Cravath, Swaine & Moore LLP

(www.cravath.com)

Basic Information

Multi-Office
Organization Size: 516
Office Size: 516
Hiring Attorney:
Michael A. Paskin (Litigation)
Hiring Attorney #2:
D. Scott Bennett (Corporate)

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

Compensation & Benefits 333

2018 compensation for entry-level lawyers ($/year)	190,000
Summer Compensation	
2018 compensation for Post-3Ls ($/week)	3,700
2018 compensation for 2Ls ($/week)	3,700
2018 compensation for 1Ls($/week)	3,700

Partnership & Advancement

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

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	65	232	19	19	40
	Women	19	147	20	6	47
	Total	84	379	39	25	87
Latinx	Men	1	8	0	3	3
	Women	1	6	0	0	2
White	Men	63	179	17	14	27
	Women	15	94	16	4	27
Black or African American	Men	0	14	0	0	1
	Women	0	13	0	1	7
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
Asian	Men	1	26	1	2	5
	Women	2	36	4	0	9
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
2 or More Races	Men	0	5	1	0	2
	Women	1	5	0	1	4
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
LGBTQ	Men	3	16	0	1	4
	Women	0	3	0	0	1
Veteran	Men	3	8	0	2	3
	Women	0	2	0	0	0

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Pro Bono/Public Interest

Antony L. 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	3
Average Hours per Attorney last year	47
Percent of associates participating last year	56
Percent of partners participating last year	78
Percent of other lawyers participating last year	57

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

	Began Work In				Expected
LAWYERS	**2016**	**Prior Summer Associates**	**2017**	**Prior Summer Associates**	**2018**
Entry-level	80	73	90	86	97
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	0	0	1	0	0
All Other Laterals (non-traditional track)	2	0	2	0	2
Post-Clerkship	4	4	13	12	7
LL.M.s (U.S.)	1	0	1	1	0
LL.M.s (non-U.S.)	3	0	2	0	3
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	110	4	119	3	82
1Ls	4	0	2	0	5

Number of 2017 Summer 2Ls considered for associate offers	119
Number of offers made to summer 2L associates	119
General Hiring Criteria	Strong academic achievement; evidence of motivation and ability 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	39	14	196		6
Tax	Executive Compensation and Benefits	3	3	13		0
Litigation	Litigation	33	16	145		18
Tax	Tax	6	2	17		1
Trusts and Estates	Trusts and Estates	3	4	8		0

Diversity & Inclusion

Diversity Contact: Kiisha Morrow
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 the top students from the nation's finest law schools, and we train 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 12-18 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. Because we do not hire associates laterally, partners come almost exclusively from the ranks of our own associates, and it is therefore 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, visibility or bonuses, producing an environment that, while demanding, is also uniquely cooperative. This ethos extends to the Firm's partnership, where each partner has an equal vote, all major decisions are reached by consensus, and partners are compensated in a lockstep system based on seniority throughout their careers.

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 network for associates to access informal mentoring across levels at the Firm, 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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