

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
 Michelle Las, Director, Legal Recruiting
 425 Lexington Avenue
 New York, New York (NY) 10017
 United States
Phone: (212) 455-2687
 AttorneyRecruiting@stblaw.com

Compensation & Benefits

2017 compensation for entry-level lawyers (\$/year) 180,000
Summer Compensation
 2017 compensation for Post-3Ls (\$/week) 3,500
 2017 compensation for 2Ls (\$/week) 3,500
 2017 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	225	28	3	43
	Women 24	171	30	4	43
	Total 117	396	58	7	86
Latinx	Men 4	8	1	0	4
	Women 0	5	0	0	5
White	Men 86	165	25	0	30
	Women 20	106	27	0	16
Black or African American	Men 1	9	0	0	2
	Women 0	5	0	0	7
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 2	31	2	0	10
	Women 4	46	1	0	5
Native American or Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or More Races	Men 0	12	0	0	1
	Women 0	9	0	0	6
Persons with Disabilities	Men 0	0	0	0	0
	Women 0	0	0	0	0
LGBTQ	Men 3	16	1	0	2
	Women 1	5	2	0	2
Veteran	Men 0	0	0	0	0
	Women 0	0	0	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	3.8%
Average Hours per Attorney last year	62
Percent of associates participating last year	83%
Percent of partners participating last year	50%
Percent of other lawyers participating last year	45% of counsel

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
	2015	Prior Summer Associates	2016	Prior Summer Associates	2017
Entry-level	85	69	76	72	81
Entry-level (non-traditional track)					
Lateral Partners	0	0	0	0	TBD
Lateral Associates	16	2	11	1	TBD
All Other Laterals (non-traditional track)					
Post-Clerkship	3	3	7	7	6
LL.M.s (U.S.)	0	0	0	0	1
LL.M.s (non-U.S.)	2	0	1	0	0
SUMMER					
Post-3Ls	1	1	1	1	1
2Ls	93	0	100	3	80
1Ls	3	0	5	0	5

Number of 2016 Summer 2Ls considered for associate offers 100

Number of offers made to summer 2L associates 100

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	74	35	238		3
Litigation	Litigation	24	8	95		2
Tax	Tax	7	1	15		0
Labor and Employment	Executive Compensation and Employee Benefits	5	4	13		
Tax	Exempt Organizations	1	2	4		
Trusts and Estates	Personal Planning	1	3	4		2

Diversity & Inclusion

Diversity Contact: Ms. Natalia Martín

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 our team comprises more than 900 lawyers in 11 global offices. We are proud of the versatility and sophistication of our work as well as the respectful, creative and collaborative nature of our culture. Each year, the Firm welcomes an accomplished class of incoming attorneys, dedicated to furthering the Firm's tradition of excellence in serving clients.

CORPORATE PRACTICES: Simpson Thacher regularly ranks as a leader (among publishers analyzing the law firm space) for mergers and acquisitions, capital markets and banking work, as well as private equity fund formation and investment management matters.

M&A: The Firm represents clients in a wide range of transactions, including M&A, joint ventures, spin-offs, contested acquisitions and proxy fights. According to Bloomberg, between 2012 and 2016, we advised on nearly 800 announced deals with an aggregate value of more than \$1.8 trillion. Chambers Global publications rank our transaction teams among the top firms, citing our work throughout the US, Asia, Europe and Latin America. Recent M&A transactions include the representation of Avantor in its announced acquisition of VWR Corporation for approximately \$6.4 billion in cash; Ant Financial in its \$1.2 billion merger with MoneyGram; Capsugel in its \$5.5 billion sale to Lonza; Navigator Energy Services in its acquisition by NuStar Energy for approximately \$1.4 billion; PetSmart in its announced acquisition of Chewy; Dell in the \$2.4 billion sale of its software group to Francisco Partners and Elliott Management, and in Dell's acquisition of EMC for an announced value of \$67 billion (and which TechCrunch described as the largest deal in tech history); Sirius XM in its acquisition of Automatic Labs; Tyco International in its \$36 billion merger with Johnson Controls; and Microsoft in its \$28.2 billion acquisition of LinkedIn.

PRIVATE EQUITY: We are the world's leading legal advisor in the private equity sector and a premier law firm for leveraged finance. We acted as counsel to KKR and CDPQ in their joint acquisition of USI Insurance Services for \$4.3 billion; funds managed by Blackstone in connection with their €1 billion acquisition of Acetow; WME Entertainment and affiliates of Silver Lake Partners in the announced acquisition of global sports brand UFC; Hellman & Friedman in its announced \$900 million investment in Genesys; and KSL and Aspen Skiing Company in a joint venture to acquire Mammoth Resorts.

PRIVATE FUNDS: Our preeminent Private Funds Practice is ranked number one globally by Chambers Global 2016. 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 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 works with funds of all sizes and has advised on many of the largest fundraisings, including Silver Lake in connection with raising \$15 billion for its fifth buyout fund; The Blackstone Group's \$18 billion global buyout fund; Apax in raising \$9 billion for a global buyout fund focusing on investment opportunities in technology, telecommunications, health care and consumer goods; Platinum Equity in the formation and raising of a \$6.5 billion fund with more than 200 limited partners; and EQT in the fastest fundraising in its history, forming the fund and raising €4 billion in only six months.

CAPITAL MARKETS: Representing both issuers and underwriters, Simpson Thacher has a uniquely balanced Capital Markets Practice that consistently ranks among the top law firms for equity, debt and high yield transactions in various global jurisdictions. In 2016, we won The American Lawyer's "Global Finance Deal of the Year" in the Equity Capital Markets category, and have ranked in Band 1 in the U.S. Capital Markets: Debt and Equity category of Chambers USA for nine consecutive years. We have arranged landmark listings such as Alibaba (the largest IPO in history), Netshoes (The first single listing of a Brazilian based company in the United States), Tesla, and Samsung BioLogics (the largest IPO in the biopharmaceutical industry in Asia). Our High Yield Practice has worked on more than 610 offerings since 2010, totaling more than \$350 billion in proceeds, including for Mars, Dell, Invitation Homes, Vivint Smart Home, HCA and Mizuho Financial Group.

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 2016, we ranked as LPC's number one legal counsel based on a total financing volume of more than \$338 billion, \$105 billion more than the Firm's nearest competitor. The Legal 500 United States 2016 ranked Simpson Thacher as the number one firm in nine finance categories, including commercial lending advice to both lenders and borrowers. The Firm recently advised the administrative agents or lead arrangers in credit facilities for Broadcom, Sprint, and Weyerhaeuser. In addition, the Firm regularly serves as counsel on large acquisition financings, including in recent work for 21st Century Fox, PetSmart and Mars.

FINANCIAL INSTITUTIONS: Simpson Thacher's Financial Institutions Practice leverages the Firm's transactional and regulatory capabilities to provide financial institutions, private investors and government agencies with fully integrated services. We have advised on significant bank mergers that have shaped banking industry regulations over the past quarter-century, including IBERIABANK in its \$1 billion acquisition of Sabadell United Bank, The Toronto-Dominion Bank in its \$4 billion acquisition of Scottrade Bank, and Ant Financial in its merger with MoneyGram. We also represented the U.S. Treasury in developing and implementing its \$250 billion TARP program.

LITIGATION: Simpson Thacher's remarkable track record inspires sophisticated global clients to entrust the Firm with their most formidable disputes. Clients seek our advice when facing 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 capable of addressing a wide array of 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. According to a client quoted in 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."

GOVERNMENT AND INTERNAL INVESTIGATIONS: Our practice is led by former prosecutors, trial lawyers, and enforcement attorneys—from the USAO, DOJ, SEC, FTC and Federal Defenders Division, SDNY, among others—who draw upon their experience and institutional knowledge to serve clients in a wide range of criminal, regulatory, congressional and other highly sensitive contexts. Our team advises clients concerning 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 the structure and implementation of programs and policies addressing anti-corruption, insider trading, trade sanctions and qui tam claims. The majority of our matters involving government investigations have never become public.

SECURITIES AND M&A LITIGATION: We advise companies, officers, directors, and boards concerning securities fraud, shareholder demands, and derivative litigations and investigations. Fortune 500 corporations and financial institutions 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 IPO securities litigation. Clients routinely seek our market-leading advice in all aspects of M&A litigation. Recent and ongoing representations include: Best Buy and certain executives in a rare class certification reversal; Weight Watchers in the full dismissal of a securities class action complaint; Tyco in shareholder litigation related to its merger with Johnson Controls; Twitter in the dismissal of a suit related to its IPO; KKR in shareholder litigation arising out of KKR's \$2.6 billion acquisition of KFN; CorpBanca in the dismissal of an activist lawsuit challenging its \$3.7 billion merger with Banco Itaú Chile, one of the largest financial industry transactions in Latin America since 2008; and Alibaba in connection with shareholder litigation related to its historic \$25 billion IPO.

ANTITRUST: Recognized by Global Competition Review 2016 and 2017 as a "Global Elite Firm" that is "best known for its work helping clients to achieve regulatory clearance for their big-ticket transactions," our antitrust team's in-depth understanding of competition authorities is informed by attorneys who have previously served as: Director of the FTC's Bureau of Competition, Assistant Director of the FTC, Deputy Assistant Director of the FTC, leading government

antitrust litigators, and DOJ trial attorneys. In 2016, we received the "Antitrust Team of the Year" award from Chambers USA, which cited the firm's work on behalf of JPMorgan Chase in LIBOR litigation, KKR and Blackstone in class action suites, and Ahold concerning the antitrust aspects of its \$28 billion acquisition of Delhaize.

INSURANCE: For more than 30 years, Simpson Thacher has been a leader in international insurance and reinsurance law. Through our involvement in the most significant cases we have done more to establish precedents in US insurance and reinsurance law than any other law firm in the country. In 2017, we were named "Insurance Practice of the Year" by Benchmark Litigation for the fifth consecutive year. The Firm has recently represented some of the world's largest insurance groups, including Berkshire Hathaway, Swiss Re, AIG, Lloyd's of London, and CNA.

INTERNATIONAL ARBITRATION: Multinational corporations across the globe rely on us in high-stakes matters that see their business reputation or commercial relationships at risk. Often named as a "Leading Firm" by the Global Arbitration Review (GAR 100), we have a track record of success in major international arbitration venues such as Paris, London, Geneva, The Hague, Singapore, New York and Washington, D.C. We recently represented a major US financial institution in securing a preliminary and permanent injunction in a FINRA arbitration case; one of the world's largest food companies as a claimant in UNCITRAL international arbitration and ancillary proceedings; an international drug maker in an ICC fraud proceeding governed by Indian law; and a Latin American joint venture company in an ICC arbitration in Paris related to a significant construction project.

TAX, EXECUTIVE COMPENSATION AND EMPLOYEE BENEFITS, EXEMPT ORGANIZATIONS, PERSONAL PLANNING: Our Tax, Exempt Organizations and Executive Compensation and Employee Benefits practices received number one rankings in The Legal 500 United States 2016. Our attorneys in these practices play integral roles in cases spanning a wide variety of industries and practices, contributing their insights in matters that shape markets and the broader legal landscape.

IP: Clients seek our advice on high-stakes, "bet-the-company" matters and rely on our substantive experience in biotechnology, chemistry, computer software and publishing to help them protect their interests. Representative clients include IOENGINE, 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 maintain a multidisciplinary Privacy and Cybersecurity team that advises global companies facing heightened regulatory, contractual and consumer-based risk exposure relating to the management of data, investigations and data breach response policies.

REAL ESTATE: Simpson Thacher's real estate team represents the world's leading private equity real estate fund managers, has worked on many of the most significant real estate matters in the market and were recognized by Law360 for four consecutive years as "Real Estate Practice Group of the Year" from 2013 to 2017, also winning Chambers USA's "Real Estate Client Service Team of the Year" in 2016. Our Real Estate Practice is international in scope and spans the entire industry, including finance, sales and acquisitions, funds, restructurings, development and joint ventures. We have recently advised on many of the market's largest deals, including the acquisition of GE Capital Real Estate assets valued at \$23 billion; the \$8.1 billion sale of IndCor Properties; the acquisition of Stuyvesant Town-Peter Cooper Village; six logistics assets from IDI Gazeley; the \$1.162 billion acquisition of Hines REIT's office assets; and the \$1.125 billion acquisition of HCP's senior living properties, all deals we advised on behalf of the world's largest private equity real estate firm.

PRO BONO: A strong commitment to pro bono service is central to Simpson Thacher's identity. 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, stands among our proudest achievements and represented one of the largest pro bono commitments by any law firm in the nation. More recently, our pro bono team succeeded in exonerating a client wrongly imprisoned for thirty years, and dedicated significant resources to assisting individuals and families affected by the travel ban barring emigration into the US from several Muslim-majority countries. We maintain longstanding pro bono relationships with clients like Doctors Without Borders, the 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 highest caliber. New lawyers receive immediate hands-on experience, participate in department organized formal and informal programs, receive department-specific training, and gain access to a network of mentors dedicated to their integration and growth. The Firm's commitments to dignity, diversity and a collegial work environment provide a platform for incoming attorneys to work on the most important transactions and disputes of our time, and do so in an environment of mutual respect. Simpson Thacher's goal is to help our young lawyers develop essential skills and broad-based knowledge at the outset of their careers, so their future career progression is informed by a thorough understanding of the law and the exploration of professional interests. To learn more about our people, our practices and our accomplishments, visit us at www.simpsonthacher.com.

If you are highly motivated, have a distinguished record and want to join a global practice, please contact AttorneyRecruiting@stblaw.com.

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