

WTO is a great place to build a successful and fulfilling practice.

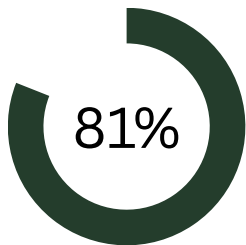
#8 "Best Midsize Law Firms to Work For" nationally

- Formal Training (#2)
- Informal Training, Mentoring, and Sponsorship (#5)
- Compensation (#9)
- Quality of Work (#9)

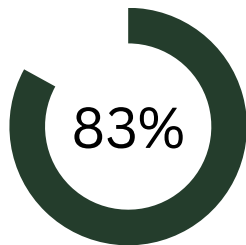


## Challenging and Substantive Work From Day One

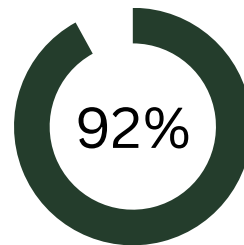
Our clients trust us with handling sophisticated trials, appeals, and litigation across the country from our Denver home, and our associates played a key role in our success in 2025:



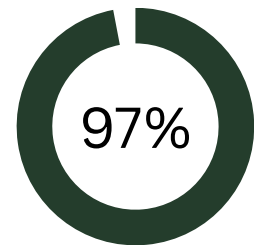
81% of WTO associates had active speaking roles in court



83% took or defended depositions



92% served as the lead communicator with at least one client



97% participated in pro bono matters



## Opportunity Lives Here

"Initiative is expected, not just allowed."

- Third-year Associate **Nick Steverson** on how partners embraced his mid-trial ask to lead a key argument

"Partners at a lot of firms would never consider having someone at my level take a witness during a high-stakes trial. Our partners backed my role 100 percent."

- Associate **Rebekah Nickel**, who had less than three years of experience when she helped win a jury verdict for DISH Wireless



Read our managing partner's take on the firm's culture.

"The firm is looking for candidates with a strong moral compass, collegiality, and dedication to excellence."

- Vault Associate Survey response

"We have an infectious, almost cult-like enthusiasm for trials."

- **Mike Williams**, our Managing Partner, in The American Lawyer's "Litigation Leaders" feature

## Competitive Compensation

We offer a starting salary of \$210,000 for first-year associates. With a market-leading comp package for Denver-based firms and unique litigation opportunities for young lawyers, we provide an attractive alternative to the options available in BigLaw.

We also offer one-time bonuses for lawyers coming immediately off a clerkship:

- \$100,000 for a single qualifying clerkship
- \$125,000 for two qualifying clerkships, completed in succession

## Pro Bono Powerhouse

We take on high-impact cases to protect the rights and interests of people across the country who could not otherwise afford top-quality legal counsel.



Seeking foster care reform throughout Alaska and Louisiana.



NPR's "All Things Considered" featured us leading the fight against deadly heat in Texas prisons.



Law360 covered us organizing the first Colorado Pro Bono Summit.

In 2025, our firm spent **7,837** hours on pro bono, and we logged **55** pro bono hours per lawyer on average. Plus, **97%** of our associates participated in pro bono.

## What Sets Us Apart

Our professional development and mentoring program includes a **New Associate Academy**.



Named a National **Top 20 Trial Law Firm**

**65%** of our partners are homegrown and were promoted directly from our Associate and Of Counsel ranks.

## For More Information

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