

Basic Information

425 Lexington Ave
 New York, NY 10017
 Organization Size:
 900
 Office Size: 570
Hiring Attorney:
 Nick Goldin, Greg
 Grogan, Krista
 Miniutti

Recruiting Contact:
 Ms. Susan Osnato, Chief, Legal Recruiting &
 Professional Development
 Amy Claydon, Director, Legal Recruiting
 425 Lexington Avenue
 New York, New York (NY) 10017
 United States
Phone: (212) 455-2687
 AttorneyRecruiting@stblaw.com

Compensation & Benefits

2016 compensation for entry-level lawyers (\$/year) 180,000
Summer Compensation
 2016 compensation for Post-3Ls (\$/week) 3,500
 2016 compensation for 2Ls (\$/week) 3,500
 2016 compensation for 1Ls(\$/week) 3,500

Partnership & Advancement

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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 93	230	28	0	57
	Women 25	168	26	0	51
	Total 118	398	54	0	108
Latinx	Men 4	11	0	0	3
	Women 0	3	0	0	4
White	Men 87	160	26	0	37
	Women 22	111	23	0	20
Black or African American	Men 0	9	0	0	8
	Women 0	8	1	0	6
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 2	39	2	0	7
	Women 3	37	2	0	14
Native American or Alaska Native	Men 0	1	0	0	0
	Women 0	0	0	0	0
2 or More Races	Men 0	10	0	0	2
	Women 0	9	0	0	7
Persons with Disabilities	Men 0	0	0	0	0
	Women 0	0	0	0	0
LGBTQ	Men 2	14	1	0	7
	Women 1	2	2	0	0

For more details, visit www.nalpdirectory.com

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Pro Bono/Public Interest

Harlene Katzman
Pro Bono Counsel and Director
(212) 455-3890
hkatzman@stblaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.8
Average Hours per Attorney last year	60
Percent of associates participating last year	80
Percent of partners participating last year	50
Percent of other lawyers participating last year	54

Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
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 2016
	2014	Prior Summer Associates	2015	Prior Summer Associates	
Laterals	29	5	17	2	TBD
Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	11	11	3	3	4
Entry-level	65	51	85	69	75
Entry-level (non-traditional track)	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	5	0	2	0	0
SUMMER					
Post-3Ls	2	2	3	0	2
2Ls	76	0	91	0	101
1Ls	0	0	1	1	5

Number of 2015 Summer 2Ls considered for associate offers 91

Number of offers made to summer 2L associates 91

General Hiring Criteria The Firm looks for candidates with records of distinguished achievement, commitment to excellence and ability to work cooperatively with clients and colleagues.

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	73	32	240		
Litigation	Litigation	27	8	99		
Tax	Tax	7	1	12		
Labor and Employment	Executive Compensation & Employee Benefits	4	5	14		
General Practice	Exempt Organizations	1	2	3		
Trusts and Estates	Personal Planning	1	2	8		
Real Estate, Land Use	Real Estate	5	4	22		

Diversity & Inclusion

Diversity Contact: Ms. Natalia Martin

Diversity Website/URL: <http://simpsonthacher.com/diversity.htm>

Organization Narrative

Since 1884, many of the world's largest organizations have turned to Simpson Thacher for smart solutions to critical commercial challenges. Today, more than 900 lawyers in 11 global offices put the collective experience of the Firm to work for every client we serve. We are proud to have a practice that is unsurpassed in versatility and sophistication, and a culture that is collegial, respectful, creative and collaborative. Each year, the Firm hires a group of highly accomplished students that we believe are ideally suited to continue the Firm's tradition of providing outstanding legal services to clients.

CORPORATE PRACTICES

Simpson Thacher advises clients across the spectrum of corporate transactions and regularly tops the charts in mergers and acquisitions, capital markets and banking activity, as well as private equity fund formation and investment management.

M&A: The Firm represents a remarkable array of clients in a wide range of transactions, including M&A, joint ventures, spin-offs, contested acquisitions and proxy fights. From 2009 through 2015, we advised on more than 1,000 announced deals with an aggregate value of roughly \$2.1 trillion. From 2007 to 2015, Chambers Global placed the US practice in its "Band One" ranking for M&A work. Our recent M&A transactions include representing China National Chemical Corp. in its announced \$43 billion cash offer to buy Swiss pesticide and seed company Syngenta AG (representing the largest foreign acquisition by a Chinese company); Walgreens Boots Alliance in its announced \$17.2 billion acquisition of Rite Aid; Dutch grocery retailer Ahold (brands include Stop & Shop, Peapod and Giant) in a \$29 billion merger of equals with Belgium-based Delhaize; Tyco International in its announced \$36 billion merger with Johnson Controls; and ITC Holdings in its proposed sale to Fortis in a deal valued at approximately \$11.3 billion.

PRIVATE EQUITY: We are the world's leading legal advisor in the private equity sector and a premier law firm for leveraged finance. We recently acted as counsel to Dell and Silver Lake in the announced acquisition of EMC Corporation for an announced value of \$67 billion, the largest tech deal of all time; a BC Partners-led consortium in its \$8.7 billion acquisition of PetSmart; ADT in its announced \$15 billion sale to affiliates of Apollo; and Blackstone in its \$5.4 billion acquisition of Gates Corporation as well as investment in Versace. In addition, we have advised the acquirer on the five largest completed buyouts ever.

PRIVATE FUNDS: Our preeminent Private Funds Practice is ranked number one in the U.S., U.K., Asia-Pacific and globally by Chambers & Partners. The practice has represented private funds clients for more than 40 years, playing a prominent role in the development of the private funds industry and earning us a unique leadership role in the sector. With dedicated fund formation teams in New York, London, Hong Kong, Palo Alto and Los Angeles, the Firm has advised on many of the largest fundraisings recently launched in the U.S. and Europe, including The Blackstone Group's \$18 billion global buyout fund, CVC Capital Partners' €10.5 billion flagship buyout fund and The Carlyle Group's \$13 billion U.S. private equity fund, which surpassed its initial \$10 billion fundraising target by \$3 billion. Middle-market and smaller first-time funds and independent boutiques also turn to us for advice.

CAPITAL MARKETS: Representing both issuers and underwriters, Simpson Thacher's uniquely balanced Capital Markets Practice is a worldwide leader prized for its reach and range. The Firm consistently ranks among the top law firms for equity, debt and high yield transactions. We have advised on more than 370 U.S. and global IPOs over the last decade, including landmark listings such as Alibaba (the largest IPO in history), First Data (the largest U.S. IPO of 2015), Japan Post (the largest IPO of 2015 worldwide) and Square (which raised approximately \$280 million in gross proceeds). Past listings include representing iconic companies such as Google, MasterCard, Hilton, Tesla, SeaWorld and Facebook. Our work also covers the spectrum of debt products. Our premier High Yield Practice has worked on more than 540 offerings since 2010, totaling more than \$300 billion in proceeds, including for HCA (totaling over \$30 billion), Realogy Corporation (\$5 billion) and Altice N.V./Cablevision (\$4.8 billion). We also counsel both issuers and underwriters in debt offerings, including past representations for Frankfurt-based development bank KfW, Apple, Microsoft, Mondel?z (formerly Kraft Foods), FedEx and SiriusXM.

BANKING AND CREDIT: The Firm advises on more financing transactions than any other U.S.-based law firm, consistently ranking as number one in several key metrics by Loan Pricing Corporation (LPC). In 2015 alone, we advised on financing transactions totaling \$228 billion in proceeds, \$11 billion more than the nearest competitor, according to LPC. The Firm recently advised the administrative agents or lead arrangers in credit facilities for Kate Spade, AOL, Ralph Lauren, Lions Gate Entertainment, Toys "R" Us and Starwood Hotels & Resorts. In addition, the Firm regularly serves as counsel on large acquisition financings, including for PetSmart, NBCUniversal, Del Monte Foods, Dell, Solera, Gates Corporation and Gardner Denver. Our banking and finance group received the "Finance Team of the Year" award at the 2015 Chambers USA awards.

FINANCIAL INSTITUTIONS: The Firm's preeminent Financial Institutions Practice combines transactional and regulatory expertise to provide a broad range of financial institutions, private investors and government agencies fully integrated services across the entire financial services sector. We have advised on some of the most significant bank mergers that have helped shape the landscape of the banking industry over the past quarter-century, including JPMorgan Chase's \$58 billion merger with Bank One and Mellon Financial's \$17 billion merger with The Bank of New York. We also represented U.S. Treasury in developing and implementing its \$250 billion TARP program, the world's biggest banks in financial crisis-related litigations and arbitrations and are currently representing KeyCorp in its announced \$4.1 billion acquisition of First Niagara Financial.

LITIGATION: Sophisticated clients worldwide entrust Simpson Thacher with their formidable disputes for a single reason—our remarkable track record. Clients seek our advice on high-stakes litigation, cross-border disputes, as well as government and internal investigations in the Americas, Europe and Asia. With more than 200 litigators, we offer a substantial bench of talent to resolve a wide array of legal issues. Our litigators and Litigation Practice is consistently recognized at the top of its field by Chambers & Partners, The Legal 500, Benchmark Litigation and The American Lawyer. Described by a client to Benchmark Litigation: "If we have a case that looks like it's going to trial, we will switch counsel to [Simpson Thacher]. That alone sends the other side a message that we're serious."

SECURITIES and M&A LITIGATION: Our elite practice regularly advises companies, officers, directors, and boards with securities fraud and 10b-5 matters, responding to shareholder demands, and handling derivative litigations and investigations. Fortune 500 corporations and financial institutions have trusted our advice in virtually every major financial-related dispute arising from the financial crisis, including: Ponzi-scheme related litigations; RMBS and CDO litigations and investigations; auction rate litigations, investigations and FINRA arbitrations; claims arising out of Lehman Brothers' collapse; The Washington Mutual bankruptcy; and JPMorgan in the IPO Securities Litigation. Clients also routinely seek our market-leading advice in all aspects of M&A litigation. Recent and ongoing representations include: Alibaba in connection with shareholder litigation related to its historic \$25 billion IPO; the Board of Directors at AIG in litigation demands made by its largest shareholder; SeaWorld in a class action litigation; Twitter in the dismissal of a suit related to its IPO; Weight Watchers in a securities class action; KKR in shareholder litigation arising out of KKR's \$2.6 billion acquisition of KFN; and CorpBanca in the dismissal of an activist lawsuit challenging its \$3.7 billion merger with Banco Itaú Chile, the largest transaction in the financial industry in Latin America since 2008.

INSURANCE: For more than 30 years, clients have relied on Simpson Thacher as a recognized international leader in insurance and reinsurance law. Through our involvement in the most significant cases, clients appreciate that we have done more to establish the controlling U.S. precedents in insurance and

reinsurance law than any other law firm in the U.S. The Firm's recent representations have included most of the world's largest insurance groups, including Travelers, Berkshire Hathaway, Swiss Re, AIG, Lloyd's of London, and CNA. Among other accolades, we have received the 2016 "Insurance Practice of the Year" award from Euromoney's Benchmark Litigation for the fourth consecutive year and the "Award for Excellence" from Chambers & Partners in 2009, 2012 and 2013.

ANTITRUST: Recognized in 2016 as a "Global Elite Firm" by Global Competition Review and in 2014 by The American Lawyer as the "Antitrust Litigation Department of the Year," our premier antitrust group is called upon by companies across every major industry for every aspect of their global antitrust needs. Clients appreciate that few firms, if any, rival our in-depth understanding of how the competition authorities operate. Attorneys in our practice include the former: Director of the FTC's Bureau of Competition, Assistant Director of the FTC, Deputy Assistant Director of the FTC, three of the government's leading antitrust litigators, and DOJ trial attorneys. Recent antitrust litigation matters include: JPMorgan Chase in LIBOR litigation; Deutsche Bank in litigation alleging manipulation of the U.S. Treasury securities market; and StubHub in litigation alleging anti-competitive practices by Ticketmaster and the Golden State Warriors. We have extensive experience in merger review and enforcement matters for some of the largest and most complex transactions, including Office Depot/OfficeMax and Office Depot/Staples; Ahold/Delhaize; Holcim/Lafarge; DIRECTV/AT&T; and Lorillard/Reynolds American Inc.

IP: When it comes to intellectual property, clients seek our advice on high-stakes, "make-it-or-break-it" matters and rely on our broad array of substantive experience in fields such as biotech, chemistry, computer software and publishing to help them protect their interests. Clients include Cisco, Daiichi Pharmaceuticals, HP, Qualcomm, Intel, Marvell, MediaTek, Skype and Spotify. The Firm's work in this area has been recognized by The Financial Times and other major legal and financial publications. We also possess a multidisciplinary Privacy and Cybersecurity team that advises global companies facing heightened regulatory, contractual and consumer obligations surrounding the management of data. Clients turn to us for advice across the full complement of data and system privacy and security concerns.

GOVERNMENT AND INTERNAL INVESTIGATIONS: Led by former prosecutors, trial lawyers, and enforcement attorneys—including from the USAO, DOJ, SEC, FTC and Federal Defenders Division, SDNY—who draw upon their experience and institutional knowledge, clients regularly turn to Simpson Thacher for advice on a wide range of criminal, regulatory, congressional and other highly sensitive government inquiries and internal investigations. Our team advises clients in matters involving allegations of securities, accounting and financial fraud; investment advisor fraud; FCPA and anti-corruption violations; criminal bid rigging and price fixing; insurance and healthcare fraud; violations of the False Claims Act and FIRREA; intellectual property theft, computer hacking and data breaches; violations of OFAC and economic sanctions; and anti-money laundering violations. In addition, clients seek our advice on structuring and implementing corporate compliance programs and policies addressing anti-corruption, insider trading, trade sanctions and whistleblowers. We are proud that most of our matters involving government investigations have never become public.

INTERNATIONAL ARBITRATION: Multinational corporations across the globe rely on us for high-stakes matters when their business reputation or commercial relationships are at risk. Often named as a "Leading Firm" by the Global Arbitration Review (GAR 100), we have a track record of success in taking cases through trial and final awards in major international arbitration venues such as Paris, London, Geneva, The Hague, Singapore, New York and Washington, D.C. Recent representations include a U.S. investment fund in opposing enforcement of a Brazilian arbitral award in a New York federal court; one of the world's largest food companies as a claimant in UNCITRAL international arbitration and ancillary proceedings; and a Latin American joint venture company in an ICC arbitration in Paris related to a significant construction project.

REAL ESTATE AND OTHER PRACTICES: Simpson Thacher offers one of the most sophisticated and diversified real estate practices among major law firms. Representing the world's leading private equity real estate fund managers, we have worked on many of the most significant real estate matters in the market and were recognized by Law360 as a "Real Estate Practice Group of the Year" for the last three years in a row (2013-2015). Our Real Estate Practice is international in scope and spans all areas of the real estate industry, including real estate finance, sales and acquisitions, funds, restructurings, real estate development and joint ventures. We have recently advised on many of the real estate market's largest deals, including the \$23 billion acquisition of assets of GE Capital Real Estate; \$8.1 billion sale of IndCor Properties; \$8 billion acquisition of BioMed Realty; and \$6 billion acquisition of Strategic Hotels and Resorts, all deals we advised on behalf of The Blackstone Group, the world's largest private equity real estate firm. Historic real estate deals we have advised on include the acquisition of the Willis Tower (formerly known as the Sears Tower), Cosmopolitan of Las Vegas and the iconic Waldorf Astoria New York, among many others.

The Tax, Labor, Executive Compensation, Exempt Organizations and Personal Planning practices at Simpson Thacher are equally innovative and sophisticated, and rank at the top of their fields.

PRO BONO: The Firm's commitment to pro bono work is a critical part of its identity. One of the Firm's proudest achievements is our victory on behalf of New York City public school children in the Campaign For Fiscal Equity case in which the court awarded the New York City public school system significant additional annual operating aid. The Firm's twelve-year dedication to the New York City schools case is one of the largest pro bono commitments by any law firm in the nation. Other pro bono commitments range from representing an inmate on death row in Missouri to drafting amicus briefs to the United States Supreme Court in support of marriage equality, to representing the first environmentally sustainable worker cooperative in the South Bronx, to assisting victims of human trafficking obtain immigration status and cooperate with United States Attorney's Offices. Some of our longstanding pro bono clients include Doctors Without Borders, Natural Resources Defense Council, the Robin Hood Foundation, New Visions for Public Schools and the Apollo Theater Foundation.

ASSOCIATE TALENT & MENTORING: Simpson Thacher hires law students of the very highest caliber. New lawyers receive immediate hands-on experience—the best training ground in the Firm—and participate in both formal and informal programs organized by each department. Along with department-specific training, the Firm provides a network of dedicated mentors, across different levels of seniority, to help you with integration and growth. The Firm is committed to diversity and a collegial work environment in which all individuals are treated with respect and dignity—all while working on the most important transactions and disputes of our time.

The goal at Simpson Thacher is to help young lawyers develop essential skills and broad-based knowledge, instead of narrow niches of legal expertise—especially at the outset of their careers. Our long-held belief is that the best lawyers are the most "complete" professionals. To learn more about our people, our premier practices and our accomplishments, visit us at www.simpsonthacher.com. If you are highly motivated, have a distinguished record and want a global practice, please contact us at AttorneyRecruiting@stblaw.com.

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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