# SULLIVAN & CROMWELL

**Sullivan & Cromwell LLP**
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Hiring Attorney: **Ms. Karen Patton Seymour**
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**Chief Legal Recruiting Officer**
**Sullivan & Cromwell LLP**
**125 Broad Street**
**New York, NY 10004**
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Total # offices: **12** Firm size range: **701+**
# offices on form: **12** NALP member? **Y**
Total # of Attorneys: **773** Reporting for: **All Offices**

| PRIMARY PRACTICE AREAS: | # Ptrs/Mbrs | # Assoc. & Oth. Lawy. |
|---|---|---|
| **General Practice** | **109** | **359** |
| **Litigation** | **46** | **194** |
| **Tax** | **12** | **38** |
| **Estates & Personal** | **3** | **12** |
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**COMPENSATION & EMPLOYMENT DATA:**

| | 2009 | | BEGAN WORK IN | | | | EXPECTED |
|---|---|---|---|---|---|---|---|
| **Lawyers** | **Compensation** | | **2007** | | **2008** | | **2009** |
| Laterals | | | **36** | ( **1** ) | **28** | ( **1** ) | **TBD** |
| Post-clerkship | | | **24** | ( **14** ) | **21** | ( **11** ) | **22** |
| Entry-level | **160,000** | /yr | **77** | ( **60** ) | **96** | ( **80** ) | **98** |
| LLMs (US) | | | **5** | ( **1** ) | **10** | ( ) | **TBD** |
| LLMs (non-US) | | | | ( ) | | ( ) | |
| **Summer** | | | | | | | |
| Post-3Ls | **3,076** | $/wk | **5** | ( **4** ) | **7** | ( **5** ) | **1** |
| 2Ls | **3,076** | $/wk | **110** | ( **13** ) | **137** | ( **13** ) | **106** |
| 1Ls | **3,076** | $/wk | **16** | | **9** | | **2** |

# 2008 summer 2Ls considered for associate offers: **137** # offers made: **137**
Hire school term clerks? **CBC**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **When grades are in.**
Split summers allowed? **Y** If yes, minimum weeks: **8**
Comments: **Require first half of summer.**
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? **Y**
Hiring Criteria: **We are actively seeking women and men whose intellect, character, motivation and other attributes promise to make them outstanding lawyers.**

**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments: **Please refer to our website's compensation section for particulars about our compensation programming.**

**PARTNERSHIP DATA:** Two or more tiers? **N** Partnership track (years): **7-8**
Additional partnership prog. info:

**WORK/LIFE INFORMATION:**
Part-time allowed? **Y** Part-time avail.to entry-level? **CBC**
**# p-t assoc.** **1** (m) **14** (w) **ptrs/mbrs.** **1** (m) **2** (w) **oth. lawy.** **4** (m) **6** (w)
Elig. for alt. work sched. determined by: **Managing partners**
Paid non-medical parental leave? **Y**
Comments: **Please refer to our website's section called "supportive culture" for detailed programming.**

**TRAINING AND PROFESSIONAL DEVELOPMENT:**
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **Y**
Professional development staff? **Y** Billable hours credit for training time? **Y**
Rotation for jr. associates between departments/practice groups?
Is rotation mandatory?

**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 | **4** | **9** | **1** | **2** |
| | Women | **2** | **9** | **0** | **2** |
| White | Men | **136** | **261** | **54** | **47** |
| | Women | **21** | **124** | **17** | **28** |
| Black/African American | Men | **1** | **6** | **1** | **2** |
| | Women | **1** | **13** | **0** | **4** |
| Nat. Hawaiian/ Other Pacific Is. | Men | **0** | **0** | **0** | **0** |
| | Women | **0** | **0** | **0** | **0** |
| Asian | Men | **3** | **52** | **3** | **11** |
| | Women | **2** | **38** | **1** | **10** |
| Amer. Indian/ Alaska Native | Men | **0** | **0** | **0** | **0** |
| | Women | **0** | **0** | **0** | **0** |
| 2 or More Races | Men | **0** | **12** | **0** | **0** |
| | Women | **0** | **2** | **0** | **1** |
| TOTAL | Men | **144** | **340** | **59** | **62** |
| | Women | **26** | **186** | **18** | **45** |
| | TOTAL NUMBER | **170** | **526** | **77** | **107** |
| Disabled | Men | **NC** | **NC** | **NC** | **NC** |
| | Women | **NC** | **NC** | **NC** | **NC** |
| Openly GLBT | Men | **10** | **13** | **2** | **5** |
| | Women | **1** | **5** | **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: **Please refer to our website's diversity section for details about our extensive programming.**

**CAMPUS INTERVIEWS for past year** (see full list online):
# schools visited in 2008 : **34** # job fairs/consortia attended in 2008 : **10**

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

Is billable hour credit given for pro bono work?
Is there a maximum that will be credited? If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour?

**PRO BONO INFORMATION:**
☐ % firm billable hours: ☐ avg. hrs. per attorney:
Participation: **55** % assoc. **49** % ptrs/mbrs **42** % other lawyers

**PUBLIC INTEREST FELLOWSHIPS** (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **Y**
Comments: **We allow summer associates to participate for 1-2 weeks in summer programs with NYLPI and the City Bar Justice Center.**

**NARRATIVE:** **We are actively seeking women and men whose intellect, character, motivation and other attributes promise to make them outstanding lawyers. Because of the breadth and quality of our practice and the significant role of new lawyers in that practice, we believe we can offer to each associate challenges and opportunities that are unsurpassed in the legal profession.**

**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.**