

Basic Information

Firmwide
 Organization Size: 163
 Office Size: 169
Hiring Attorney:
 Mr. Jack Rigney

Recruiting Contact:
 Ms. Royce Akiva
 Director of Recruiting & Marketing
 Seward & Kissel LLP
 1 Battery Park Plaza
 New York, New York (NY) 10004
 United States
Phone: (212) 574-1684
 akiva@sewkis.com

Compensation & Benefits

2016 compensation for entry-level lawyers (\$/year) 160,000
Summer Compensation
 2016 compensation for Post-3Ls (\$/week)
 2016 compensation for 2Ls (\$/week) 3,076
 2016 compensation for 1Ls(\$/week)

Partnership & Advancement

Does the firm have two or more tiers of partner?

Pro Bono/Public Interest

Jack Yoskowitz
 Partner
 (212) 574-1215
 yoskowitz@sewkis.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
 % Firm Billable Hours last year 2.4%
 Average Hours per Attorney last year 31
 Percent of associates participating last year 35.6%
 Percent of partners participating last year 33.3%
 Percent of other lawyers participating last year 53.3%

Professional Development

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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 50	51	11	0	8
	Women 5	43	7	0	10
	Total 55	94	18	0	18
Latinx	Men 1	0	0	0	0
	Women 0	0	0	0	0
White	Men 47	46	11	0	0
	Women 4	35	6	0	0
Black or African American	Men 0	0	0	0	0
	Women 0	2	0	0	1
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 2	4	0	0	1
	Women 1	6	0	0	4
Native American or Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or More Races	Men 0	1	0	0	0
	Women 0	0	1	0	0
Persons with Disabilities	Men 0	0	0	0	0
	Women 0	0	0	0	0
LGBTQ	Men 0	1	1	0	0
	Women 0	0	0	0	0

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
Banking, Finance	Investment Management	13	3	32		
Litigation	Litigation	10	3	16		
Real Estate, Land Use	Real Estate	2	2	3		
Tax	Tax	3	2	1		
Banking, Finance	Corporate Finance	13	3	21		
Tax	ERISA	1	1	1		
Trusts and Estates	Trusts & Estates	2	1	2		
Bankruptcy	Bankruptcy & Reorganization	2	2	3		
Admiralty, Maritime, Aviation	Maritime/Capital Markets/Aviation	9		17		

HIRING & RECRUITMENT

	Began Work In				Expected 2016
	2014	Prior Summer Associates	2015	Prior Summer Associates	
LAWYERS					
Laterals	8		11		
Laterals (non-traditional track)	2				
Post-Clerkship					
Entry-level	12	11	16	13	
Entry-level (non-traditional track)					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	13		17		18
1Ls					

Number of 2015 Summer 2Ls considered for associate offers 17

Number of offers made to summer 2L associates 17

General Hiring Criteria We are selective in our hiring standards. We look to hire outstanding students and lawyers. We are interested in well-rounded, mature individuals of demonstrated intellectual capacity and promising legal ability who can quickly assume a share of the Firm's work responsibilities.

Diversity & Inclusion

Organization Narrative

Seward & Kissel offers its associates the broad experience and training of a large practice in the context of a moderately sized firm of approximately 160 attorneys. Our associates and summer associates have the opportunity to work on a wide range of challenging and stimulating matters. We provide opportunities to those wishing to develop a specific area of expertise, and to those wishing to leverage their experience across a broad range of industries.

Our practice primarily focuses on corporate and litigation work for clients seeking legal expertise in the financial services, corporate finance and capital markets areas. The Firm is particularly well known for its representation of major commercial banks, investment banking firms, investment advisers and related investment funds (including mutual funds and hedge funds), broker-dealers, institutional investors and transportation companies (particularly in the shipping area).

The Firm's attorneys are very experienced and highly regarded in their respective practice areas. Many have been with the Firm for most, if not all, of their legal careers. Our focus and expertise, combined with the Firm's stability, have enabled us to create a work culture that is dedicated to professional excellence and

sound judgment, and that is committed to providing our clients with effective, high quality, hands-on legal service.

Our Practice Groups:

Investment Management
Corporate Finance
Global Bank and Institutional Finance
Maritime and Transportation Finance
Capital Markets and Securities
Business Transactions (M&A/Private Equity)
Litigation
Bankruptcy and Reorganization
Real Estate
Trust & Estates
Employment Law
Employee Benefits

Our Washington, D.C. office affords its attorneys a more focused experience concentrating solely on our Investment Management, Corporate Finance and Capital Markets and Regulatory practices in the context of a collegial, small-office environment.

For a detailed description of the work performed by each of our practice groups, please visit our website at www.sewkis.com.

The Summer Program: We look to hire a diverse group of outstanding students. We are interested in well-rounded, mature individuals of demonstrated intellectual capacity and promising legal ability who can quickly assume a share of the Firm's responsibilities. Qualified candidates will have shown excellence and initiative in their college and law school academics, as well as in their extracurricular activities. We rely heavily on our summer program to satisfy our hiring needs. In fact, many of our partners began their careers as summer associates at Seward & Kissel. The primary goals of the program are to provide summer associates with a realistic, broad-based view of our practice and an opportunity to become acquainted with our attorneys through our training sessions and social events. While we encourage summer associates to spend time in each of the major departments of the Firm, the program is flexible and can be adapted to meet the specific interest of each participant. A key feature of the program is to provide summer associates with extensive feedback on their work, including formal and informal evaluations throughout the summer. We have had a 100% acceptance rate from our summer associate class in virtually every year. In terms of further objective data, we are most proud to say that we not only received 100% acceptances from the summer classes of 2012, 2013, 2014, and 2015, but can report that all of these associates accepted their offers immediately upon receipt. We encourage you to read a letter from our recruiting partner, Jack Rigney, which can be found on our website.

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