

Basic Information

1540 Broadway
New York, NY 10036
Organization Size: 695
Office Size: 134
Hiring Attorney:
Mr. Ed Flanders

Recruiting Contact:
Ms. Helen Mancusi
Senior HR/Attorney Recruiting Manager
1540 Broadway
New York, New York (NY) 10036-4039
United States
Phone: 212-858-1327
helen.mancusi@pillsburylaw.com

Compensation & Benefits

2017 compensation for entry-level lawyers (\$/year) 180,000

Summer Compensation

2017 compensation for Post-3Ls (\$/week) 3,462
2017 compensation for 2Ls (\$/week) 3,462
2017 compensation for 1Ls(\$/week) 3,462

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track? 8-10

Pro Bono/Public Interest

Valerie Fitch
Senior Director of Talent Development
212.858.1718
valerie.fitch@pillsburylaw.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year 4%
Average Hours per Attorney last year 78
Percent of associates participating last year 82%
Percent of partners participating last year 59%
Percent of other lawyers participating last year 62%

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 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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 37	26	9	0	5
	Women 10	15	5	1	8
	Total 47	41	14	1	13
Hispanic/Latino	Men 1	2	1	0	0
	Women 1	2	0	0	2
White	Men 31	20	7	0	4
	Women 8	10	4	1	4
Black/African American	Men 1	0	0	0	0
	Women 0	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 4	4	1	0	1
	Women 1	3	0	0	2
American Indian/Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or more races	Men 0	0	0	0	0
	Women 0	0	1	0	0
Persons with Disabilities	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
Openly LGBT	Men 2	3	0	0	NC
	Women 1	0	0	0	NC
Veteran	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Corporate & Securities	11	4	9	0
Business, Corporate	Corporate & Securities - Technology	0	0	0	0
Trusts and Estates	Estates, Trusts & Tax Planning	1	0	3	0
Business, Corporate	Executive Comp & Benefits	2	2	1	0
Banking, Finance	Finance	10	2	10	0
Business, Corporate	Global Sourcing	1	0	1	0
Bankruptcy	Insolvency & Restructuring	4	2	3	0
Litigation	Litigation	12	3	11	0
Real Estate, Land Use	Real Estate	2	0	2	1
Tax	Tax	4	1	0	0

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2015	Prior Summer Associates	2016	Prior Summer Associates	2017
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners	5		2	0	
Lateral Associates	6		5	0	
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	11	0	13	0	9
1Ls					

Number of 2016 Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

General Hiring Criteria
 Pillsbury seeks energetic, high-performing students who possess sound judgment, determination, common sense, excellent interpersonal skills, the ability to inspire confidence, and the drive to produce high quality work and achieve outstanding results. Pillsbury's summer associates experience the firm's collaborative style by working side-by-side with attorneys in a variety of practice areas, on industry and client teams, and on issue-specific projects. Pillsbury University offers training on everything from legal writing to client service basics to effective networking. Formal reviews supplement the extemporaneous feedback provided to summer associates by our lawyers.

Diversity & Inclusion

Diversity Contact: Ms. Rosa Walker

Diversity Website/URL: <http://www.pillsburylaw.com/corporate-social-responsibility-diversity>

Organization Narrative

Pillsbury is a leading international law firm with 21 offices around the world and a particular focus on the energy & natural resources, financial services, real estate & construction, technology, and travel & hospitality sectors. Recognized by Financial Times as one of the most innovative law firms, Pillsbury and its lawyers are highly regarded for their forward-thinking approach, their enthusiasm for collaborating across disciplines and their unsurpassed commercial awareness.

Pillsbury traces its practice in New York City to 1868; since 1904, five firm partners have served as presidents of the New York City Bar Association. Today, Pillsbury's New York office is one of the firm's largest and is centrally located in midtown Manhattan's Times Square.

The New York office represents clients ranging from companies at the earliest stages of development to those in the ranks of the Fortune 100. The office's clients reflect the commercial diversity of the city, including companies in the aviation, energy, financial services and technology sectors.

Like many big firm lawyers based in New York, associates in Pillsbury's Times Square office work on matters for some of the world's leading companies. However, because of its manageable size, Pillsbury's office stands apart in the New York market by offering associates the ability to engage in challenging and substantive work early in their careers, often on cutting-edge, high-profile cases.

Our largest practice areas include:

Corporate and Securities

Our work covers the range of transactional areas including securities offerings, banking and mergers and acquisitions. We represent some of the biggest names on Wall Street, including JPMorgan Chase, Morgan Stanley and Deutsche Bank. International clients include Fortune Global 250 members Sharp and Mitsui & Co.

Estates, Trusts and Tax Planning

Regarded as "spectacular" and "incredibly focused on service," Pillsbury's Estates, Trusts & Tax Planning practice is ranked nationally by Chambers USA, The Legal 500 and U.S. News & World Report/Best Lawyers, which recognized our firm as Trusts & Estates "Law Firm of the Year."

Pillsbury's Estates, Trusts & Tax Planning (ETTP) team advises individuals, families, family-owned businesses and charitable foundations in the planning and administration of complex trusts and estates, and in U.S. and international estate, trust and tax planning. Our ETTP lawyers develop cutting-edge, customized transfer tax and estate plans, utilizing trusts, wills, various entity structures, such as partnerships and LLCs, and domestic and cross-border plans, to preserve and enhance our clients' wealth for current and future generations. Serving clients globally, we maintain a strong bicoastal presence in the U.S., particularly in San Francisco, Silicon Valley, Los Angeles, New York, Washington, DC and Palm Beach, Fla.

Executive Compensation & Benefits

Recognized as a premier group nationally and internationally, Pillsbury's Executive Compensation & Benefits practice provides comprehensive guidance on all aspects of executive and employee benefits and compensation arrangements.

Lawyers in Pillsbury's Executive Compensation & Benefits practice help private and public employers and companies, boards of directors and compensation committees, fiduciaries and third-party providers manage executive compensation packages, pension and benefit plans and equity programs. We guide clients through the complexities of federal tax law, ERISA, securities regulations, labor laws and other regulatory matters. Further, we advise U.S. and multinational corporations, governmental entities, tax-exempt organizations, partnerships, trustees, investment managers, and executives on a wide variety of pension, profit-sharing, welfare and other employee-benefits matters.

Finance

Recognized among the leading financial services practices in the U.S., Pillsbury's finance team counsels 200+ financial institutions, including many of the world's largest banks, as well as those using all forms of financial services.

Combining in-depth industry and regulatory knowledge with finance skills, Pillsbury finance lawyers structure, negotiate and document complex domestic and international transactions. We help financial services providers and users manage risk, navigate business, legal and regulatory challenges, leverage opportunities, and get deals done.

Our team advises on all types of secured and unsecured financings, from initial issuance through repayment. With decades of experience, we have handled the full spectrum of legal and business issues that impact financing and investment transactions in all industries, enabling us to anticipate problems and devise cost-effective, innovative financing solutions that meet our clients' needs.

Among notable matters in 2016, we represented Deutsche Bank in financing for a 52.8 MW wind farm in Uruguay, and we helped an Argentinian province score \$348 million in a hydrocarbon deal. Among many other honors, we were honored with seven AirFinance deals of the year in 2016, and two Project Finance Deals of the Year by PFI.

Global Sourcing & Technology Transactions

Among the most experienced advisory practices worldwide, Pillsbury's Global Sourcing & Technology Transactions team has architected more than 1,000 strategic outsourcing and technology transactions over the past 25+ years, with an aggregate value exceeding half a trillion dollars.

Established in 1988, Pillsbury's preeminent Global Sourcing & Technology Transactions practice has been recognized as among the "World's Best Outsourcing Advisors" for seven consecutive years by the International Association of Outsourcing Professionals and as an outsourcing leader by Chambers and The Legal 500 U.S. With more than 50 professionals, ours is the largest customer-focused sourcing team worldwide. We employ a pioneering integrated consulting/legal advisory model, with a team consisting of top-ranked outsourcing lawyers, skilled industry consultants and technical advisors.

In 2016, Financial Times presented a Pillsbury sourcing team with a "Highly Commended" ranking in the "Great Legal Ideas" category for its collaboration with financial services consultancy Paladin fs to create the Golden Contract Coalition, which will enable community banks and credit unions to join forces in negotiating better contract terms from the industry's oligopoly of core processing vendors.

Insolvency & Restructuring

We represent a full range of client from creditors and debtors to official committees and ad hoc committees. We have represented significant parties in all of the major airline bankruptcy cases and in some of the nation's largest recent bankruptcies, including those in the health care, oil and gas and coal industries. In 2016, M&A Advisor presented Pillsbury with four Deal of the Year awards in recognition of the firm's innovative restructuring work on behalf of clients; the honors included the Professional Services Deal of the Year and the Distressed M&A Deal of the Year.

In 2016, Financial Times honored the team for "Innovation in Unlocking and Delivering Value," for its work with the nonprofit Virginia Conservation Legacy Fund its novel \$860 million acquisition of a bankrupt West Virginia coal mine network. Through the deal, VCLF was able to reopen several mines, keeping hundreds of workers employed, and to reinvest millions of dollars into environmental clean-up and reforestation efforts.

Other 2016 matters included advising Daughters of Charity Health System in its restructuring and subsequent sale to private equity firm Blue Mountain Capital, the largest-ever and most complex nonprofit hospital transaction in California history.

Insurance Recovery & Advisory

Pillsbury's Insurance Recovery & Advisory practice was named Law360's "Insurance Group of the Year" 2015 and 2016 for "litigation prowess," "resounding victories," and a "sustained history of achieving great results."

Pillsbury's Insurance Recovery & Advisory group is a fast-growing policyholder-side insurance team with market-leading bona fides in the construction and energy sectors housed within one of the most well-respected global law firms headquartered in the U.S. Pillsbury boasts one of the country's largest and most diverse insurance departments with more than 50 dedicated lawyers in Washington DC, New York, Los Angeles, San Francisco and Houston. Our firm's breadth of practice and decision to represent policyholders exclusively have provided us with a unique platform for success.

Recent matters include a \$50 million insurance recovery for the Metropolitan Development Corp. for water damage and construction defects. In addition, Manhattan tower owners reached settlement for Hurricane Sandy damages.

Litigation

We are a leader in commercial litigation for clients, including a long list of Fortune 500 companies. Among notable matters in 2016, we helped Sharp settle a decades-long antitrust dispute.

The New York office also regularly takes on high-profile matters of public interest on a pro bono basis, such as helping a group of Chinese immigrants to secure

\$150,000 in unpaid wages from a bankrupt daycare company in 2016. In addition, MFY Legal Services, recognized Pillsbury for outstanding leadership in protecting the rights of people with disabilities.

In 2016, BTI Consulting Group recognized Pillsbury litigators as “Awesome Opponents.”

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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