

**Basic Information**

3000 El Camino Real  
2 Palo Alto Square, 9th Floor  
Palo Alto, CA 94306  
Organization Size: 673  
Office Size: 35  
**Hiring Attorney:**  
Mr. Eric Lancaster

**Recruiting Contact:**  
Mr. Benson Lee  
Americas Legal Recruiting Manager  
3000 El Camino Real  
2 Palo Alto Square, Suite 900  
Palo Alto, California (CA) 94306  
United States  
**Phone:** (212) 819-8234  
benson.lee@whitecase.com

**Compensation & Benefits**

2019 compensation for entry-level lawyers (\$/year) 190,000  
**Summer Compensation**  
2019 compensation for Post-3Ls (\$/week) 3,700  
2019 compensation for 2Ls (\$/week) 3,700  
2019 compensation for 1Ls(\$/week) 3,700

**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?

**Lawyer Demographics**

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	6	9	2	0
	Women	2	8	1	0
	Total	8	17	3	0
<b>Hispanic/Latino</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>White</b>	Men	4	4	1	0
	Women	1	4	0	0
<b>Black/African American</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Native Hawaiian/Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Asian</b>	Men	2	4	1	0
	Women	1	4	1	0
<b>American Indian/Alaska Native</b>	Men	0	1	0	0
	Women	0	0	0	0
<b>2 or more races</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>LGBT</b>	Men	0	3	0	0
	Women	0	0	0	0
<b>Veteran</b>	Men	1	0	0	0
	Women	0	0	0	0

**Pro Bono/Public Interest**

Patrick Rickerfor  
Global Pro Bono Manager  
(212) 819-7805  
prickerfor@whitecase.com

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

% Firm Billable Hours last year

Average Hours per Attorney last year 100

Percent of associates participating last year 100%

Percent of partners participating last year 100%

Percent of other lawyers participating last year 100%

**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

Is rotation mandatory? No

## 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
Intellectual Property	Competition	4	1	8		
Business, Corporate	Corporate/M&A	4	2	9		

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2017	Prior Summer Associates	2018	Prior Summer Associates	2019
Entry-level	3		2	2	
Entry-level (non-traditional track)					
Lateral Partners	1		1		TBD
Lateral Associates	4		2		TBD
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls	3	1	4	1	3
1Ls	1		1		1

Number of 2018 Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

General Hiring Criteria We seek to hire students who demonstrate strong academics, excellent verbal and written communication skills, teamwork, initiative and leadership ability along with a commitment to practice law in a global and diverse setting. We are interested in interviewing students who want to spend their legal careers in the US as well as students who would like to eventually transfer overseas. Fluency in languages other than English is a plus (including Arabic, French, Japanese, Mandarin, Portuguese, Russian and Spanish).

## Diversity & Inclusion

Diversity Contact: Ms. Maja Hazell

Diversity Website/URL: <http://www.whitecase.com/diversity/its-about-inclusion>

## Organization Narrative

Together we make a mark. We are a truly global firm, with an international network that most firms can only dream of. It's the reason many of our global clients choose to work with us, and why they trust us with their most challenging and complex, cross-border matters. As an associate, this means you will be an integral member of the teams that span the entirety of a matter—not just the work in one jurisdiction—and experience the international nature of the work. We serve our clients through a global organization comprised of a wide range of practices and industry groups staffed by diverse teams. Our talented and committed lawyers represent 94 nationalities and speak 90 languages. This depth and breadth of experience and diversity of perspective in our teams is vital to our ability to effectively find creative solutions and represent clients throughout the world, and is one of the reasons we receive the top ranking for diversity year after year. Our associates work as part of a team of global citizens in a fast-paced, collaborative environment. Lawyers who join our firm find themselves part of an open, collegial culture where innovation, teamwork, and entrepreneurial spirit are valued. This open-door approach fosters strong working relationships across our 43 offices worldwide. From day one, our lawyers find that they do intellectually challenging work on complex and innovative deals and cases with talented colleagues from all over the globe, each committed to becoming the best at what they do and committed to the success of the team. Driven by our culture of apprenticeship, we train and guide our associates to succeed in every aspect of their career development. Our clients include two-thirds of the Global Fortune 100 and half the Fortune 500, as well as start-up visionaries, governments and state-owned entities. We are proud of our achievements— revenue of more than US\$1.8 billion, 43 practices rated Band 1 in Chambers Global, top ranked for diversity and pro bono programs— but we will not rest on our laurels. In 2015, we launched an ambitious five-year growth strategy that will strengthen our position as a top-of-mind firm for global clients—and an employer of choice for top talent. This combination of strength and ambition means exciting career opportunities: international and cutting-edge work throughout your career, and

experience that will benefit you wherever your career journey takes you. If you're ambitious, committed to excellence and interested in teamwork and collaboration, we'd like to hear from you. Practices: Antitrust/Competition; Asset Finance; Banking; Capital Markets; Commercial Litigation; Construction; Data, Privacy & Cybersecurity; Employment, Compensation & Benefits; Environment & Climate Change; Financial Institutions Advisory; Financial Restructuring and Insolvency; Intellectual Property; International Arbitration; International Trade; Islamic Finance; Mergers & Acquisitions; National Security; Private Clients; Pro Bono; Project Finance; Regulatory & Compliance; Sourcing & Technology Transactions; Tax; White Collar/Investigations Industry Groups: Aviation; Chemicals; Consumer Products; Financial Institutions; Infrastructure; Manufacturing & Industrial; Maritime & Shipping; Media; Mining & Metals; Oil & Gas; Pharmaceuticals & Healthcare; Power; Private Equity; Real Estate; Sovereigns; Technology; Telecommunications

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