

Basic Information

Firmwide
Organization Size: 452
Office Size: 366
Hiring Attorney:
Ms. Lisa Pauquette
Hiring Attorney #2:
Mr. Nick Ramphal

Recruiting Contact:
Mrs. Tara Conlon
Director of Legal Recruitment
Cadwalader, Wickersham & Taft LLP
200 Liberty Street
New York, New York (NY) 10281
United States
Phone: (212) 993-2929
tara.conlon@cwt.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week) 4,326
2024 compensation for 2Ls (\$/week) 4,326
2024 compensation for 1Ls(\$/week) 4,326

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
How many years is the non-equity track?
How many years is the equity track?

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	80	112	42	6	10
	Women	25	81	19	10	8
	Non-binary	0	1	0	0	0
	Total	105	194	61	16	18
Latinx	Men	2	9	3	0	0
	Women	0	6	0	0	2
	Non-binary	0	0	0	0	0
White	Men	73	86	37	5	7
	Women	23	53	16	8	1
	Non-binary	0	1	0	0	0
Black or African American	Men	0	1	0	1	1
	Women	1	4	2	0	2
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	1	6	0	0	0
	Women	0	10	1	1	3
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	3	5	2	0	2
	Women	1	7	0	1	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	2	1	0	0
	Women	1	1	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	3	6	1	1	2
	Women	2	4	2	0	1
	Non-binary	0	0	0	0	0
Veteran	Men	3	3	5	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Annie Mohan
Senior Manager of Pro Bono and CSR
(212) 504-6665
annie.mohan@cwt.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	N/A
Average Hours per Attorney last year	13
Percent of associates participating last year	59%
Percent of partners participating last year	36%
Percent of other lawyers participating last year	26%

Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	No
Is rotation mandatory?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	26	13	34	30	24
Entry-level (non-traditional track)	4	0	2	0	TBD
Lateral Partners	9	0	10	0	TBD
Lateral Associates	37	1	9	2	TBD
All Other Laterals (non-traditional track)	14	0	3	0	TBD
Post-Clerkship	1	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	1	0	0	0	TBD
SUMMER					
Post-3Ls	0	0	0	0	TBD
2Ls	30	0	29	0	18
1Ls	1	0	1	0	0

Number of 2023 Summer 2Ls considered for associate offers 28

Number of offers made to summer 2L associates 27

General Hiring Criteria We are looking for students with strong academic performance, initiative, self-confidence, team orientation and enthusiasm.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Antitrust	Antitrust	4	1	0	0	0
Banking, Finance	Capital Markets	24	17	43	11	4
Business, Corporate	Corporate	10	6	8	5	1
Litigation	Corporate and Financial Services Litigation and Regulation	12	9	22	7	3
Bankruptcy	Financial Restructuring	6	3	6	0	0

Government, Regulatory, Administrative	Financial Services	6	5	6	1	2
Intellectual Property	Intellectual Property	2	2	7	2	1
Trusts and Estates	Private Client	1	3	0	0	0
Tax	Tax	5	0	4	1	0
Litigation	White Collar Defense and Investigations	8	3	2	1	1
Banking, Finance Real Estate, Land Use	Finance	27	12	47	22	4

Diversity & Inclusion

Diversity Contact: La Tonya Brooks

Diversity Website/URL: <http://www.cadwalader.com/about/diversity>

Organization Narrative

Established in New York in 1792, Cadwalader, Wickersham & Taft LLP is a leading advisor to major financial institutions, corporations and funds, offering innovative solutions to complex legal issues. With more than 400 attorneys in New York, London, Charlotte, Washington, D.C. and Dublin, we offer top-flight services to clients conducting business across the globe. Cadwalader has been referred to as a “small large” firm – we are small enough to be nimble in meeting our clients’ needs while also offering the resources of a major Wall Street firm. Our core areas of practice include: antitrust, banking, corporate finance, corporate governance, executive compensation, financial restructuring, fund finance, intellectual property, litigation, mergers and acquisitions, private equity, private wealth, real estate, financial regulation, securitization, structured finance, tax and white collar defense.

Geared primarily towards second-year law students, our summer program offers a well-rounded view of the firm’s clients, departments, attorneys and culture and plays a central role in the firm’s recruiting process. Our summer program has a personalized assignment process that offers exposure to opportunities in a variety of client practice areas and pro bono opportunities. Summer associates spend 10 weeks at the firm developing the skills crucial to becoming a world-class lawyer. As a summer associate, you will be included in client meetings and drafting and strategy sessions, and you will have the opportunity to attend negotiations, closings and court appearances. You will participate in training workshops that cover important areas such as legal writing and negotiations skills, and seminars that address topics of current interest and legal developments. To ensure that you receive critical direction, guidance and feedback, you will be assigned both a partner and an associate mentor, as well as two assignment managers. You will have many opportunities to build important relationships with our attorneys. We offer a variety of social events at which you can get to know our attorneys and your fellow summer associates in informal settings.

Cadwalader offers all the advantages of being a top-tier firm – you will work with the best and the brightest in their fields and with leading businesses. As a junior associate, you will work directly with partners and have opportunities to interface with clients and assume a hands-on role in client meetings. From your first day at the firm, we will help you expand your knowledge of the law and set a course for your long-term growth. Our competency-based talent development model empowers our associates to take control of their careers. We offer a range of programs and initiatives aimed at developing our talent within our ranks, and we work with each associate to create a tailored professional development plan to serve as a personal roadmap for success. We encourage participation in pro bono assignments and with philanthropic, civic and professional organizations, and we are dedicated to cultivating a diverse, inclusive and supportive work environment. The skills, confidence and contacts you develop at Cadwalader will propel your career in virtually any direction you choose. Cadwalader offers competitive benefits and compensation packages and is committed to developing and supporting policies that foster personal as well as professional growth. More detailed information about our practices and people can be found on our recruiting website at cadwalader.com/makehistory/.

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.

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