

Basic Information

2014 NALP Form **Recruiting Contact:**
 Organization Size: Ms. June Chotoo
 94 Director of Recruitment and Attorney
 Office Size: 89 Development
 Hiring Attorney: 2 Wall Street
 Mr. Austin Keyes New York, New York (NY) 10005
 United States
 Phone: (212) 238-8744
 chotoo@clm.com

Compensation & Benefits

2015 compensation for entry-level lawyers (\$/year) 135,000
Summer Compensation
 2015 compensation for Post-3Ls (\$/week) 2,596
 2015 compensation for 2Ls (\$/week) 2,596
 2015 compensation for 1Ls(\$/week) 2,596

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track?
 How many years is the equity track?

Pro Bono/Public Interest

Judith A. Lockhart
 Managing Partner
 (212) 238-8603
 lockhart@clm.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year 5%
 Average Hours per Attorney last year 70.25
 Percent of associates participating last year 97%
 Percent of partners participating last year 58%
 Percent of other lawyers participating last year 81%

Professional Development

Evaluations Semi-annual
 Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No
 Rotation for junior associates between departments/practice groups? Yes
 Is rotation mandatory? Yes
 Does your organization have a dedicated professional development staff? Yes
 Does your organization have a coaching/mentoring program? Yes
 Does your organization give billable hours credit for training time? No

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	36	14	12	0
	Women	6	16	6	0
	Total	42	30	18	0
Hispanic/Latino	Men	0	1	0	0
	Women	0	0	0	0
White	Men	36	11	12	0
	Women	5	14	6	0
Black/African American	Men	1	1	0	0
	Women	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	1	0	0
	Women	0	2	0	0
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	0	0	0	0
	Women	0	0	0	0
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly LGBT	Men	1	1	1	0
	Women	0	0	0	0

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Banking, FinanceBusiness, CorporateInternational	Corporate	11	5	7	0
Intellectual Property	Intellectual Property3	3	1	1	0
Real Estate, Land Use	Real Estate	2	1	0	0
Tax	Tax	1	1	1	0
Trusts and Estates	Trusts and Estates	8	2	6	0
Admiralty, Maritime, AviationAppellateArbitration, Dispute Resolution, MediationEnergyLabor and EmploymentLitigationBankruptcyEnvironmentalAntitrust	Litigation	16	9	15	0

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2015
	2013	Prior Summer Associates	2014	Prior Summer Associates	
Laterals	6	0	3	0	5
Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	0	1	0	0
Entry-level	3	3	4	4	4
Entry-level (non-traditional track)	1	0	0	0	0
LL.M.s (U.S.)	0	0	1	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	4	1	4	1	3
1Ls	1	0	1	0	1

Number of 2013 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 4

General 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.

Diversity & Inclusion

Diversity Contact: June Chotoo

Diversity Website/URL: <http://www.clm.com>

Organization 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, in which, rather than using a formal rotation system, one partner supervises the distribution of work to 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.