

# **Paul, Weiss, Rifkind, Wharton & Garrison**

Law Firm Analysis

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## **Executive Summary**

Paul, Weiss, Rifkind, Wharton & Garrison LLP (“Paul Weiss”) is a 150-year-old Wall Street powerhouse with  $\approx 1,200$  lawyers across 10 offices on three continents, 168 equity partners, and a two-tier partnership introduced in 2024. 2024 was a record year: revenue surged 32 % to roughly \$2.6 billion and profits per equity partner (PEP) topped \$7.5 million, keeping the firm in the Am Law “super-rich” club. Under long-time chairman Brad S. Karp, the firm is known for headline M&A, private-equity, bet-the-company litigation, white-collar defence and restructuring work. Recent headlines include a rapid London build-out after a Kirkland raid, closure of the Beijing office, and a high-stakes détente with the Trump Administration.

## **Name of the Firm**

The full legal name of the firm is Paul, Weiss, Rifkind, Wharton & Garrison LLP, commonly shortened to "Paul, Weiss" <sup>[1][2]</sup>.

## **List of Offices**

Paul, Weiss maintains a global presence with 10 offices strategically positioned across North America, Europe, and Asia<sup>[3][4]</sup>:

- New York, NY (Headquarters)
- Washington, D.C.
- San Francisco, CA
- Los Angeles, CA
- Wilmington, DE
- Toronto, Canada
- London, UK
- Brussels, Belgium
- Tokyo, Japan
- Hong Kong, China

The firm has recently expanded its international presence, particularly in London where it has significantly enhanced its capabilities across major corporate practice areas, and has launched new offices in Los Angeles and Brussels<sup>[3][4]</sup>.

## **List of Practices**

Paul, Weiss is organized around several core practice areas that form the foundation of its legal services offering<sup>[3][4][5]</sup>:

## **Core Practice Areas**

- Private Equity
- Public Company M&A
- Litigation

- White Collar and Regulatory Defense
- Restructuring

## **Corporate Practices**

- Finance
- Capital Markets
- Private Funds
- Competition/Antitrust
- Tax
- Executive Compensation
- Real Estate
- Investment Funds
- Intellectual Property & Technology Transactions
- Investment Management
- Corporate Governance
- Activist Defense
- Digital Technology
- Family Office & High-Net-Worth Individuals
- Financial Services
- Hybrid Capital & Special Situations
- Infrastructure
- Insurance
- M&A Disputes
- Media, Sports & Entertainment
- Sustainability & ESG Advisory

## **Litigation and Regulatory Specialties**

- Anti-Corruption & Foreign Corrupt Practices Act
- Artificial Intelligence
- Bankruptcy Litigation
- Congressional Investigations
- Crisis Management
- Cryptocurrency & Blockchain
- Cybersecurity & Data Protection
- DEI Strategic Advisory
- Economic Sanctions & Anti-Money Laundering
- Employment, Workplace Investigations & Trade Secrets
- ERISA, Pension & Benefits Litigation
- False Claims Act & Qui Tam Litigation
- Financial Services Litigation & Investigations
- Insurance Litigation
- Intellectual Property Litigation
- Internal Investigations

- International Arbitration
- Investment Management Litigation
- Mergers and Acquisitions Litigation
- Product Liability
- Civil Rights & Racial Equity Audits
- Securities Litigation
- Supreme Court & Appellate Litigation

The firm is widely recognized for its market-leading capabilities across these practice areas, providing comprehensive legal services to its diverse client base<sup>[3][4]</sup>.

### **Partnership Structure**

Paul, Weiss recently made a significant change to its partnership structure. In early 2025, the firm announced the implementation of a two-tier partnership model with both equity and non-equity partners<sup>[6]</sup>. This represents a major shift for the firm, which had maintained an all-equity partnership structure for nearly a century.

The transition to a two-tier system was described by firm Chairman Brad Karp as necessary "to address head-on the competitive realities of the current marketplace" and to avoid putting the firm at a "competitive disadvantage" relative to peer institutions<sup>[6]</sup>. At the time of the announcement, the firm did not yet have any non-equity partners but was in the process of establishing the new structure.

Additionally, Paul, Weiss operates with a "black box" compensation system for partners, which means that partner compensation details are not widely shared within the firm<sup>[6]</sup>.

### **Total Partner Headcount**

According to the 2024 data, Paul, Weiss had 198 equity partners<sup>[7]</sup>. With the firm's recent transition to a two-tier partnership structure, the total partner headcount is likely to evolve as the firm begins to designate certain partners as non-equity partners. However, precise current

numbers for the total partner headcount including both equity and non-equity partners are not available in the provided search results.

### **Total Lawyer Headcount**

On its website, Paul, Weiss states it employs “More than **1,000 lawyers** globally” across its global network of offices<sup>[3][4][5]</sup>. The firm emphasizes the diversity of its attorneys' backgrounds, personalities, ideas, and interests as a strength in providing innovative and effective solutions to clients' complex legal and business challenges<sup>[3][4][5]</sup>.

### **Last Known Revenue**

The firm reported impressive financial growth in its most recent results. For 2025, Paul, Weiss saw its revenue increase by 32% to \$2.63 billion from \$2 billion in the previous year<sup>[8]</sup>. This growth nearly tripled the previous year's 11% revenue increase, demonstrating significant acceleration in the firm's financial performance<sup>[8]</sup>. Additionally, the firm's revenue per lawyer rose 6% to \$2.1 million from \$1.98 million<sup>[8]</sup>.

### **Last Known Profits per Partner**

Paul, Weiss ranks among the most profitable law firms in the United States. According to the most recent financial data, the firm's profits per equity partner (PEP) grew 15% to \$7.5 million from \$6.5 million in the prior year<sup>[8]</sup>. This places Paul, Weiss at the elite end of the legal industry's profitability spectrum, ranking 6th among U.S.-based law firms by profits per partner according to 2024 data, with a PPEP of \$7,541,000<sup>[7]</sup>. The firm's net income for equity partners surged 28% to \$1.5 billion in the most recent reporting period<sup>[8]</sup>.

## **Name of Chairman**

Brad S. Karp has served as Chairman of Paul, Weiss since 2008<sup>[9][4]</sup>. Before assuming this leadership role, he led the firm's Litigation Department. Karp has spent his entire career at Paul, Weiss, beginning as a summer associate<sup>[9]</sup>. He is widely respected in the legal industry, described by Chambers as "the best strategic adviser in the business," "the best litigator in the country," and "someone who every CEO in America should have on speed dial"<sup>[9]</sup>. The New York Times and Bloomberg have called him "the most connected lawyer in the country," and Best Lawyers has described him as "the most talented, responsive, client-sensitive, creative, effective lawyer of his generation"<sup>[9]</sup>.

## **What the Firm is Famous For**

In short, Paul, Weiss is famous for:

- Wall-Street-style public M&A and PE deal work (>\$359 bn of deals advised in the past year).
- Elite bet-the-company litigation (e.g., Exxon climate defence) and Supreme Court practice.
- Deep white-collar/regulatory bench (former U.S. AG Loretta Lynch, former SDNY U.S. Attorney Damian Williams).
- Long-standing commitment to civil-rights & pro-bono matters.

Furthermore, it has established a reputation for excellence in several key areas:

## **Market-Leading Practices**

The firm is widely recognized for having market-leading practices in private equity, public company M&A, litigation, white collar and regulatory defense, and restructuring<sup>[3][4][5]</sup>. These core practice areas form the foundation of the firm's reputation for handling complex, high-stakes matters for sophisticated clients.

## **Pioneering Diversity**

Paul, Weiss has a notable history of diversity and inclusion in the legal profession. In 1946, it became the first major New York law firm to have a female partner, Carolyn Agger<sup>[2]</sup>. In 1949, the



firm hired William Thaddeus Coleman Jr., the first Black lawyer at a major New York City law firm<sup>[2]</sup>. During the 1960s, when discrimination was common, Paul, Weiss was one of the few major New York law firms willing to hire and promote Jewish law school graduates<sup>[10]</sup>.

### **Elite Client Service**

The firm is known for providing innovative and effective solutions to clients' most complex legal and business challenges<sup>[4][5]</sup>. Paul, Weiss consistently earns high praise for its collaborative, commercial approach to highly sophisticated matters, providing novel and efficient solutions to otherwise intractable situations<sup>[3]</sup>.

### **Pro Bono Commitment**

The firm maintains a robust pro bono practice dedicated to public service<sup>[10]</sup>. Its commitment to providing legal assistance to those in need has been a defining characteristic of the firm throughout its history.

### **Global Reach and Sophistication**

With 10 offices across North America, Europe, and Asia, and a robust international network, Paul, Weiss represents many of the world's largest and most important public and private corporations, asset managers, financial institutions, and pro bono clients<sup>[3][4][5]</sup>.

### **List of Clients**

While the firm represents a diverse and extensive client base, below is an illustrative list of several of the firm's notable clients<sup>[10]</sup>:

- Affiliated Managers Group
- Citigroup
- ConocoPhillips
- Dai-ichi Life
- DigitalBridge
- Exxon Mobil
- ExxonMobil
- Fortress Investment Group
- Goldman Sachs

- Imagine Entertainment
- Lucasfilm
- Morgan Stanley Infrastructure
- Wafra
- Wells Fargo

More broadly, Paul, Weiss represents "many of the world's largest and most important asset managers, public and private corporations and financial institutions, as well as clients in need of pro bono assistance"<sup>[3][4][5]</sup>. The firm's M&A Group has advised on over 180 billion-dollar-plus M&A transactions since 2020 and has handled over a trillion dollars in total M&A activity, including for publicly listed and privately held companies, private equity firms and their portfolio companies, and other investors<sup>[4]</sup>.

### Lateral Partner Hires

Paul, Weiss has been actively recruiting lateral partners to strengthen its practice areas. Notable recent lateral hires include:

Partner Name - Office - Date	Partner Name - Office - Date	Partner Name - Office - Date
Uma Sud - London - Apr. 2025	Priyata Patel - Washington, D.C. - Dec. 2024	Oliver Marcuse - London - Sept. 2024
Jeffrey Osterman - New York - Mar. 2025	Sutton Ansley - Washington, D.C. - Dec. 2024	Elizabeth Hanft - New York - Sept. 2024
Stefanie Gitler - Washington, D.C. - Mar. 2025	Catherine McLoughlin - London - Nov. 2024	David Hepp - New York - Aug. 2024
Damian Williams - New York - Mar. 2025	Kai Zeng - London - Nov. 2024	David Pritchett - London - Aug. 2024
Deeksha Rathi - London - Feb. 2025	Kaiwen Zeng - London - Nov. 2024	Flora Go - New York - Aug. 2024
Carmen Lu - New York - Jan. 2025	Reva Raghavan - London - Nov. 2024	Jeremy Leggate - London - Aug. 2024
Daniel Reich - New York - Jan. 2025	Joseph Glatt - New York - Oct. 2024	Kerri Durso - New York - Aug. 2024
Matthew Friestedt - New York - Jan. 2025	Katharine Haigh - New York - Oct. 2024	Matthew Collin - New York - Aug. 2024

Michael Montgomery - Los Angeles - Jan. 2025	Michael Holston - New York - Oct. 2024	Nickolas Bogdanovich - New York - Aug. 2024
Tony Rim - New York - Jan. 2025	Mohammed Alvi - Los Angeles - Oct. 2024	Dan Schuster-Woldan - London - Aug. 2024
Ross Oliver - New York - Jan. 2025	Matthew Hearn - London - Oct. 2024	Benjamin Wilkinson - London - Jul. 2024
Anish Desai - New York - Dec. 2024	Bianca Levin-Soler - Los Angeles - Sept. 2024	Henrik Morch - Brussels - Jul. 2024
Christopher Pepe - Washington, D.C. - Dec. 2024	David Holdsworth - London - Sept. 2024	Caitlin Melchior - New York - Jul. 2024
Elizabeth Stotland-Weiswasser - New York - Dec. 2024	Liz Osborne - London - Sept. 2024	Christopher Wilson - Washington, D.C. - Jun. 2024
Prem Mohan - London - Dec. 2024	Nicholas Olson - New York - Sept. 2024	Nicole Succar - New York - Jun. 2024

## Mentions of Firm and Lawyers in Chambers and Partners

Paul, Weiss has received numerous recognitions from Chambers and Partners across multiple jurisdictions:

### Chambers USA 2024

- Recognized as a leading firm in 46 practice areas
- Received 128 individual lawyer rankings
- Achieved 32 top-tier partner rankings across the firm's corporate, litigation, and restructuring practices<sup>[13]</sup>

### Chambers Global 2025

- Recognized as a leading firm across 36 practice areas
- 51 individual lawyers ranked<sup>[14]</sup>

### Chambers UK 2025

- Recognized as a leading firm across three practice areas
- Received 15 individual lawyer rankings

- New rankings in "Banking & Finance: Sponsors (London)" and "Capital Markets: High-Yield Products (UK-wide)"
- Top-tier partner rankings in the firm's banking, competition, and capital markets practices<sup>[15]</sup>

## List of Newsletters and Publications

Based on the available search results, Paul, Weiss produces several publications and newsletters, including:

- Focus: Investment Funds Newsletter<sup>[16]</sup>
- M&A at a Glance (August 2023)[11]
- Client Memos (e.g., EU CS-DDD briefing).
- Podcasts, Videos and topical bulletins accessible via the Insights hub.

## List of Events the Firm Hosts and Sponsors

One notable event is the high-profile gathering at the firm's New York office to launch the Center to Combat Hate<sup>[17]</sup>. This center is part of the firm's commitment to using its legal expertise to address social issues and provide pro bono services in key areas.

Other events include:

- Global Merger Control Forum (May 2025, NYC).Paul, Weiss
- Sandpiper Trade Secrets Conference co-sponsor (Apr 2025, NY).Paul, Weiss
- Women's History Month AI & Gender Fireside Chat (Mar 2025).Paul, Weiss
- Regular speaker slots at IBA, FCPA, National Bankers Association, etc.

## Accolades

Paul, Weiss has received numerous accolades and recognitions that highlight its excellence across various practice areas:

## Rankings and Recognition

- Top rankings in Chambers USA 2024 (46 practice areas, 128 individual lawyer rankings)<sup>[13]</sup>
- Top rankings in Chambers Global 2025 (36 practice areas, 51 individual lawyers)<sup>[14]</sup>
- Top rankings in Chambers UK 2025 (3 practice areas, 15 individual lawyer rankings)<sup>[15]</sup>
- Ranked 6th among largest United States-based law firms by profits per partner<sup>[7]</sup>

## Individual Recognition

- Brad Karp is described by Chambers as "the best strategic adviser in the business," "the best litigator in the country," and "someone who every CEO in America should have on speed dial"<sup>[9]</sup>
- The New York Times and Bloomberg have called Brad Karp "the most connected lawyer in the country"<sup>[9]</sup>
- Best Lawyers has described Brad Karp as "the most talented, responsive, client-sensitive, creative, effective lawyer of his generation"<sup>[9]</sup>
- Six Paul, Weiss partners were named among American Lawyer's "Big Law's Top Lateral Hires of 2023"<sup>[12]</sup>

## News and Developments

### Financial Performance

The firm reported exceptional financial growth in 2025, with revenue up 32% to \$2.63 billion and PEP growing 15% to \$7.5 million<sup>[8]</sup>. This performance significantly outpaced the previous year's growth, reflecting the firm's strong market position and client demand for its services.

### Partnership Structure Changes

In early 2025, Paul, Weiss announced the implementation of a two-tier partnership structure with both equity and non-equity partners, moving away from its century-long tradition of an all-equity partnership<sup>[6]</sup>. This strategic shift was described as necessary to remain competitive in the current legal market.

### Trump Administration Agreement

One of the most publicized recent developments was the firm's agreement with the Trump administration. Paul, Weiss committed to providing \$40 million worth of pro bono legal services for causes supported by the administration in exchange for the rescinding of an executive order that had targeted the firm<sup>[17][10][18][19]</sup>. This agreement led to the resignation of Steven Banks, the head of the firm's pro bono practice<sup>[18]</sup>, and generated significant discussion within the legal community.

## **International Expansion**

The firm has significantly enhanced its capabilities in London, "immediately bringing market-leading capabilities across all major corporate practice areas," and launched new offices in Los Angeles and Brussels<sup>[3][4]</sup>. This expansion reflects Paul, Weiss's continued focus on building its global platform to better serve clients across jurisdictions.

## **Strategic Lateral Hiring**

Paul, Weiss has been actively recruiting lateral partners to strengthen its practice areas, with several high-profile hires in 2024 and 2025<sup>[11][12]</sup>. These strategic additions enhance the firm's capabilities in key practice areas and markets.

## **Center to Combat Hate**

The firm launched the Center to Combat Hate, reflecting its commitment to addressing social issues through its legal expertise<sup>[17]</sup>. Through this Center, Paul, Weiss has helped victims successfully sue extremist and white supremacist groups<sup>[17]</sup>.

These developments demonstrate Paul, Weiss's continued evolution as it adapts to changing market conditions, expands its global footprint, and navigates complex political and social landscapes.

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## Disclaimer

This report was produced by an AI Analyst using publicly available information. While AI Analysts are trained to cross-check their work, they can make mistakes. Check important information.

## Sources

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