

Basic Information

Three Embarcadero Center
24th Floor
San Francisco, CA 94111
Organization Size: 900
Office Size: 73
Hiring Attorney:
Ms. Emily Rapalino

Recruiting Contact:
Ms. Simah Bargzie
Manager, Talent Acquisition (West Cost)
601 Marshall Street
Redwood City, California (CA) 94063
United States
Phone: 415-733-6193
SBargzie@goodwinlaw.com

Compensation & Benefits

2019 compensation for entry-level lawyers (\$/year)	190,000
Summer Compensation	
2019 compensation for Post-3Ls (\$/week)	3,650
2019 compensation for 2Ls (\$/week)	3,650
2019 compensation for 1Ls(\$/week)	3,650

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track?

How many years is the equity track?

Pro Bono/Public Interest

Carolyn Rosenthal
Director, Pro Bono
(617) 570-1481
crosenthal@goodwinlaw.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year 3

Average Hours per Attorney last year 52

Percent of associates participating last year 73%

Percent of partners participating last year 52%

Percent of other lawyers participating last year 85%

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? Yes

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	16	24	3	0
	Women	8	28	3	2
	Total	24	52	6	2
Hispanic/Latino	Men	0	0	0	0
	Women	0	1	0	0
White	Men	12	18	3	0
	Women	6	15	1	0
Black/African American	Men	0	18	3	0
	Women	0	15	1	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	2	3	0	0
	Women	2	7	2	1
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	2	1	0	0
	Women	0	1	0	0
Persons with Disabilities	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
LGBT	Men	1	6	1	0
	Women	0	1	0	0
Veteran	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC

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
Business, Corporate	Junior Associates			12		
Business, Corporate	Private Equity	2		3		
Business, Corporate	Technology & Life Sciences	13	1	26		
Litigation	IP Litigation	3	1	3		
Litigation	Junior Associates			1		
Litigation	Securities, White Collar & Business Litigation			4		
Litigation	Specialty-Antitrust, Appellate, Energy & Environmental, Labor & Employment, Products Liability	1	1	5		
Business, Corporate	Finance	1		1		
Business, Corporate	Real Estate	2	2	2		1
Business, Corporate	Tax	2		2		

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2019
	2017	Prior Summer Associates	2018	Prior Summer Associates	
Entry-level	3	3	5	4	5
Entry-level (non-traditional track)					
Lateral Partners	2		3		TBD
Lateral Associates	6	1	14		TBD
All Other Laterals (non-traditional track)	2				TBD
Post-Clerkship	7		6		NC
LL.M.s (U.S.)	1				NC
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls	0		0		0
2Ls	3		5		12
1Ls			0		0

Number of 2018 Summer 2Ls considered for associate offers 5

Number of offers made to summer 2L associates 5

General Hiring Criteria Strong law school and undergraduate record; Law Review or Journal experience preferred.

Diversity & Inclusion

Diversity Contact: Mr. Bernard Guinyard

Diversity Website/URL: <http://www.goodwinlaw.com/firm/diversity-and-inclusion>

Organization Narrative

Goodwin is a leading Am Law 50 and Global 50 law firm, with offices across the United States and in Europe and Asia. With more than 1,000 lawyers, Goodwin offers innovative counsel and delivers results through a client-centric and collaborative approach. We're business-oriented lawyers equally comfortable in the boardroom and the courtroom. Our success is unprecedented.

Our firm's culture fosters an open, inclusive and collegial atmosphere. We are a cohesive group of people from different backgrounds, working together on challenging deals and complex cases. The attorneys you met during the interview process were very impressed with your background and value your experience. There is no doubt that you will become an integral member of our team and assist in furthering our strategic growth goals.

Summer Program

Boston, Los Angeles, New York, San Francisco, Silicon Valley or Washington DC. The summer experience is a platform to witness first-hand the work we do for our clients by observing client meetings, court hearings, depositions, negotiations and attending business unit meetings. We also bring our summer associates

together during the summer program to attend a firm-wide retreat. You will work, learn and connect with peers, associates and partners at the firm. Our summer associates enjoy the flexibility to work on a wide variety of both business transactions and litigation cases, providing you the opportunity to learn about matters across departments and from a range of practice areas. You will leave our program with valuable mentors, a large professional and social network, and a very good idea of what it's like to work at Goodwin.

Asia Track

Goodwin's Asia Track program is designed for summer associates who have a particular interest in pursuing a legal career in Asia. Native fluency in Mandarin Chinese is required. The Asia Track summer program involves spending eight to ten weeks in one of our U.S. offices and two to three weeks in our Hong Kong office.

Pro Bono

Pro bono work is one of the cornerstones of our firm. Pro bono matters are reviewed in the same way as billable matters, and pro bono hours are counted one-to-one for billable hour credit.

Diversity & Inclusion

Goodwin is committed to promoting diversity in our firm and the legal profession, as well as fostering an inclusive environment in which each attorney and staff member can excel and thrive. Diversity and inclusion are core values at Goodwin, and we believe that they make us stronger as a firm, as a provider of legal services and as an employer. It's also a matter of justice. We believe that equity demands a diverse workforce and legal profession, and we have a lengthy track record of enabling equal access to the legal system through our extraordinary pro bono efforts and our broad non-discrimination policies. Inclusion@Goodwin, established in 2014 and led by the firm's Chairman, David Hashmall, drives the firm's diversity and inclusion strategic initiatives. Additionally, we actively promote diversity and inclusion through our three affinity networks—CRED@Goodwin (Committee on Racial and Ethnic Diversity), Pride@Goodwin, and Women@Goodwin, which have local councils in each office that serve to build community, develop trainings, execute events, often with our clients, and provide support to historically underrepresented populations of our firm. In addition, Goodwin developed a "Diversity and Inclusion Champion" initiative as part of the firm's comprehensive diversity and inclusion strategy, whereby each practice area identified leaders to serve as diversity and inclusion ambassadors. In addition to serving as role models of inclusive leadership, the Champions are teaming with the firm's diversity and inclusion professionals to create "Diversity and Inclusion Action Plans." Under the leadership of the Champions each practice area is developing, tracking, advancing toward, and reporting on its diversity and inclusion goals on an annual basis. This strategy empowers the practice areas to take responsibility for the development of their talent, and brings heightened awareness and accountability to how we approach matter staffing, while also creating a highly inclusive and diverse workplace.

Goodwin recently became one of 41 trailblazing law firms that achieved Diversity Lab's Mansfield certification after participating in and completing the inaugural one-year pilot.

For more information on Goodwin's diversity initiatives, please visit <http://www.goodwinlaw.com/firm/diversity-and-inclusion>.

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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