

Basic Information

Whiteman
Organization Size: 77
Office Size: 77
Hiring Attorney:
Mr. Alan Goldberg

Recruiting Contact:
Ms. Susan Weidman
Legal Recruitment & Operations Manager
One Commerce Plaza
Suite 1900
Albany, New York (NY) 12260
United States
Phone: 518-487-7600
sweidman@woh.com

Compensation & Benefits

2015 compensation for entry-level lawyers (\$/year) 86,000
Summer Compensation
2015 compensation for Post-3Ls (\$/week)
2015 compensation for 2Ls (\$/week) 1,654
2015 compensation for 1Ls(\$/week) 1,654

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?

Pro Bono/Public Interest

Christopher Buckey
Partner
518-487-7600
cbuckey@woh.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
% Firm Billable Hours last year 1.22
Average Hours per Attorney last year 20.64
Percent of associates participating last year 80.
Percent of partners participating last year 38.1
Percent of other lawyers participating last year 16.67

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? Case-by-case
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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	40	11	6	0
	Women	8	9	3	0
	Total	48	20	9	0
Hispanic/Latino	Men	0	0	0	0
	Women	0	0	0	0
White	Men	40	10	6	0
	Women	8	9	3	0
Black/African American	Men	0	0	0	0
	Women	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	1	0	0
	Women	0	0	0	0
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	0	0	0	0
	Women	0	0	0	0
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly LGBT	Men	1	0	0	0
	Women	0	0	0	0

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
Litigation	Litigation	9	2	4	
Trusts and Estates	Trusts, Estates & Tax	3	0	2	
Real Estate, Land Use	Real Estate	7			
Government, Regulatory, Administrative	Governmental/Legislative	4	1	1	
Labor and Employment	Labor & Employment	5	2	4	
International	International & Immigration	4	0		
Business, Corporate	Insurance		1		
General Practice	Health	1	1		
Energy	Environmental	7	0	5	
Business, Corporate	Business/Corporation/Bankruptcy	6		4	
Arbitration, Dispute Resolution, Mediation	Arbitration/Dispute Resolution		1		
Energy	Energy/Telecommunications	1	1		
General Practice	General Practice			0	
Tax	Tax		1		

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2015
	2013	Prior Summer Associates	2014	Prior Summer Associates	
Laterals	3	0	2	0	1
Laterals (non-traditional track)			0	0	0
Post-Clerkship	1	0	1	0	1
Entry-level	0	1	1	1	1
Entry-level (non-traditional track)			0	0	0
LL.M.s (U.S.)	0	0	1	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0		0
2Ls	0	3	3		3
1Ls	0	0	0		0

Number of 2014 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 2

General Hiring Criteria Superior academic ability; proven writing ability; strong background in legal research; other relevant job experience.

Diversity & Inclusion

Organization Narrative

Whiteman Osterman & Hanna LLP, a law firm based in Albany, New York, with a second office located in Hudson, has a diverse practice that goes beyond the conventional – fostering new ideas and approaches. Whether a client has a legal challenge that is a case without precedent, a regulatory roadblock or a topic of public controversy, our goal is to achieve result-focused solutions – in whatever forum the situation demands.

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.