

Cleary Gottlieb Steen & Hamilton LLP - Washington DC
 2000 Pennsylvania Avenue, N.W., Suite 9000, Washington, DC 20006-1801
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Total # offices: 12 Firm size range: 701+
 NALP member? Y Office size range: 101-250
 Total attys in this office: 121

Hiring Attorney: Mr. Jeremy Calsyn
 Address Inquiries To:
Ms. Georgia Emery Gray
 Director of Legal Personnel & Recruiting, Washington Office
 Cleary Gottlieb Steen & Hamilton LLP
 2000 Pennsylvania Avenue, N.W., Suite 9000
 Washington, DC 20006-1801
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PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Antitrust		
Bank Regulatory		
Capital Markets		
Compliance and Transactional		
Corporate		
International Arbitration		
Litigation		
M&A and Joint Venture		
SEC Regulatory and Enforcement		
Structured Transactions and Derivatives		

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		0 ()	1 ()	2
Post-clerkship		3 (3)	3 (3)	2-3
Entry-level	160,000 /yr	8 (8)	16 (16)	15-20
LLMs (US)		0 (3)	0 ()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	3,077 \$/wk	()	()	
2Ls	3,077 \$/wk	23 ()	9 ()	16
1Ls	N/A \$/wk			

2010 summer 2Ls considered for associate offers: 9 # offers made: 9
 Hire school term clerks? N
 1Ls hired? N When after 12/1 should 1Ls apply? N/A
 Split summers allowed? Y If yes, minimum weeks: 8
 Comments: **First Half w/CGSH required.**
 Accept applications for 2012 summer program from:
 Joint degree students graduating in 2014? N
 Evening students graduating in 2014? N
 Judicial clerks? Y Students at non-US law schools? N
 Hiring Criteria: **Hiring decisions are based on many factors including demonstrated high academic performance in legal studies, prior experience, outstanding judgment and a commitment to high professional standards.**
CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
 Judicial clerkship bonus? Y
 Comp./prog. credit for judicial clerkship? Y
 Comp./prog. credit for other adv. degrees? CBC
 Other compensation comments: **3% comp contributed to US tax-advantaged 401K; clerkship bonus; gym membership; 4 weeks vacation; 5 weeks after 4 yrs.; \$10K salary advance; bar review tuition and exam fee reimbursement.**
PARTNERSHIP DATA: Two or more tiers? N
 Additional partnership prog. info: **Firm income shared by seniority. All partners act on admission of new members. Membership on committees that manage firm day to day rotate on basis of 3 yr. terms, w/o consec. terms**
WORK/LIFE INFORMATION:
 Part-time allowed? Y Part-time avail. to entry-level? CBC
 # p-t assoc. (m) 3 (w) ptrs/mbrs. (m) (w) oth. lawy. (m) 0 (w)
 Elig. for alt. work sched. determined by:
 Paid non-medical parental leave?
 Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? Y
 Evaluations: Annual Upward reviews? N
 Professional development staff? Y Billable hours credit for training time? Y
 Rotation for jr. associates between departments/practice groups? Y
 Is rotation mandatory? N

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011

As of Feb. 1, 2011	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	0	0
	Women	0	1	0
White	Men	15	41	12
	Women	3	27	7
Black/African American	Men	0	0	2
	Women	0	2	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0
	Women	0	0	0
Asian	Men	1	1	1
	Women	0	5	1
Amer. Indian/ Alaska Native	Men	0	0	0
	Women	0	0	0
2 or More Races	Men	0	0	0
	Women	0	1	0
TOTAL	Men	16	42	15
	Women	3	36	9
TOTAL NUMBER		19	78	24
Disabled	Men	0	0	0
	Women	0	0	0
Openly GLBT	Men	0	4	0
	Women	1	0	1

(See www.nalpdirectory.com for historical comparisons.)

DIVERSITY RECRUITMENT & RETENTION EFFORTS:

Activities to increase the presence and retention of under-represented groups:

- Minority job fairs
- Bar sponsored programs
- Outreach to law student groups
- Firm diversity committee
- Directed mentoring efforts
- Rec. at schools w/large min. pop.

Comments: **CGSH Diversity Committee promotes firm policy to recruit and retain men and women of diverse races and nationalities.**

CAMPUS INTERVIEWS for past year (see full list online):

schools visited in 2010: 13 # job fairs/consortia attended in 2010: 0

BILLABLE HOURS: 2009 2010

Avg annual assoc. hrs worked:
 Avg. annual assoc. billable hrs:
 Is there a minimum billable hours expectation? N If yes, number:
 Hours policy details:

Is billable hour credit given for pro bono work? Y
 Is there a maximum that will be credited? N If yes, what?
 For bonus consideration, is a pro bono hour equivalent to a billable hour? Y
PRO BONO INFORMATION: Firm-wide Office specific
 % firm billable hours: avg. hrs. per attorney: 56
 Participation: 72 % assoc. 63 % ptrs/mbrs 50 % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):

Sponsor split pub int. summer and/or post-graduate fellowship? N
 Comments:

NARRATIVE: CGSH is an international law firm with offices in NY, DC, Paris, Brussels, London, Moscow, Frankfurt, Cologne, Rome, Milan, Hong Kong and Beijing. Founded in 1946, CGSH adheres to its founding principles of professional responsibility, diversity and individuality, and we operate as an integrated worldwide partnership committed to openness and collegiality. The DC office focuses on antitrust, corporate, enforcement and litigation matters. Our antitrust lawyers counsel on major US and international merger transactions, private antitrust suits, criminal and civil investigations, and compliance issues. The corporate practice advises on regulatory and transactional matters for leading domestic and international financial institutions. The office also offers a uniquely dynamic and cross-disciplinary litigation and enforcement practice. We recruit a diverse group of men and women who share our vision of intellectual curiosity, innovation, and legal excellence.

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.