



# Morgan, Lewis & Bockius LLP

## 2021 TOP 100 LAW FIRM HIGHLIGHTS

### #36 OVERALL PRESTIGE

#### REGIONAL

- #2 Mid-Atlantic
- #11 Boston
- #17 Florida
- #22 Southern California
- #28 Texas
- #29 Northern California
- #33 Washington, DC
- #35 New York

#### PRACTICE AREA

- #5 Labor & Employment
- #12 Tax
- #19 Health Care
- #21 Project Finance

- #23 Intellectual Property
- #23 General Commercial Litigation (*tie*)
- #27 Securities/Capital Markets
- #28 General Corporate Practice

#### QUALITY OF LIFE

- #5 Pro Bono
- #13 Technology & Innovation
- #14 Wellness
- #15 Compensation
- #18 Business Outlook
- #19 Best to Work For
- #20 Career Outlook
- #22 Quality of Work (*tie*)
- #23 Satisfaction

- #26 Integration of Laterals & Clerks
- #28 Formal Training

#### DIVERSITY

- #12 Racial & Ethnic Diversity
- #13 Overall Diversity
- #14 Diversity for Individuals with Disabilities
- #15 Diversity for LGBTQ+ Individuals

#### SUMMER ASSOCIATE

- #34 Overall Best Program

#### FIRM INFO

##### CONTACT INFO

(215) 963-5000  
www.morganlewis.com

##### LOCATIONS

Boston, MA • Century City, CA • Chicago, IL • Dallas, TX • Hartford, CT • Houston, TX • Los Angeles, CA • Miami, FL • New York, NY • Orange County, CA • Philadelphia, PA • Pittsburgh, PA • Princeton, NJ • San Francisco, CA • Silicon Valley, CA • Washington, DC • Wilmington, DE | Abu Dhabi • Almaty • Beijing • Brussels • Dubai • Frankfurt • Hong Kong • London • Moscow • Nur-Sultan • Paris • Shanghai • Singapore • Tokyo

##### MAJOR DEPARTMENTS

Antitrust and Competition • Banking • Corporate and Business Transactions • Crisis Management • eData • Energy • Finance • Health Care • Intellectual Property • Investment Management • Labor, Employment and Benefits • Life Sciences • Litigation • Project Finance, Infrastructure and Natural Resources • Structured Transactions • Tax • Telecommunications, Media and Technology

##### THE STATS

**No. of attorneys:** 2,198  
**No. of offices:** 31  
**Chairman:** Jami Wintz McKeon  
**Firmwide Hiring Partner:** Christina Edling Melendi

##### EMPLOYMENT CONTACT

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Recruiting contacts for all offices at  
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### THE SCOOP

Morgan Lewis has branched out from its Philadelphia roots to build an international network of lawyers in 31 offices reaching from Boston to Singapore and San Francisco to Dubai. The firm's strengths include litigation, labor and employment, employee benefits, intellectual property, energy, investment management, structured transactions, and a variety of regulatory areas.

### Big Impact

Morgan Lewis contributed more than 132,000 pro bono hours in 2019 to more than 1,800 pro bono clients. Every lawyer in the firm recorded at least 20 hours to pro bono matters, with the average hours per attorney being closer to 65 hours. In addition to its year-round pro bono and community service initiatives, all 31 of Morgan Lewis' offices collaborate on an annual Community Impact Week, a global firm initiative comprising 175 community service and pro bono-related programs. More than 1,500 lawyers and staff participate in the program. The firm has five full-time lawyers running the program, including a partner who focuses exclusively on impact litigation and serves as the firm's first senior pro bono trial lawyer.

### VAULT'S VERDICT

Law school pedigree, work experience, and diversity are all important in Morgan Lewis' recruiting process. But ultimately, candidates must demonstrate their sincere interest in the firm to be considered. The firm uses behavioral questions in its interview process, so candidates should thoroughly prepare. Associates at Morgan Lewis are elated with the firm's collaborative, friendly culture—there are plenty of opportunities to socialize, and lawyers tend to form strong bonds. Partners are invested in associate development, providing high-level responsibilities and encouraging associate input. Work is distributed via an assignment partner—hours can be busy, but the firm keeps tabs on associates' workloads and provide needed downtimes. Overall, associates are happy with the market compensation; their one gripe is that the billable-hours threshold for bonus is determined at year end rather than in advance. The firm offers tremendous opportunities for early responsibility and space to take ownership of assignments. Associates are enthusiastic about the firm's wellness offerings, including counseling, meditation, and weekly videos. There is an emphasis on formal training, including a variety of academies, and informal mentoring is particularly valued at the firm. The firm gets high marks for its diversity efforts, and associates are particularly impressed with its commitment to women lawyers. Pro bono work is encouraged, with no cap on how many pro bono hours can count toward billable hours. Morgan Lewis has a career coach to help associates navigate their futures, and many feel promotion to partner is a realistic goal. The firm's rotation system—wherein each associate is assigned to a succession of small groups



of partners for 12 to 18 month periods during the entirety of the associate's tenure—gets generally positive reviews for encouraging a team mentality. Associates seem somewhat accepting of the “black box” nature of decision-making, but appreciate recent steps the partnership has taken to increase transparency.

## OUR SURVEY SAYS

### ASSOCIATE LIFE

#### Firm Culture

- “People are friendly and collaborative across the board, including staff, associates, and partners. It is truly a collaborative and positive workplace.”

#### Associate/Partner Relations

- “Morgan Lewis doesn't hide the ball. The firm has been reassuringly transparent about its finances and overall outlook. Associate/partner relations are strong—partners genuinely care about growing associates and appropriately relying upon them without being overbearing. There are annual formal performance reviews as well as less formal mid-year reviews, but associates are also welcome to seek feedback on a more informal basis.”

#### Quality of Work

- “Associates are expected from a very early stage to take ownership of complex projects. Associates present to and socialize with clients on a normal basis. Associates—including junior associates—also take leading roles in advocacy (written and oral) before federal agencies.”

#### Wellness Efforts

- “This has been an area of particular focus over the last year. There is a whole team dedicated to this and a dedicated portion of the website as well as firmwide events. There is meditation, gym programs, trainings and other educational programming around the topic.”
- “Our office has recently implemented monthly meditation sessions and massages! In addition, the Ramp Up Program and Remote Working Program are unbelievably amazing!”

#### Training & Mentoring

- “Morgan Lewis excels at training its associates and top talent. There is New Lawyer Academy, Midlevel Associate Academy, Senior Associate Academy, and for litigation-oriented attorneys, whether in the litigation group or labor and employment group, a Trial Academy. These academies provide invaluable training and networking opportunities. ...”
- “The firm facilitates a formal mentorship program, but the informal mentoring is what truly shines. People genuinely care about one another and want to see each other succeed. As a junior to mid-level associate, I feel very supported by my fellow associates, as well as those more senior to me (senior associates, junior partners, senior partners, of counsel, etc.).”

#### Career Outlook

- “The firm is very interested in everyone meeting their own individual career goals. The firm has a career coach, who helps guide associates to their desired career path.”

### DIVERSITY

#### Diversity Efforts

- “Morgan Lewis places significant emphasis on diversity. Our firm chair, my office co-managing partner, and my practice group leader are all women. My practice group has a significant percentage of LGBTQ+ partners. And the firm has formal programs for extensive parental leave and a ‘ramp up’ program for those returning from leave. The firm also has numerous active affinity groups.”
- “The firm is very dedicated to improving diversity on all fronts and the incoming classes the last few years have been a majority of diverse associates (counting women as minority/diverse).”

### SUMMER PROGRAM

#### Training & Assignments

- “The summer associate program had robust training in a broad variety of practice groups. The summer program allows you to choose from work in any group in order to get a better sense of the work and the people.”

#### Social Opportunities

- “The firm is top-notch in this regard. The events were always fun, heavily attended (including by the busiest top partner), conducive to relationship-building, and generously funded and staffed.”