Wheeler Trigg O'Donnell

Lawyers

You:

- Passionate about litigation excellence
- Eager to do trials
- Always a great teammate
- Up for any challenge
- Want to beat the best
- Comfortable taking initiative - or having it thrust upon you
- Driven to "find a way," not follow a playbook
- Want a career that is both successful and fulfilling

We:

- A national top 20 trial firm
- Ranked Band 1 for Commercial Litigation by Chambers for 19 straight years
- Ranked a top 10 midsize firm to work for nationally - and #2 for formal training, and #5 for informal training, mentoring, and sponsorship
- Doing high-stakes, often industry-shaping work for clients across the country from our office in Denver

Lawyers
Law Students
Professional Staff

- Relentlessly committed to delivering results for clients that exceed their expectations
- Determined to help rising lawyers succeed, just as our founders were for us
- 125 lawyers who are doing the work we have always wanted to do, and who share a passion for winning, for supporting their colleagues, and for the Colorado lifestyle

If this sounds like a match, read more about us below and then see our opportunities **here.**

Helping Colleagues to the Next Level

#8 Nationwide - Best Midsize Law Firms to Work For

ALM | LAW.COM

THE AM LAW LITIGATION DAILY

Litigation Leaders: Mike Williams of Wheeler Trigg O'Donnell on the Firm's 'Almost Cult-Like Enthusiasm for Trials'

By Ross Todd
September 8, 2025

Welcome to another edition of our Litigation Leaders series, featuring the litigation practice leaders at some of the biggest and most innovative law firms in the country—and the world.

Meet ***Michael Williams****, the managing partner at* ***Wheeler Trigg O'Donnell****, a midsize litigation-only firm based in Denver. Williams started his career as a commercial and product liability litigator, specialized in class actions for about seven years and has evolved to be a generalist. On top of his practice and daily management duties, he also sits on the firm's management committee.*

Lit Daily: Tell us a little about yourself—perhaps even a thing or two your partners would be surprised to learn about you.

I have a full-time litigation practice and also serve as managing partner of our firm. In 2001, I followed my wife (then girlfriend) to Colorado, where she served as an Army JAG officer. She broke up with me the week after I moved here. I waited six months to tell my parents that the relationship "was definitely over." We got back together three weeks later.

We fell in love with Colorado and the firm, and decided Denver would be the best place to raise our family. We have three daughters, ages 16, 14 and 11. Between my day jobs and family, I drink a lot of coffee. I am known as much for my love of coffee as for anything else.

Mike Williams of Wheeler Trigg O'Donnell.

I started my career as a commercial and product liability litigator, became a class-action specialist for about seven years and then evolved into a generalist. Now I split my time between commercial litigation, with an emphasis on corporate recovery actions and class-action defense. I had the extraordinarily good fortune to learn trial practice from seven of the country's most spectacular lawyers: all five of WTO's founding partners (**Mal Wheeler**, **Jack Trigg**, **Mike O'Donnell**,

MP Mike Williams on the firm's culture and character

Our Stories

“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,” said associate Rebekah Nickel, who was an associate with less than three years of experience when she helped win a jury verdict for DISH Wireless.

– Rebekah Nickel

“Initiative is expected, not just supported,” said 3rd-year Associate Nick Steverson on how partners embraced his mid-trial ask to lead a key argument.

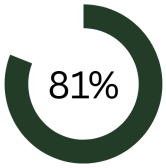
– Nick Steverson

“We’re just given more opportunities to say ‘yes’ here,” associate Danielle Trujillo said while reflecting on her trial experience.

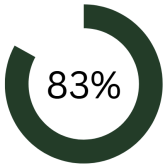
– Danielle Trujillo

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:

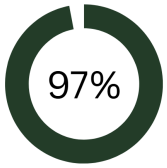


81% of WTO associates had active speaking roles in court



83% took or defended depositions

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



97% participated in pro bono matters

Benefits

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

Read More

Our firm also offers:

- Substantial allowance for CLEs and conferences
- Professional development through in-house presentations, training, and on-site trial consultants
- Contribution to individual 401(k) plans equal to 3% of base salary
- Comprehensive benefits package, with multiple coverage options available for employees and their families
- Generous parental leave for eligible employees, up to 17 weeks of paid leave

- Contribution to health savings account of $300 to $600 per year
- Wellness program benefit of $500 per year
- Telehealth and Employee Assistance Program available

Required Notice: The following link leads to the machine-readable files that are made available in response to the federal Transparency in Coverage Rule and includes negotiated service rates and out-of-network allowed amounts between health plans and healthcare providers. The machine readable files are formatted to allow researchers, regulators, and application developers to more easily access and analyze data.

https://www.cigna.com/legal/compliance/machine-readable-files

We are an Equal Opportunity Employer (EOE) that values and respects the importance of a diverse and inclusive workforce. It is the policy of the firm to recruit, hire, train and promote persons in all job titles without regard to race, ethnicity, religion, sex, age, veteran status, disability, sexual orientation, or gender identity. We recognize that diversity and inclusion is a driving force in the success of our firm. It is our intention that all qualified applicants are given equal opportunity and that selection decisions be based on job-related factors.

Professional Development

As one of Benchmark Litigation's top 20 trial firms nationally, we focus on developing associates into trial lawyers and future leaders. We accomplish this through formal and informal mentorship, structured evaluations, real-time reviews, and ongoing training.

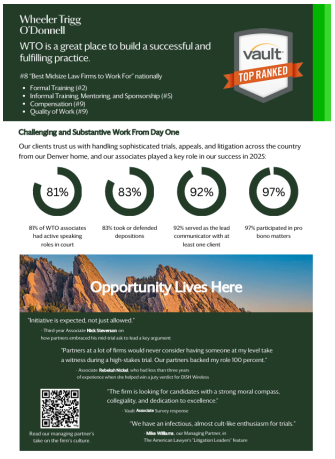
Resources include:

- Dedicated trial consultants through the firm's partnership with Courtroom Performance, Inc. to help lawyers hone

their courtroom skills

- A Director of Attorney Development who coaches and mentors associates in areas ranging from legal writing to client service to leadership, among many others
- In-house training and CLEs throughout the year, and an intensive New Associate Academy in the fall of every year. Topics include lessons learned at trial, written and oral advocacy, trial and deposition skills, wellness, and more
- A generous annual stipend for other CLEs, national conferences, and professional organizations
- A separate stipend to attend the National Institute for Trial Advocacy's multi-day deposition practicum and week-long trial skills program

Contact Martha Paluch, Chief Talent Officer, for more information



WTO Recruiting Brochure

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