

Basic Information

5 Park Plaza, Suite 1750
Orange County, CA 92614
Organization Size: 1428
Office Size: 28
Hiring Attorney:
Mr. Bryan Gadol

Recruiting Contact:
Ms. Laura Lau
Attorney Recruiting Coordinator
300 South Grand Avenue
Twenty-Second Floor
Los Angeles, California (CA) 90071
United States
Phone: 213.612.7288
llau@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) 3,080
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	9	8	1	0
	Women	3	5	2	2
	Total	12	13	3	2
Hispanic/Latino	Men	0	0	0	0
	Women	0	0	0	0
White	Men	9	7	1	0
	Women	3	2	1	2
Black/African American	Men	0	0	0	0
	Women	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	1	0	0
	Women	0	3	1	0
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	0	0	0	0
	Women	0	0	0	0
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly LGBT	Men	0	0	0	0
	Women	0	1	0	0

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
Business, Corporate	Corporate & Business Transactions	5	1	3	1
Labor and Employment	Employee Benefits	0	0	1	0
Labor and Employment	Labor and Employment	3	1	6	1
Litigation	Litigation	3	0	3	0
Banking, Finance	Investment Management	0	0	1	0
Government, Regulatory, Administrative	Morgan Lewis Consulting	1			

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2013	Prior Summer Associates	2014	Prior Summer Associates	2015
Laterals	2		4		
Laterals (non-traditional track)	1				
Post-Clerkship			1	1	
Entry-level	1	1	1	1	1
Entry-level (non-traditional track)					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	1		7		1
1Ls			1		

Number of 2014 Summer 2Ls considered for associate offers 1

Number of offers made to summer 2L associates 1

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. Minata 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

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