

**CROWELL & MORING LLP**  
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**CROWELL & MORING LLP**  
 1001 Pennsylvania Avenue, N.W.  
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Total # offices: **5** Firm size range: **251-500**  
 NALP member? **Y** Office size range: **251-500**  
 Total attys in this office: **290**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Government Contracts	20	11
Intellectual Property	13	20
Commercial Litigation	7	8
Tort	8	14
Environmental and Natural Resources	12	5
Healthcare	9	4
Insurance	5	13
Antitrust	10	9
Corporate	6	9
White Collar Crime	5	6
International Dispute Resolution	6	6
Labor	5	4
Tax	5	3
International Trade	3	3

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2008 Compensation	BEGAN WORK IN		EXPECTED
		2006	2007	2008
Laterals		18 ( 0 )	20 ( 0 )	TBD
Post-clerkship		3 ( 2 )	3 ( 2 )	TBD
Entry-level	160,000 /yr	9 ( 9 )	13 ( 12 )	TBD
LLMs (US)		0 ( 0 )	0 ( 0 )	0
LLMs (non-US)		0 ( 0 )	0 ( 0 )	0
Summer				
Post-3Ls	3,075 \$/wk	3 ( 3 )	0 ( 0 )	0
2Ls	3,075 \$/wk	14 ( 0 )	15 ( 0 )	15
1Ls	3,075 \$/wk	1	3	2

# 2007 summer 2Ls considered for associate offers: **15** # offers made: **15**  
 Hire school term clerks? **CBC**  
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **1/1**  
 Split summers allowed? **CBC** If yes, minimum weeks: **7**  
 Comments:  
 Accept applications for 2009 summer program from:  
 Joint degree students graduating in 2011? **Y**  
 Evening students graduating in 2011? **Y**  
 Judicial clerks? **Y** 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: **Judicial clerkship bonus; salary advance; relocation expenses; and bar review and exam fees. Associate bonus based on performance, productivity and overall contributions to the firm.**  
**PARTNERSHIP DATA:** Two or more tiers? **Y** Partnership track (years): **8.00**  
 Additional partnership prog. info: **Firm wide data**

**WORK/LIFE INFORMATION:**

Part-time allowed? **Y** Part-time avail. to entry-level? **Y**  
 # p-t assoc. **6** (m) **9** (w) ptrs/mbrs. **1** (m) **3** (w) oth. lawy. **13** (m) **14** (w)  
 Elig. for alt. work sched. determined by:  
 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? **Other**  
 Is rotation mandatory? **N**

**BENEFITS:** see www.nalpdirectory.com

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008**

As of Feb. 1, 2008	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	1	3	2	1
	Women	0	4	2	0
White	Men	91	35	35	5
	Women	22	41	24	7
Black/African American	Men	1	2	1	1
	Women	2	1	4	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	4	1	2	3
	Women	1	10	1	1
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	97	41	40	10
	Women	25	56	31	8
TOTAL NUMBER		122	97	71	18
Disabled	Men	0	0	1	0
	Women	0	0	0	0
Openly GLBT	Men	0	4	2	3
	Women	0	0	1	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: **The firm adopted a strategic plan to integrate diversity into all aspects of firm life, including minority recruiting efforts.**

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

# schools visited in 2007: **19** # job fairs/consortia attended in 2007: **5**

**BILLABLE HOURS:** 2006 2007

Avg annual assoc. hrs worked: **2080**  
 Avg. annual assoc. billable hrs: **1896**  
 Is there a minimum billable hours expectation? **Y** If yes, number: **1900**  
 Hours policy details: **Crowell & Moring moved to a 1900 hour minimum billable hour expectation as of 9/1/07.**

Is billable hour credit given for pro bono work? **Y**

Is there a maximum that will be credited? **Y** If yes, what? **200**

For bonus consideration, is a pro bono hour equivalent to a billable hour? **Y**

**PRO BONO INFORMATION:**  Firm-wide  Office specific  
 % firm billable hours: **2.7**  avg. hrs. per attorney: **45**  
 Participation: **80** % assoc. **44** % ptrs/mbrs **67** % 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 funds: i) up to nine Crowell & Moring summer associates who work at designated local public service organizations for five weeks at full salary; ii) two post-graduate fellows.**

**NARRATIVE:** Crowell & Moring LLP is a full-service law firm with more than 400 lawyers practicing in litigation, antitrust, government contracts, health care, corporate, intellectual property and a variety of other practice areas. More than two-thirds of the firm's attorneys regularly litigate disputes on behalf of domestic and international corporations, start-up businesses, and individuals. Crowell & Moring's extensive client work ranges from advising on one of the world's largest telecommunications mergers to representing governments and corporations on international arbitration matters. Based in Washington, D.C., the firm also has offices in California, New York, London, and Brussels. Visit Crowell & Moring online at <http://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.