

Crowell & Moring LLP
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 Hiring Attorney: Ms. Jennifer Waters
 Address Inquiries To:
 Ms. Torey Phillips
 Directory of Attorney Recruitment & Development
 Crowell & Moring LLP
 1001 Pennsylvania Avenue, N.W.
 Washington, DC 20004-2595
 (202) 624-2771 tphillips@crowell.com

Total # offices: 8 Firm size range: 251-500
 NALP member? Y Office size range: 251-500
 Total attys in this office: 320

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Antitrust	11	17
Government Contracts	20	25
Corporate	7	11
Aviation	2	4
Healthcare	7	11
Insurance	7	19
Intellectual Property	13	18
Labor, Employment	5	10
Litigation	16	17
Tax	5	2
Tort	6	20
White Collar Crime	6	14
International, Trade, Arbitration	9	19
Energy, Environmental, Natural Resource:	14	20

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		15 ()	9 ()	TBD
Post-clerkship		2 (2)	3 (3)	TBD
Entry-level	160,000 /yr	9 (9)	16 (16)	11
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	n/a \$/wk	0 ()	0 (0)	0
2Ls	2885 \$/wk	31 ()	14 (0)	12
1Ls	n/a \$/wk			0

2010 summer 2Ls considered for associate offers: 14 # offers made: 12
 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 relevant legal employment 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; Cooperation; Business Generation; Commitment to Firm WORK/LIFE INFORMATION:
 Part-time allowed? Y Part-time avail.to entry-level? CBC
 # p-t assoc. 5 (m) 13 (w) ptrs/mbrs. (m) (w) oth. lawy. 26 (m) 10 (w)
 Elig. for alt. work sched. determined by: Attorney's Assigned 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	1	1	2	0
	Women	0	4	4	0
White	Men	88	29	51	5
	Women	24	39	44	3
Black/African American	Men	1	4	1	2
	Women	3	2	2	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	5	5	2	0
	Women	1	4	2	0
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	1
2 or More Races	Men	0	0	0	0
	Women	0	1	0	0
TOTAL	Men	95	39	56	7
	Women	28	50	52	5
TOTAL NUMBER		123	89	108	12
Disabled	Men	0	0	1	0
	Women	0	0	0	0
Openly GLBT	Men	1	4	1	1
	Women	0	3	1	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: 16 # job fairs/consortia attended in 2010: 3

BILLABLE HOURS: 2009 2010
 Avg annual assoc. hrs worked: 2364 2372
 Avg. annual assoc. billable hrs: 1814 1818
 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.
 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.