MULTI-OFFICE DATA
NEW YORK, NY

CARTER LEDYARD

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Hiring Attorney: **Mr. Jeffrey Boxer**
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Total # offices: **2** Firm size range: **101-250**
offices on form: **2** NALP member? **Y**
Total # of Attorneys: **110** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate	**12**	**20**
Intellectual Property	**2**	**6**
Litigation	**13**	**24**
Real Estate	**1**	**8**
Tax	**2**	**2**
Trusts	**5**	**11**
Unassigned	**0**	**4**

COMPENSATION & EMPLOYMENT DATA:

	2009	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2007**	**2008**	**2009**
Laterals		**12** (**0**)	**8** (**0**)	**4**
Post-clerkship		**0** (**0**)	**0** (**0**)	**0**
Entry-level	**130.000** /yr	**6** (**6**)	**4** (**3**)	**4**
LLMs (US)		**0** (**0**)	**0** (**0**)	**0**
LLMs (non-US)		**0** (**0**)	**0** (**0**)	**0**
Summer				
Post-3Ls	**2.500** $/wk	**0** (**0**)	**0** (**0**)	**0**
2Ls	**2.500** $/wk	**5** (**0**)	**4** (**1**)	**7**
1Ls	**2.500** $/wk	**1**	**1**	**0**

2008 summer 2Ls considered for associate offers: **4** # offers made: **4**
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply?
Split summers allowed? **CBC** If yes, minimum weeks: **5**
Comments:
Accept applications for 2010 summer program from:
Joint degree students graduating in 2012? **Y**
Evening students graduating in 2012? **Y**
Judicial clerks? **Y** Students at non-US law schools? **N**
Hiring Criteria: **Academic achievement at law school is important, but not dispositive. Outstanding undergraduate academic record as well as extra-curricular activities and inter-personal skills are considered.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **CBC**
Comp./prog. credit for judicial clerkship? **CBC**
Comp./prog. credit for other adv. degrees? **CBC**
Other compensation comments:

PARTNERSHIP DATA: Two or more tiers? **N** Partnership track (years): **8.00**
Additional partnership prog. info:

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. **0** (m) **3** (w) **ptrs/mbrs.** **0** (m) **0** (w) **oth. lawy.** **0** (m) **2** (w)
Elig. for alt. work sched. determined by: **CBC**
Paid non-medical parental leave?
Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Semi-Annual** Upward reviews? **N**
Professional development staff? **Y** Billable hours credit for training time? **N**
Rotation for jr. associates between departments/practice groups? **Y**
Is rotation mandatory? **CBC**

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
White	Men	**32**	**17**	**17**	**3**
	Women	**2**	**24**	**9**	**3**
Black/African American	Men	**1**	**1**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**2**	**0**	**0**
	Women	**0**	**2**	**0**	**1**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**0**	**1**	**0**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**33**	**20**	**18**	**3**
	Women	**2**	**28**	**9**	**4**
	TOTAL NUMBER	**35**	**48**	**27**	**7**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
Openly GLBT	Men	**0**	**1**	**0**	**0**
	Women	**0**	**1**	**0**	**0**

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:
Activities to increase the presence and retention of under-represented groups:
☒ Minority job fairs ☒ Bar sponsored programs
☒ Outreach to law student groups ☒ Firm diversity committee
☒ Directed mentoring efforts ☒ Rec. at schools w/large min. pop.
Comments:

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2008 : **18** # job fairs/consortia attended in 2008 : **3**

BILLABLE HOURS: **2007** **2008**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? If yes, number:
Hours policy details:

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **N** If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**

PRO BONO INFORMATION:
☐ % firm billable hours: **2** ☒ avg. hrs. per attorney: **48.85**
Participation: **83** % assoc. **69** % ptrs/mbrs **37** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **CBC**
Comments:**We participate in the New York Lawyers for Public Interest Program which places summer associates from the firm at legal service organizations for two-week externships.**

NARRATIVE: Carter Ledyard & Milburn LLP is looking for bright, confident people to do sophisticated legal work in a collegial and supportive atmosphere. We are a general practice firm which focuses on select areas which are interesting, challenging and will remain at the center of the 21st century's economy and society. With a partner-to-associate ratio of approximately 1 to 1, associates work very closely with partners, resulting in direct and meaningful ongoing mentoring and feedback, involvement in all aspects of a case or transaction, and the opportunity for significant client contact and responsibility early in an associate's career. We believe well-rounded lawyers practicing in areas of interest to them are best able to serve our clients. This thinking underlies our summer and first year programs, wherein, rather than a formal rotation system; one partner supervises the associates to ensure that each has a full opportunity to work on a variety of assignments.

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.