

BASIC INFORMATION

2026 NALP Form
 Organization Size: 78
 Office Size: 26-100
Hiring Attorney:
 Mr. Stephen Plotnick
Hiring Attorney #2:
 M. 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

LAWYER DEMOGRAPHICS

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

| Demographic | Partner/Member | Associates | Counsel | Non-traditional Staff Attorneys | Track/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 | |

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

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

Disability, LGBTQ+, and Veteran Status

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

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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 | 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 |
| Entry-level | 1 | 0 | 0 | 1 |
| Entry-level (non-traditional track) | 0 | 0 | 0 | 0 |
| Lateral Partners | 0 | 0 | 0 | 2 |
| Lateral Associates | 6 | 0 | 4 | 4 |
| All Other Laterals (non-traditional track) | 0 | 0 | 0 | 0 |
| Post-Clerkship | 0 | 0 | 0 | 0 |
| LL.Ms (U.S.) | 0 | 0 | 0 | 0 |
| LL.Ms (non-U.S.) | 0 | 0 | 0 | 0 |
| SUMMER | | | | |
| Post-3Ls | 0 | 0 | 0 | 0 |
| 2Ls | 0 | 0 | 0 | 0 |
| 1Ls | 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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