

Basic Information

885 Third Avenue
New York, NY 10022
Organization Size: 3727
Office Size: 481
Hiring Attorney: Ms. Dara Denberg
Hiring Attorney #2: Mr. Nathan Ajiashvili

Recruiting Contact: Ms. Noreen Gallagher
Manager of Attorney Recruitment and Development
885 Third Avenue
New York, New York (NY) 10022
United States
Phone: 212.906.1200
noreen.gallagher@lw.com

Compensation & Benefits 333

2015 compensation for entry-level lawyers (\$/year) 160,000

Summer Compensation

2015 compensation for Post-3Ls (\$/week) 3,080
2015 compensation for 2Ls (\$/week) 3,080
2015 compensation for 1Ls(\$/week) 3,080

Partnership & Advancement

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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 82	138	13	1	34
	Women 20	88	6	6	15
	Total 102	226	19	7	49
Latinx	Men 3	8	0	0	3
	Women 1	7	0	0	0
White	Men 75	111	11	1	22
	Women 17	62	6	5	13
Black or African American	Men 0	3	0	0	4
	Women 1	1	0	0	0
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 4	16	2	0	5
	Women 1	17	0	1	2
Native American or 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	1	0	0	0
Persons with Disabilities	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
LGBTQ	Men 3	4	0	0	1
	Women 0	2	1	0	1

For more details, visit www.nalpdirectory.com

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Pro Bono/Public Interest

Wendy Atrokhov
Public Service Counsel
202.637.2200
wendy.atrokhov@lw.com

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

Firm-wide

% Firm Billable Hours last year

4.4

Average Hours per Attorney last year

79.0 (based on 12/31 headcount).

Percent of associates participating last year

98

Percent of partners participating last year

79

Percent of other lawyers participating last year

Professional Development

Evaluations

Semi-annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?

Yes

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
	2013	Prior Summer Associates	2014	Prior Summer Associates	2015
Laterals	21	0	15	0	TBD
Laterals (non-traditional track)			1	0	
Post-Clerkship	2	1	5	4	TBD
Entry-level	30	20	37	33	TBD
Entry-level (non-traditional track)					
LL.M.s (U.S.)	1	0			
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	36	0	38	0	47
1Ls					2

Number of 2014 Summer 2Ls considered for associate offers 38

Number of offers made to summer 2L associates 38

General Hiring Criteria

High academic achievement, commitment to diversity, initiative, willingness to assume responsibility, maturity, judgment, previous work experience, degrees and qualifications related to the desired practice area, law school activities (Law Review, Moot Court, other journals).

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	40	9	60		
General Practice	Environment, Land & Resources	2	1	4		
Banking, Finance	Finance - Real Estate	32	6	57		
Litigation	Litigation	21	2	33		
Tax	Tax	7	1	12		
General Practice	Unassigned	0		60		

Diversity & Inclusion

Diversity Website/URL: <http://www.lw.com/AboutUs/Diversity>

Organization Narrative

CULTURE OF COLLABORATION AND TRANSPARENCY

Latham & Watkins is a fully-integrated, global law firm that takes pride in its culture of teamwork, collegiality and a strong commitment to quality and professionalism that have helped the firm succeed for 80 years. Because we do not operate regions or offices as separate profit centers, and no single office serves as a headquarters for the firm, firm leadership is spread across the globe and the firm maintains a team-oriented focus.

Attorneys collaborate by sharing information and resources, and build cross-office teams that bring the right talent and expertise to address clients' needs, regardless of geography. Clients rely on Latham's vast team of approximately 2,100 lawyers located in the world's major business and financial centers for their wide range of experience across practices, industries and global regions. Each of the firm's offices strategically pairs local market knowledge with the firm's global resources. Advising clients across a wide spectrum of transactional, litigation, corporate and regulatory areas, Latham's internationally recognized practices provide clients with innovative solutions to complex business and legal matters.

NEW YORK

Clients turn to Latham for its global perspective, its domestic and international resources, and its ability to meet client needs worldwide. In an article entitled "New York Giants," The American Lawyer highlighted the stature of the New York office and its elite clientele, noting that Latham New York "serves a client list that reads like a Wall Street directory."

UNASSIGNED ASSOCIATE PROGRAM

Latham understands that choosing a practice area right out of law school may be difficult for many new associates. So we don't require it. Instead, Latham takes a flexible approach to associate staffing through our hallmark Unassigned Associate Program for US associates. On arrival, new associates are not assigned to a particular department or practice; rather, they enjoy the opportunity to explore our 50+ practices, working with and learning from a number of experienced lawyers before choosing a department that best fits their skills and interests. During this unassigned period, projects are allocated based on associate practice preferences, interest in a particular matter or supervisor, and availability.

TRAINING & FEEDBACK

Our firm offers a wide array of training opportunities for lawyers at all levels. Integral to our global training program are our multi-day, in-person training academies, which are held at each critical stage of our lawyers' careers - Summer Academy, First Year Academy, Third Year Academy, Fifth Year Academy, New Counsel Academy and New Partner Academy. We also offer Women's Leadership Academies for our senior associates and partners, which provide focused professional development training, with a particular emphasis on skills needed to develop into leaders at the firm and the legal industry at large. In addition, we offer a Diversity Leadership Academy for mid-level associates that provides tailored leadership training as well as an opportunity for community building among associates, counsel, partners and firm leaders with a common interest in diversity at the firm and in the legal profession at large.

Big believers in the "learn-by-doing" method, we also hold a number of multi-day skills programs, including our Trial Advocacy Programs, Deposition Training Programs, Negotiations Training Program and M&A Academy, where our associates get to develop their skills through practice and learn from our experienced partners. Formal training curricula are also made available on a regular basis throughout the year, including our Core Curriculum, which covers practical skills that first-year associates need to successfully practice at the firm and separate curricula for each of the firm's diverse practice areas.

ASSOCIATE PARTICIPATION IN FIRM MANAGEMENT

Latham & Watkins places a high value on diverse viewpoints — the firm's culture is collegial and its management style is consensus-based. Recognizing the value of teamwork and that broader input from lawyers at all levels of the firm results in better decisions, Latham invites associates to participate in the firm's committee system. Serving on firm committees provides associates with exceptional leadership and training opportunities. For example, the firm's Associates Committee has input on career progression and bonuses.

COMMUNITY SERVICE

Latham & Watkins' pro bono practice has become a hallmark of the firm and plays a central role in the organization's culture. Latham recognizes its duty to help ensure that the doors of justice are open to all, regardless of income, and that the practice of law includes the unique ability and responsibility to advocate for equal justice and provide needed representation to persons of limited means. Latham's global platform facilitates its role among the world's largest providers of pro bono legal services and position at the forefront of efforts to develop activities in regions where the concept of pro bono is relatively new."

DIVERSITY

Our lawyers throughout the world comprise a rich mixture of men and women of different races, ethnic backgrounds, sexual orientations, cultures and primary languages. We are strengthened enormously by this diversity, and our commitment to diversity and equal opportunity enables Latham & Watkins to draw from a remarkable wealth of talent to recruit and retain the best lawyers and create one of the world's leading law firms. Latham & Watkins has been a leader in conceiving, promoting, and implementing methods that ensure lawyers are hired, trained and promoted fairly and with attention to the goals of equal opportunity and diversity in the practice of law. Our global diversity strategy is spearheaded by the firm's Diversity Leadership Committee. We also have a Women Enriching Business Committee which is specifically focused on the retention, development and promotion of our women lawyers. In addition, as an integral part of our Global Recruiting Committee, we have an active Diversity Hiring Subcommittee devoted to diversity outreach efforts.

Latham has developed a number of initiatives and programs aimed at promoting diversity and inclusion here at the firm and in the legal profession at large. Our programs include the Latham & Watkins Diversity Scholars Program which awards \$10,000 scholarships each year to six diverse law students interested in pursuing a career at a global law firm; Latham & Watkins Law Preview Program which helps students get off to a good start during their first year of law school by providing scholarships to Law Preview's week-long law school preparation course; partnership with Sponsors for Educational Opportunity to give talented, underrepresented students of color who have been accepted to top law schools the opportunity to get hands-on experience at a leading law firm through summer internships; Latham & Watkins Diversity Leadership Academy which brings together our lawyers from around the globe and talented law students from around the country for a training and development retreat focused on developing the future leaders of the legal profession and creating community among our diverse lawyers and diverse law students; Latham & Watkins 1L Fellowship Program offers a unique summer employment opportunity for law students to gain valuable professional experience, mentoring and training early in their careers; Women's Leadership Academy is one of our premier professional development programs, providing community, networking and tailored training for senior female associates. Each year, Latham also participates in a number of diversity job fairs and recruiting programs, sponsors and participates in events for various student organizations, and partners with minority bar associations to host and sponsor events. Consistent with the firm's non-discrimination policy and commitment to diversity, all Latham lawyers are welcome to participate in our diversity

programs.

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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