgan Lewis summer associate. To highlight our commitment to one of our core values, we include a community service, teambuilding activity into our summer kickoff program.

Morgan Lewis offers an innovative program, ml Summer Experiences. ml Summer Experiences allows summer associates to pursue one of three options during their summer with the firm. The Client and Community experiences, which we believe to be unique among U.S. law firms, focus on the valuable learning experiences gained outside of the law firm experience.

- Morgan Lewis Client Experience partners clients and summer associates to create ongoing, value-oriented relationships between our clients and the firm. This program facilitates the professional development of law students by providing a deeper understanding of the operations of and the issues handled by in-house legal departments, with the goal of developing client service skills at the very beginning of a legal career. Summer associates will be expected to spend four weeks with the client.
- Morgan Lewis Community Experience offers summer associates the opportunity to work with pro bono partner organizations. Law students will spend up to four weeks on assignment at a public interest or community service partner, such as the United Nations, Volunteer Lawyers for the Arts, and the Support Center for Child Advocates.
- Morgan Lewis Firm Experience offers summer associates a traditional law firm experience. Law students will spend all 10 weeks at a local office with opportunities for client work, pro bono challenges, and professional development training.

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 2015