

## BASIC INFORMATION

2026 NALP Form  
 Organization Size: 78  
 Office Size: 26-100  
**Hiring Attorney:**  
 Mr. Stephen Plotnick  
**Hiring Attorney #2:**  
 Mr. A. Jonathan Trafimow  
**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

2026 compensation for entry-level lawyers (\$/year) 160000  
**Summer Compensation**  
 2026 compensation for Post-3Ls (\$/week)  
 2026 compensation for 2Ls (\$/week)  
 2026 compensation for 1Ls (\$/week)

## PARTNERSHIP & ADVANCEMENT

Does the firm have two or more tiers of partner?: Yes

## LAWYER DEMOGRAPHICS

KEY: M=Men W=Women NB=Nonbinary NR=Not Reported

Demographic		Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
	M	35	6	5	0	0
	W	10	19	3	0	0
	NB	0	0	0	0	0
	NR	0	0	0	0	0
Total		45	25	8	0	0

### Race/Ethnicity

Asian	M	0	0	0	0	0
	W	1	4	1	0	0
	NB	0	0	0	0	0
	NR	0	0	0	0	0
Black or African American	M	1	0	0	0	0
	W	0	0	0	0	0
	NB	0	0	0	0	0
	NR	0	0	0	0	0
Hispanic or Latino/a/x	M	0	1	0	0	0
	W	0	0	0	0	0
	NB	0	0	0	0	0
	NR	0	0	0	0	0
Middle Eastern or North African	M	1	2	0	0	0
	W	0	0	0	0	0
	NB	0	0	0	0	0
	NR	0	0	0	0	0
Native American or Alaska Native	M	0	0	0	0	0
	W	0	0	0	0	0
	NB	0	0	0	0	0
	NR	0	0	0	0	0
Native Hawaiian or Pacific Islander	M	0	0	0	0	0
	W	0	0	0	0	0
	NB	0	0	0	0	0
	NR	0	0	0	0	0
White	M	33	3	5	0	0
	W	9	15	2	0	0
	NB	0	0	0	0	0
	NR	0	0	0	0	0
Multiracial and/or Multiethnic	M	0	0	0	0	0
	W	0	0	0	0	0

	NB	0	0	0	0	0
	NR	0	0	0	0	0
Unknown Race/Ethnicity	M	0	0	0	0	0
	W	0	0	0	0	0
	NB	0	0	0	0	0
	NR	0	0	0	0	0

#### Disability, LGBTQ+, and Veteran Status

Persons with Disabilities	M	0	0	0	0	0
	W	0	0	0	0	0
	NB	0	0	0	0	0
	NR	0	0	0	0	0
LGBTQ+	M	2	0	0	0	0
	W	0	3	0	0	0
	NB	0	0	0	0	0
	NR	0	0	0	0	0
Veteran	M	2	0	1	0	0
	W	0	0	0	0	0
	NB	0	0	0	0	0
	NR	0	0	0	0	0

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## PRO BONO/PUBLIC INTEREST

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

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

Firm-wide

% Firm Billable Hours last year

3%

Average Hours per Attorney last year

24.23

Percent of associates participating last year

84%

Percent of partners participating last year

60%

Percent of other lawyers participating last year

32%

## 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

	Began Work In				Expected
LAWYERS	2024	Prior Summer Associates	2025	Prior Summer Associates	2026
Entry-level	1	0	0	0	1
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	2
Lateral Associates	6	0	4	0	4
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	0	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 2025

0

Summer 2Ls considered for associate offers

Number of offers

0

made to summer 2L associates

General Hiring Criteria

<p>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.</p>

## 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	12	2	8		
Intellectual Property	Intellectual Property	1		2		

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
Admiralty/Maritime/Aviation, Litigation Antitrust, Appellate, Arbitration/Dispute Resolution/Mediation, Bankruptcy, Energy, Environmental, Labor and Employment, Litigation		18	3	8		
Real Estate/Land Use	Real Estate	3	2	1		
Tax	Tax	1				
Trusts and Estates	Trusts and Estates	10	1	6		

## DIVERSITY & INCLUSION

### 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.

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