

Basic Information

2018 NALP Form
 Organization Size: 94
 Office Size: 90
 Hiring Attorney: Mr. Austin Keyes
Recruiting Contact:
 Ms. June Chotoo
 Director of Recruitment and Attorney Development
 2 Wall Street
 New York, New York (NY) 10005
 United States
 Phone: (212) 238-8744
 chotoo@clm.com

Compensation & Benefits

2018 compensation for entry-level lawyers (\$/year)
Summer Compensation
 2018 compensation for Post-3Ls (\$/week)
 2018 compensation for 2Ls (\$/week)
 2018 compensation for 1Ls(\$/week)

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
 Partner and Member of Executive Committee
 (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 **73.33**
 Percent of associates participating last year **87%**
 Percent of partners participating last year **52%**
 Percent of other lawyers participating last year **65%**

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	37	15	14	0	0
Women	7	6	11	0	0
Total	44	21	25	0	0
Hispanic/Latino					
Men	0	1	0	0	0
Women	0	0	0	0	0
White					
Men	36	10	14	0	0
Women	6	4	10	0	0
Black/African American					
Men	1	3	0	0	0
Women	0	0	1	0	0
Native Hawaiian/Other Pacific Islander					
Men	0	0	0	0	0
Women	0	0	0	0	0
Asian					
Men	0	1	0	0	0
Women	1	2	0	0	0
American Indian/Alaska Native					
Men	0	0	0	0	0
Women	0	0	0	0	0
2 or more races					
Men	0	0	0	0	0
Women	0	0	0	0	0
Persons with Disabilities					
Men	0	0	0	0	0
Women	0	0	0	0	0
Openly LGBT					
Men	2	1	0	0	0
Women	0	0	0	0	0
Veteran					
Men	2	0	1	0	0
Women	0	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, Finance Business, Corporate International	Corporate	14	6	7	0
Admiralty, Maritime, Aviation Appellate Arbitration, Dispute Resolution, Mediation Energy Labor and Employment Litigation Bankruptcy Environmental Antitrust	Litigation	17	10	6	0
Real Estate, Land Use	Real Estate	3	1	1	0
Tax	Tax	1	2	0	0
Trusts and Estates	Trusts and Estates	7	4	6	0
Intellectual Property	Intellectual Property	2	2	0	0
General Practice	Unassigned	0	0	1	0

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2018
	2016	Prior Summer Associates	2017	Prior Summer Associates	
Entry-level	3	3	3	3	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	3	0	4	0	4
Lateral Associates	2	0	1	0	0
All Other Laterals (non-traditional track)	2	0	2	0	2
Post-Clerkship	0	0	0	0	2
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	3	1	0	0	0
1Ls	0	0	0	0	0

Number of 2017 Summer 2Ls considered for associate offers 0

Number of offers made to summer 2L associates 0

General Hiring Criteria The firm is currently hiring associates on an as needed basis. Practice area experience will be considered for lateral hires for specific practice groups. For new attorneys, academic achievement at law school is important, but not dispositive, and 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 low partner-to-associate ratio, 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.

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.