CROWELL & MORING

Crowell & Moring LLP
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Address Inquiries To:
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Total # offices: **6** Firm size range: **251-500**
NALP member? **Y** Office size range: **2-10**
Total attys in this office: **8**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
White Collar	**4**	**3**
Antitrust	**1**	**0**

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**0**	**0**	**0**	**0**
	Women	**0**	**1**	**0**	**0**
White	Men	**4**	**0**	**2**	**0**
	Women	**1**	**0**	**0**	**0**
Black/African American	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
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	**4**	**0**	**2**	**0**
	Women	**1**	**1**	**0**	**0**
	TOTAL NUMBER	**5**	**1**	**2**	**0**
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 adopted a strategic plan to integrate diversity into all aspects of firm life, including minority recruiting efforts.**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN 2007	BEGAN WORK IN 2008	EXPECTED 2009
Laterals		**0** (**0**)	**7** (**0**)	**TBD**
Post-clerkship		**0** (**0**)	**0** (**0**)	**TBD**
Entry-level	**160,000** /yr	**0** (**0**)	**0** (**0**)	**1**
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**)	**0**
2Ls	**n/a** $/wk	**0** (**0**)	**0** (**0**)	**0**
1Ls	**n/a** $/wk	**0**	**0**	**0**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2008: **0** # job fairs/consortia attended in 2008: **0**

BILLABLE HOURS: **2007** **2008**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **Y** If yes, number: **1900**
Hours policy details:

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: **3.4** ☒ avg. hrs. per attorney: **49**
Participation: **89** % assoc. **48** % ptrs/mbrs **72** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **N**
Comments:

2008 summer 2Ls considered for associate offers: **0** # offers made: **0**
Hire school term clerks? **Y**
1Ls hired? **N** When after 12/1 should 1Ls apply?
Split summers allowed? **CBC** If yes, minimum weeks: **7**
Comments:
Accept applications for 2010 summer program from:
Joint degree students graduating in 2012? **Y**
Evening students graduating in 2012? **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**
Additional partnership prog. info:

NARRATIVE: In October 2008, Crowell & Moring opened its Los Angeles office with the lawyers of white collar law firm Lightfoot Vandevelde Sadowsky Crouchley Rutherford & Levine LLP, boosting the firm's ability to provide corporate and individual clients with top quality white collar litigation counsel in California. Since then, the office has expanded with the addition of Antitrust capabilities and continues to grow in connection with its longstanding Orange County office. Based in Washington, D.C., the firm also has offices in New York, London and Brussels. Visit Crowell & Moring online at http://www.crowell.com.

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **Y**
 # p-t assoc. 0 (m) **0** (w) **ptrs/mbrs. 0** (m) **0** (w) **oth. lawy. 0** (m) **0** (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? **Y**
Is rotation mandatory? **N**

BENEFITS: see www.nalpdirectory.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.