

Crowell & Moring LLP
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 Hiring Attorney: **Mr. James Kellett**
 Address Inquiries To:
Ms. Carrie Balsam
Attorney Recruiting Coordinator
Crowell & Moring LLP
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New York, NY 10022
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Total # offices: **6** Firm size range: **251-500**
 NALP member? **Y** Office size range: **51-100**
 Total attys in this office: **57**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Financial Services	5	6
Labor	3	6
Commercial Litigation	2	6
Intellectual Property	5	3
Insurance	1	3
International Dispute Resolution	1	3
White Collar	2	2
Unspecialized	0	3
Antitrust	1	1
Corporate	2	0
Tax	1	0

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2009 Compensation	BEGAN WORK IN		EXPECTED
		2007	2008	2009
Laterals		5 (0)	14 ()	TBD
Post-clerkship		0 (0)	0 (0)	TBD
Entry-level	160,000 /yr	2 (0)	0 (0)	TBD
LLMs (US)		0 (0)	0 (0)	0
LLMs (non-US)		0 (0)	0 (0)	0
Summer				
Post-3Ls	3,077 \$/wk	0 (0)	0 (0)	0
2Ls	3,077 \$/wk	0 (0)	4 (0)	8
1Ls	3,077 \$/wk	0	0	0

2008 summer 2Ls considered for associate offers: **4** # offers made: **4**
 Hire school term clerks? **CBC**
 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:

WORK/LIFE INFORMATION:

Part-time allowed? **Y** Part-time avail.to entry-level? **Y**
 # p-t assoc. **0** (m) **1** (w) ptrs/mbrs. **0** (m) **1** (w) oth. lawy. **2** (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

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	2	0	0
White	Men	17	6	14	5
	Women	5	5	3	3
Black/African American	Men	1	1	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	0	0	0
	Women	0	1	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	18	7	15	5
	Women	5	9	3	3
TOTAL NUMBER		23	16	18	8
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	0	0	1
	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.**

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

schools visited in 2008: **5** # job fairs/consortia attended in 2008: **2**

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? **Y**
 Comments: **The firm funds a portion of the summer associate class to work at a designated local public service organization for five weeks at the full salary.**

NARRATIVE: Crowell & Moring LLP is an international law firm with more than 450 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 New York, London, Brussels, Los Angeles, and Orange County, CA. Visit Crowell & Moring online at http://www.crowell.com.

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