

Basic Information

2024 NALP Form
Organization Size: 76
Office Size: 77
Hiring Attorney: Mr. Stephen Plotnick
Recruiting Contact: Ms. June Chotoo
Director of Recruitment and Attorney Development
28 Liberty Street
41st Floor
New York, New York (NY) 10005
United States
Phone: (212) 238-8744
chotoo@clm.com

Compensation & Benefits 333

2025 compensation for entry-level lawyers (\$/year) 155,000

Summer Compensation

2025 compensation for Post-3Ls (\$/week)

2025 compensation for 2Ls (\$/week)

2025 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?

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	37	5	6	0	0
	Women	10	17	3	0	0
	Non-binary	0	0	0	0	0
	Total	47	22	9	0	0
Latinx	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	36	4	6	0	0
	Women	9	13	2	0	0
	Non-binary	0	0	0	0	0
Black or African American	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	0	0	0	0	0
	Women	1	4	1	0	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ+	Men	2	0	0	0	0
	Women	0	3	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	2	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Christopher Rizzo
Partner
(212) 238-8677
rizzo@clm.com

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

Firm-wide

% Firm Billable Hours last year

2%

Average Hours per Attorney last year

22.86

Percent of associates participating last year

85%

Percent of partners participating last year

64%

Percent of other lawyers participating last year

36%

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?

N/A

Is rotation mandatory?

No

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

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2023	Prior Summer Associates	2024	Prior Summer Associates	2025
Entry-level	0	0	0	0	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	0	0	0
Lateral Associates	4	0	6	0	0
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	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	0	0	0	0	0
1Ls	0	0	0	0	0

Number of 2024 Summer 0

2Ls considered for
associate offers

Number of offers made to 0

summer 2L associates

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.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Banking, Finance Business, Corporate International	Corporate	13	2	7	0	0
Intellectual Property	Intellectual Property	1	0	1	0	0

Admiralty, Maritime, Aviation Appellate Arbitration, Dispute Resolution, Mediation Energy Labor and Employment Litigation Bankruptcy Environmental Antitrust	Litigation	18	3	7	0	0
Real Estate, Land Use	Real Estate	4	2	1	0	0
Tax	Tax	1	0	0	0	0
Trusts and Estates	Trusts and Estates	10	3	6	0	0
General Practice	Unassigned	0	0	0	0	0

Diversity & Inclusion

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.

For more details, visit www.nalpdirectory.com

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