CROWELL & MORING

Crowell & Moring LLP
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Hiring Attorney: **Ms. Beatrice Nguyen**
Address Inquiries To:
Ms. Adriane Zane
Attorney Recruiting & Development Coordinator
Crowell & Moring LLP
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San Francisco, CA 94111
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Total # offices: **6** Firm size range: **251-500**
NALP member? **Y** Office size range: **11-25**
Total attys in this office: **22**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Antitrust	**1**	**0**
Corporate	**1**	**0**
Finance	**1**	**0**
Labor & Employment	**0**	**1**
Litigation	**5**	**14**
Tort	**2**	**1**

COMPENSATION & EMPLOYMENT DATA:

	2011	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2009**	**2010**	**2011**
Laterals		**16** (**0**)	**1** (**0**)	**TBD**
Post-clerkship		**0** (**0**)	**0** (**0**)	**TBD**
Entry-level	**160,000** /yr	**0** (**0**)	**0** (**0**)	**0**
LLMs (US)		**0** (**0**)	**0** (**0**)	**TBD**
LLMs (non-US)		**0** (**0**)	**0** (**0**)	**TBD**
Summer				
Post-3Ls	**n/a** $/wk	**0** (**0**)	**0** (**0**)	**0**
2Ls	**2885** $/wk	**0** (**0**)	**0** (**0**)	**2**
1Ls	**n/a** $/wk	**0**	**0**	**0**

2010 summer 2Ls considered for associate offers: # offers made:
Hire school term clerks? **N**
1Ls hired? **TBD** When after 12/1 should 1Ls apply? **12/15**
Split summers allowed? **CBC** If yes, minimum weeks: **6**
Comments:
Accept applications for 2012 summer program from:
Joint degree students graduating in 2014? **Y**
Evening students graduating in 2014? **Y**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria: **The firm looks for highly qualified, entrepreneurial candidates with diverse backgrounds. We prefer candidates with law review, journal or moot court experience and/or related experience.**

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: **Relocation expenses, bar review/exam fees; associate bonuses, automatic profit-sharing for associates up to 5% of base salary tied to Firm's actual as compared to projected earnings.**

PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info: **The following criteria are considered: Judgment & Integrity; Level & Quality of Lawyering; Commitment & Productivity; Management Skills; Business Generation.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**
 # p-t assoc. 0 (m) **2** (w)**ptrs/mbrs. 0** (m) **0** (w)**oth. lawy. 1** (m) **0** (w)
Elig. for alt. work sched. determined by: **The attorney's practice group.**
Paid non-medical parental leave? **Y**
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? **N**
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**	**1**
	Women	**0**	**0**	**0**	**1**
White	Men	**5**	**4**	**2**	**0**
	Women	**0**	**4**	**2**	**0**
Black/African American	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**1**	**0**	**0**
	Women	**2**	**0**	**0**	**0**
Amer. Indian/ Alaska Native	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
2 or More Races	Men	**0**	**0**	**1**	**0**
	Women	**0**	**0**	**0**	**0**
TOTAL	Men	**5**	**4**	**3**	**1**
	Women	**2**	**6**	**2**	**1**
	TOTAL NUMBER	**7**	**10**	**5**	**2**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**

(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: **The firm's strategic plan integrates diversity inclusion into all aspects of firm life, including OCI and lateral recruiting.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010: **5** # job fairs/consortia attended in 2010: **0**

BILLABLE HOURS: **2009** **2010**
Avg annual assoc. hrs worked: **1503** **2228**
Avg. annual assoc. billable hrs: **860** **1807**
Is there a minimum billable hours expectation? **Y** If yes, number: **1900**
Hours policy details: **The 1900 may include up to 50 pro bono hours and up to 50 professional development hours.**

Is billable hour credit given for pro bono work? **Y**
Is there a maximum that will be credited? **Y** If yes, what? **50**
For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**
PRO BONO INFORMATION: ☒ Firm-wide ☐ Office specific
☒ % firm billable hours: **4.6** ☒ avg. hrs. per attorney: **69**
Participation: **97** % assoc. **54** % ptrs/mbrs **80** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **Y**
Comments: **The firm offers summer associates the opportunity to participate in its Summer Public Interest Fellowship Program in which they spend 5 weeks working at a local public interest organization and the remainder at the firm.**

NARRATIVE: Crowell & Moring LLP is an international law firm with nearly 500 lawyers representing clients in litigation and arbitration, regulatory, and transactional matters. The firm is internationally recognized for its representation of Fortune 500 companies in high-stakes litigation, as well as its ongoing commitment to pro bono service and diversity.

Crowell & Moring's unique and collegial culture has been recognized by several publications including Vault, which named the firm as one of the "Best Firms to Work for Nationwide." In 2010 the American Lawyer's "Summer Associate Survey" ranked Crowell & Moring's program 6th nationwide, 3rd in the DC area, and 16th in New York. American Lawyer also ranked Crowell & Moring 33rd on its "A-List", a ranking of the 200 largest firms in the U.S.

To learn more about Crowell & Moring, please visit www.crowell.com.

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.