

Basic Information

Multi-Office
Organization Size: 516
Office Size: 516
Hiring Attorney:
Benjamin Gruenstein (Litigation)
Hiring Attorney #2:
Ting Chen (Corporate)

Recruiting Contact:
Lisa A. Kalen
Chief Legal Recruiting Officer
Worldwide Plaza
825 Eighth Avenue
New York, New York (NY) 10019
United States
Phone: 212-474-3215
lkalen@cravath.com

Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 215,000
Summer Compensation
2023 compensation for Post-3Ls (\$/week) 4,135
2023 compensation for 2Ls (\$/week) 4,135
2023 compensation for 1Ls(\$/week) 4,135

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track? 7

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	71	134	21	18	52
	Women	28	162	25	8	55
	Non-binary	0	2	0	1	0
	Total	99	298	46	27	107
Latinx	Men	1	11	0	3	5
	Women	2	11	0	0	4
	Non-binary	0	0	0	0	0
White	Men	66	90	18	11	32
	Women	21	97	20	5	21
	Non-binary	0	1	0	1	0
Black or African American	Men	0	10	0	0	4
	Women	2	18	1	1	9
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	1	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	4	21	2	3	11
	Women	3	28	3	1	21
	Non-binary	0	1	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	0	2	1	0	0
	Women	0	8	1	1	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	3	11	1	1	6
	Women	1	12	0	0	6
	Non-binary	0	2	0	0	0
Veteran	Men	4	10	0	0	2
	Women	0	0	1	0	1
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Antony Ryan
Partner
212-474-1000
aryan@cravath.com

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

Firm-wide

% Firm Billable Hours last year

Cravath dedicated over 3% of billable time to pro bono work (but less than 5%)

Average Hours per Attorney last year

73

Percent of associates participating last year

63%

Percent of partners participating last year

61%

Percent of other lawyers participating last year

42%

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?

Yes

Is rotation mandatory?

Yes

Does your organization have a dedicated professional development staff?

Yes

Does your organization have a coaching/mentoring program

Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	79	75	70	67	87
Entry-level (non-traditional track)			0		
Lateral Partners	3		6	2	4
Lateral Associates	5		3		8
All Other Laterals (non-traditional track)	5		1		
Post-Clerkship	11	8	9	6	12
LL.M.s (U.S.)	1		1		4
LL.M.s (non-U.S.)	8		8		3
SUMMER					
Post-3Ls	0		0		0
2Ls	89	3	114	3	103
1Ls	3		4		4

Number of 2022 Summer 2Ls considered for associate offers 114

Number of offers made to summer 2L associates 114

General Hiring Criteria

We look for candidates with high academic achievement who reflect a wide range of backgrounds and share important qualities-creativity, excitement about the practice of law and motivation to excel.

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
Business, Corporate	Corporate	56	22	166		12
Tax	Executive Compensation and Benefits	4	5	11		0
Litigation	Litigation	36	16	113		21
Tax	Tax	6	1	12		0
Trusts and Estates	Trusts and Estates	3	6	7		0

Diversity & Inclusion

Diversity Contact: Peter Wilson, Jr.

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

Organization Narrative

Our goal is to be the firm of choice for clients with respect to their most challenging legal issues, business transactions and disputes. We are not, and do not strive to be, the largest law firm measured by number of offices or lawyers.

The development of our lawyers is our most important long-term objective. We hire top students and train our associates through a “rotation” system that is unique to Cravath. From the start, each associate is assigned to work on a small team of lawyers, which fosters collaboration and leads to increased responsibility early on. Then, after a period of time that typically ranges from 15-18 months, an associate will rotate to a new team, overseen by different partners and handling different types of work for different clients within the associate’s chosen department. Our system is designed to expose associates to a wide range of work over the course of their careers, while fostering direct partner mentoring and accelerated skills development within each rotation. It is a shared priority among the partnership to provide direct, hands-on training to the next generation of our Firm. Moreover, because partners must rely on the specific associates assigned to their teams rather than a firm-wide pool, partners have a strong incentive to work closely with their associates so they will develop into talented lawyers and contributing team members.

Unlike a general assignment system, Cravath’s rotation system removes the need for associates to compete for work or visibility, producing an environment that is uniquely cooperative. This ethos extends to the Firm’s partnership, where each partner has an equal vote, and all major decisions are reached by consensus.

In addition to training, we recognize that relationship-building, mentoring and the balancing of one’s career with outside interests play important roles in our associates’ professional development. We are committed to implementing and supporting initiatives that foster professional growth and encourage our associates’ connectedness to the Firm and to one another. Our Women’s Initiative facilitates networking between our women attorneys and alumnae, our affinity groups provide an additional support network for diverse associates, and further access to informal mentoring, and the Firm’s partnerships with community and other public service organizations span decades, providing numerous opportunities for lawyers to initiate and participate in pro bono activities throughout their time at the Firm.

The Cravath summer program is designed to provide law students with an experience that mirrors the life of a first-year associate. No matter which department you choose, you will find yourself working directly with partners and our clients. We believe that this approach is not only the most effective way to begin your training, but also the best way to demonstrate the culture of teamwork and outstanding client service that has built and sustained Cravath’s reputation for excellence.

A more complete description of the Firm is available at the Placement Office or on our website (www.cravath.com).

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