

CLEARY GOTTLIB STEEN & HAMILTON LLP - NEW YORK
 ONE LIBERTY PLAZA, NEW YORK, NY 10006
 Ph: 212-225-2000, Fax: 212-225-3999, www.cgsh.com

Total # offices: 12 Firm size range: 701+
 NALP member? Y Office size range: 501-700
 Total attys in this office: 524

Hiring Attorney: Mr. Jorge Juantorena
 Address Inquiries To:
 Ms. Donna Harris

Director of Legal Recruiting
 CLEARY GOTTLIB STEEN & HAMILTON LLP - NY
 One Liberty Plaza
 New York, NY 10006
 212-225-3170

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Banking, Financial Institutions	0	0
Capital Markets, Securities, Finance	0	0
Employee Benefits, Erisa	0	0
Intellectual Property, Technology	0	0
Litigation, Arbitration	0	0
Mergers & Acquisitions	0	0
Private Clients	0	0
Private Equity	0	0
Project Finance and Infrastructure	0	0
Real Estate	0	0
Restructuring and Bankruptcy	0	0
Sovereign Governments	0	0
Structured Finance and Derivatives	0	0
Tax	0	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		5 ()	4 ()	6
Post-clerkship		11 (10)	10 (10)	17
Entry-level	160,000 /yr	80 (69)	81 (78)	65
LLMs (US)		()	()	
LLMs (non-US)		()	()	
Summer				
Post-3Ls	\$/wk	()	()	
2Ls	3,077 \$/wk	96 ()	75 ()	93
1Ls	\$/wk			

2010 summer 2Ls considered for associate offers: 75 # offers made: 75
 Hire school term clerks? N

1Ls hired? N When after 12/1 should 1Ls apply?
 Split summers allowed? Y If yes, minimum weeks: 7
 Comments: 1st half of summer 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? Y

Hiring Criteria: Decisions are based on many factors, including demonstrated evidence of high academic performance in legal and undergraduate studies and outstanding judgment with 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; \$50K bonus 1 yr clerkship; \$70K bonus 2+ yr clerkships; gym memb.; 4 wks. vac. (5 wks. after 4 yr anniv.); trav/lodge Bar Exam/Albany
PARTNERSHIP DATA: Two or more tiers? N
 Additional partnership prog. info: Lockstep compensation: Firm income shared by all partners, who act on admission of new members. Management by rotating committees of partners.

WORK/LIFE INFORMATION:

Part-time allowed? Y Part-time avail.to entry-level? Y
 # p-t assoc. 2 (m) 15 (w) ptrs/mbrs. 0 (m) 0 (w) oth. lawy. 2 (m) 3 (w)
 Elig. for alt. work sched. determined by: Associates Committee
 Paid non-medical parental leave? Y
 Comments: Primary caregiver lawyers are entitled to 18 paid weeks of leave (5 weeks for secondary caregivers) after the birth or adoption and unpaid leave up to 6 months without any required committee approval.

TRAINING AND PROFESSIONAL DEVELOPMENT:

Coaching/mentoring program? Y
 Evaluations: Annual Upward reviews? Y
 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	4	13	7	2
	Women	1	14	5	5
White	Men	71	151	19	35
	Women	10	112	16	31
Black/African American	Men	1	9	0	3
	Women	1	15	2	3
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	3	26	0	1
	Women	0	27	2	10
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	6	0	1
	Women	2	7	0	2
TOTAL	Men	79	205	26	42
	Women	14	175	25	51
TOTAL NUMBER		93	380	51	93
Disabled	Men	1	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	3	23	1	5
	Women	1	9	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 strives to encourage, foster and increase diversity across the Firm. Seeks to recruit men/women of all races/ nationalities.

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

schools visited in 2010: 23 # job fairs/consortia attended in 2010: 6

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?
PRO BONO INFORMATION: Firm-wide Office specific
 % firm billable hours: avg. hrs. per attorney: 71
 Participation: 73 % assoc. 46 % ptrs/mbrs 38 % other lawyers

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

Sponsor split pub int. summer and/or post-graduate fellowship? N
 Comments: Cleary Gottlieb sponsors the Melvin C. Steen Fellowships at the Legal Aid Society as well as holding an annual associate driven fundraising drive for the Legal Aid Society.

NARRATIVE: CGSH is an international law firm with offices in NY, Wash. DC, Paris, Brussels, London, Moscow, Frankfurt, Cologne, Rome, Milan, Hong Kong and Beijing. Established in 1946, the Firm adheres to its founding principles of social responsibility, diversity and individuality, and our more than 1100 lawyers operate as an integrated worldwide partnership committed to openness and collegiality. With a comprehensive transactional and litigation practice, the Firm routinely handles the largest corporate deals and the most high-profile investigations and litigation matters. The Firm's clients include multinational corporations and international financial institutions, sovereign governments and government entities, and individuals. While each of the Firm's 12 offices has its own practice, many of the Firm's transactions cross borders and involve collaboration between our offices.

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.