

Basic Information

All US Offices
 Organization Size: 1600
 Office Size: 1119
Hiring Attorney:
 Mr. Michael Lynch

Recruiting Contact:
 Mrs. Jennifer Ross
 U.S. Director of Legal Recruiting
 225 Fifth Avenue
 Suite 1200
 Pittsburgh, Pennsylvania (PA) 15222
 United States
Phone: 412-288-4194
 jross@reedsmith.com

Compensation & Benefits 333

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

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track? 7
 How many years is the equity track? 10

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 557	363	98	70	27
	Women 155	446	77	57	30
	Total 712	809	175	127	57
Latinx	Men 7	4	UNK	UNK	UNK
	Women 3	11	1	2	UNK
White	Men 425	244	84	67	UNK
	Women 116	238	59	44	UNK
Black or African American	Men 14	13	1	1	UNK
	Women 7	1	UNK	5	UNK
Native Hawaiian or Other Pacific Islander	Men 1	UNK	UNK	UNK	UNK
	Women UNK	1	UNK	UNK	UNK
Asian	Men 30	52	5	1	UNK
	Women 13	92	10	4	UNK
Native American or Alaska Native	Men UNK	UNK	UNK	UNK	UNK
	Women UNK	UNK	UNK	UNK	UNK
2 or More Races	Men 3	3	2	1	UNK
	Women 1	12	UNK	2	UNK
Persons with Disabilities	Men UNK	UNK	UNK	UNK	UNK
	Women UNK	UNK	UNK	UNK	UNK
LGBTQ	Men UNK	UNK	UNK	UNK	UNK
	Women UNK	UNK	UNK	UNK	UNK

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Pro Bono/Public Interest

Christopher K. Walters
Senior Pro Bono Counsel
215.851.8278
cwalters@reedsmith.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	3.3
Average Hours per Attorney last year	53
Percent of associates participating last year	83
Percent of partners participating last year	65
Percent of other lawyers participating last year	65

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
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?	No

HIRING & RECRUITMENT

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

Number of 2015 Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

General Hiring Criteria

Reed Smith is looking for summer associates who are mature and engaging, have demonstrated leadership capabilities and community involvement, and have a combination of high academic standing, work experience, and strong analytical and writing skills.

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
Appellate	Appellate	9	6	6		0
Business, Corporate	Asia Corporate	4	3	15		0
Business, Corporate	Business & Finance - Administrative	1	0	0		0
Litigation	Commercial Disputes EME	19	4	34		0
Litigation	Commercial Litigation	67	13	129		0

Bankruptcy	Commercial Restructuring & Bankruptcy	26	7	15	0
Business, Corporate	Corporate & Securities	53	19	49	0
Energy	Energy & Natural Resources	53	9	49	0
Business, Corporate	Europe & Middle East Corporate	30	1	39	0
Banking, Finance	Financial Services	36	9	44	0
Banking, Finance	Financial Services Regulatory	5	5	5	0
Government, Regulatory, Administrative	Global Regulatory Enforcement	27	11	26	0
Business, Corporate	Hong Kong Corporate 1	5	0	13	0
Business, Corporate	Hong Kong Corporate 2	4	0	9	0
Banking, Finance	Hong Kong Finance	2	0	7	0
Litigation	Hong Kong Litigation 2	4	1	11	0
Litigation	Hong Kong Litigation 3	8	0	16	0
Real Estate, Land Use	Hong Kong Property	1	0	2	0
Litigation	Insurance Recovery	37	9	32	0
Intellectual Property	Intellectual Property	30	7	21	0
Banking, Finance	Investment Management	13	1	12	0
Labor and Employment	Labor & Employment	35	8	39	0
General Practice	Legal Department	3	0	0	0
General Practice	Legal/Professional Personnel	0	1	0	0
Business, Corporate	Life Science Transactions	4	2	3	0
Litigation	Life Sciences & Health Industry Group	54	9	43	0
Litigation	Litigation Department - Administrative	5	0	0	0
Litigation	Litigation Financial Services	33	5	33	0
Real Estate, Land Use	Real Estate	36	11	49	0
Litigation	Records & E-Discovery	1	3	3	79
Admiralty, Maritime, Aviation	Shipping	18	6	39	0
General Practice	Staff Attorneys	0	0	0	48
Tax	State Tax	11	3	16	0
Tax	Tax Benefits & Wealth Planning	31	11	21	0
Intellectual Property	Data Security & Privacy	10	4	4	
Intellectual Property	Entertainment & Media	23	4	19	
Government, Regulatory, Administrative	Product Liability	14	4	3	

Diversity & Inclusion

Diversity Contact: Ms. Deborah Broyles

Diversity Website/URL: <http://diversity.reedsmith.com/>

Organization Narrative

Non-Discrimination Policy:

Reed Smith's success depends heavily on the effective utilization of qualified people, regardless of race, ancestry, religion, color, sex, age, national origin, sexual orientation, disability, or veteran status. Reed Smith adheres to and promotes equal employment opportunities for all.

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Reed Smith represents many of the world's leading companies in complex litigation and other high-stakes disputes, cross-border and other strategic transactions, and crucial regulatory matters.

Reed Smith is a leading international law firm with lawyers from coast-to-coast in the United States, as well as in the United Kingdom, continental Europe, Asia and the Middle East. Reed Smith's clients include many of the world's foremost companies in industry sectors as diverse as financial services, life sciences and health, manufacturing and technology, shipping and transport, energy and natural resources, real estate, and entertainment and media.

Reed Smith has been ranked consistently among the top law firms for client service and has been identified as one of the few large firms with a strategic focus on client satisfaction. Reed Smith has grown in large part because of its commitment to delivering high-quality service and developing long-term client relationships. The firm's approach to service begins by understanding clients' business goals. Reed Smith then works to anticipate and develop the responses necessary to help achieve them.

Reed Smith is united by a culture that is defined by core values of quality, integrity, teamwork and respect, performance, and innovation and improvement. These are further demonstrated through a firm-wide commitment to professional development, diversity and inclusion, pro bono legal services, and community support.

Reed Smith's lawyers and staff are given the opportunities to develop their knowledge bases and skill sets via CareeRS, Reed Smith's competency-based development model. CareeRS is focused on the development of client, business and legal skills, in addition to promoting firm citizenship at all levels.

As a world-class law firm, Reed Smith is committed to fostering diversity and inclusion within its ranks and providing the support needed for attorneys and staff of all backgrounds to succeed. Reed Smith is a three-time winner of the Minority Corporate Counsel Association's Thomas L. Sager Award for the West Region for the firm's work in creating a more inclusive and open working environment, as well as a past winner of the Hispanic National Bar Association's "Law Firm of the Year."

Through its Women's Initiative Network, the firm provides mentoring and professional support for women within the firm, and sponsors external networking events that bring together top women professionals, including business owners and managers, general counsel, government leaders and others.

Reed Smith is committed to helping improve the quality of the communities in which its lawyers and staff work and live, and beyond, through focused pro bono and community service outreach.

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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