

Crowell & Moring LLP  
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 Hiring Attorney: Mr. Daniel Sasse  
 Address Inquiries To:  
**Ms. Alice Kelly**  
**Attorney Recruiting Coordinator**  
 Crowell & Moring LLP  
 3 Park Plaza, 20th Floor  
 Irvine, CA 92614  
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Total # offices: 6 Firm size range: 251-500  
 NALP member? Y Office size range: 26-50  
 Total attys in this office: 29

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2009

As of Feb. 1, 2009		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	1	0	0	1
	Women	0	0	1	0
White	Men	7	4	0	3
	Women	3	4	1	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	1	5	2	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	9	4	0	4
	Women	3	9	4	0
TOTAL NUMBER		12	13	4	4
Disabled	Men	1	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.**

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

# schools visited in 2008: 4 # job fairs/consortia attended in 2008: 3

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:

**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.

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.

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Commercial Litigation	02	05
IP	04	01
Antitrust	01	03
Corporate	01	02
Labor	02	02
Government Contracts	01	02
Insurance	0	02
Healthcare	01	0
Unspecialized	0	01

COMPENSATION & EMPLOYMENT DATA:

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

# 2008 summer 2Ls considered for associate offers: 3 # offers made: 3  
 Hire school term clerks? N  
 1Ls hired? Y 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 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. 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. 1 (m) 1 (w) ptrs/mbrs. 0 (m) 1 (w) oth. lawy. 0 (m) 1 (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