

### Basic Information

3000 El Camino Real  
2 Palo Alto Square, 9th Floor  
Palo Alto, CA 94306  
Organization Size: 724  
Office Size: 27  
**Hiring Attorney:**  
Mr. Eric Lancaster

**Recruiting Contact:**  
Mr. Lorie Ball  
West Coast Legal Recruiting Manager  
555 South Flower Street, Suite 2700  
Los Angeles, California (CA) 90071  
United States  
**Phone:** (213) 620-7762  
lorie.ball@whitecase.com

### Compensation & Benefits

2020 compensation for entry-level lawyers (\$/year) 190,000

**Summer Compensation**

2020 compensation for Post-3Ls (\$/week) 3,700  
2020 compensation for 2Ls (\$/week) 3,700  
2020 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?

### Pro Bono/Public Interest

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

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

% Firm Billable Hours last year

Average Hours per Attorney last year 82

Percent of associates participating last year 100%

Percent of partners participating last year 43%

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

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        | 3              | 8          | 2       | 0                                     | 0                 |
|  | Women      | 4              | 10         | 0       | 0                                     | 0                 |
|  | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
|  | Total      | 7              | 18         | 2       | 0                                     | 0                 |
| <b>Latinx</b>                                    | Men        | 0              | 0          | 0       | 0                                     | 0                 |
|  | Women      | 0              | 0          | 0       | 0                                     | 0                 |
|  | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
| <b>White</b>                                     | Men        | 2              | 4          | 2       | 0                                     | 0                 |
|  | Women      | 3              | 5          | 0       | 0                                     | 0                 |
|  | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
| <b>Black or African American</b>                 | Men        | 0              | 1          | 0       | 0                                     | 0                 |
|  | Women      | 0              | 0          | 0       | 0                                     | 0                 |
|  | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
| <b>Native Hawaiian or Other Pacific Islander</b> | Men        | 0              | 0          | 0       | 0                                     | 0                 |
|  | Women      | 0              | 0          | 0       | 0                                     | 0                 |
|  | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
| <b>Asian</b>                                     | Men        | 1              | 2          | 0       | 0                                     | 0                 |
|  | Women      | 1              | 5          | 0       | 0                                     | 0                 |
|  | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
| <b>Native American or Alaska Native</b>          | Men        | 0              | 1          | 0       | 0                                     | 0                 |
|  | Women      | 0              | 0          | 0       | 0                                     | 0                 |
|  | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
| <b>2 or More Races</b>                           | Men        | 0              | 1          | 0       | 0                                     | 0                 |
|  | Women      | 0              | 0          | 0       | 0                                     | 0                 |
|  | Non-binary | 0              | 0          | 0       | 0                                     | 0                 |
| <b>Persons with Disabilities</b>                 | Men        | 0              | 0          | 0       | 0                                     | 0                 |
|  | Women      | 0              | 0          | 0       | 0                                     | 0                 |

|                |            |   |   |   |   |
|----------------|------------|---|---|---|---|
|                | Non-binary | 0 | 0 | 0 | 0 |
| <b>LGBTQ</b>   | Men        | 0 | 3 | 0 | 0 |
|                | Women      | 0 | 1 | 0 | 0 |
|                | Non-binary | 0 | 0 | 0 | 0 |
| <b>Veteran</b> | Men        | 0 | 0 | 0 | 0 |
|                | Women      | 0 | 0 | 0 | 0 |
|                | Non-binary | 0 | 0 | 0 | 0 |

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

NALP Copyright 2020

## 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                    | 3                       | 2              | 9                 |   |  |
| Business, Corporate    | Corporate/M&A                  | 3                       | 2              | 7                 |   |  |
| Business, Corporate    | Capital Markets                | 1                       | 0              | 0                 |   |  |
| Banking, Finance       | Banking                        | 0                       | 0              | 1                 |   |  |
| Litigation             | Commerical Litigation          | 0                       | 0              | 1                 |   |  |

## HIRING & RECRUITMENT

| LAWYERS                                    | Began Work In |                         |      |                         | Expected 2020 |
|--|---------------|-------------------------|------|-------------------------|---------------|
|  | 2018          | Prior Summer Associates | 2019 | Prior Summer Associates |               |
| Entry-level                                | 2             | -                       | 3    | 3                       | 5             |
| Entry-level (non-traditional track)        | -             | -                       | -    | -                       | -             |
| Lateral Partners                           | 1             | -                       | 2    | -                       | -             |
| Lateral Associates                         | 2             | -                       | 3    | -                       | -             |
| All Other Laterals (non-traditional track) | -             | -                       | 1    | -                       | -             |
| Post-Clerkship                             | -             | -                       | -    | -                       | -             |
| LL.M.s (U.S.)                              | -             | -                       | -    | -                       | -             |
| LL.M.s (non-U.S.)                          | -             | -                       | -    | -                       | -             |
| <b>SUMMER</b>                              |               |                         |      |                         |               |
| Post-3Ls                                   | -             | -                       | -    | -                       | -             |
| 2Ls  | 4             | 1                       | 5    | 1                       | 3             |
| 1Ls  | 1             | -                       | 1    | -                       | 1             |

Number of 2019 Summer 2Ls considered for associate offers 5

Number of offers made to summer 2L associates 5

**General Hiring Criteria** We look for highly motivated individuals with excellent academic credentials, significant personal achievements and a strong commitment to the practice of law in a global and diverse law firm. A successful candidate will be able to demonstrate evidence of our core competencies which include excellent judgment, client readiness, drive, initiative and an entrepreneurial mindset. We are looking for those with the ability to work collaboratively in high pace, high stakes situations. Fluency in a second language is a plus.

## 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 97 nationalities and speak 89 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 44 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\$2.5 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. We launched an ambitious growth strategy that 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*

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 2020