Nixon Peabody LLP
(www.nixonpeabody.com)

Basic Information

Firmwide
Organization Size: 600
Office Size: 650
Hiring Attorney:
Ms. Stacie Collier

Recruiting Contact:
Ms. Cristina Fontane
Director of Non-Partner Recruiting
55 W. 46th Street
New York, New York (NY) 10036
United States
Phone: 212-940-3014
cfontane@nixonpeabody.com

Compensation & Benefits

2018 compensation for entry-level lawyers ($/year)	180,000
Summer Compensation	
2018 compensation for Post-3Ls ($/week)	
2018 compensation for 2Ls ($/week)	3,080
2018 compensation for 1Ls($/week)	3,080

Partnership & Advancement

Does the firm have two or more tiers of partner?	Yes
How many years is the non-equity track?	7
How many years is the equity track?	8-9

Pro Bono/Public Interest

Stacey B. Slater, Esq.
Pro Bono Partner
212-940-3119
sslater@nixonpeabody.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	3.5%
Average Hours per Attorney last year	51
Percent of associates participating last year	95%
Percent of partners participating last year	87%
Percent of other lawyers participating last year	94%

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?	No
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

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	236	108	68	9	11
	Women	76	109	14	15	8
	Total	312	217	82	24	19
Latinx	Men	5	6	2	0	1
	Women	2	8	0	1	1
White	Men	215	83	58	9	9
	Women	66	82	13	11	5
Black or African American	Men	3	7	1	0	1
	Women	1	6	0	2	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
Asian	Men	9	9	4	0	0
	Women	6	7	1	1	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
2 or More Races	Men	4	3	3	0	0
	Women	1	6	0	0	2
Persons with Disabilities	Men	5	3	2	0	0
	Women	1	1	0	2	0
LGBTQ	Men	9	5	2	1	0
	Women	3	6	0	0	0
Veteran	Men	5	6	4	0	0
	Women	0	0	0	0	0

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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
Real Estate, Land Use	Affordable Housing	13	1	8		0
General Practice	Attorney Administration	3	0	0		0
Business, Corporate	Business Department Pool	0	0	6		0
Litigation	Commercial Litigation Group	68	18	60		5
Energy	Energy & Environmental Group	13	7	4		1
Banking, Finance	Financial Restructuring & Bankruptcy Group	6	3	1		0
General Practice	General Counsel	1	0	0		0
Banking, Finance	Global Finance Group	12	3	9		1
Litigation	Government Investigations/White Collar Group	11	1	8		0
Government, Regulatory, Administrative	Government Relations	0	1	0		0
Litigation	Health Care	17	3	12		0
Intellectual Property	IP Counseling &Transactions	24	9	21		1
Intellectual Property	IP Litigation Group	9	2	5		0
Labor and Employment	Labor and Employment Group	28	8	17		3
Business, Corporate	M&A and Corporate Transactions	21	8	11		1
Trusts and Estates	Private Clients Group	8	6	6		1
Business, Corporate	Private Equity Group	14	0	9		0
Business, Corporate	Public Companies Transactions Group	10	2	5		0
Public, Municipal	Public Finance Group	20	6	14		0
Real Estate, Land Use	Real Estate Group	22	4	19		2
Real Estate, Land Use	Syndication	20	3	16		1

HIRING & RECRUITMENT

	Began Work In				Expected
LAWYERS	**2016**	**Prior Summer Associates**	**2017**	**Prior Summer Associates**	**2018**
Entry-level			15	15	12
Entry-level (non-traditional track)					5
Lateral Partners			12		
Lateral Associates			28		
All Other Laterals (non-traditional track)			10		
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls			15	1	10
1Ls			4	0	3

Number of 2017 Summer 2Ls considered for associate offers	20
Number of offers made to summer 2L associates	17

General Hiring Criteria	Academic excellence, strong writing skills, analytical ability, judgment, demonstration of leadership, initiative, self-confidence. Prior work experience, past legal experience and diversified outside activities considered. Law Review, other journal and moot court experience a plus.

Diversity & Inclusion

Diversity Contact: Ms. Rekha Chiruvolu
Diversity Website/URL: https://www.nixonpeabody.com/np/diversity

Organization Narrative

We see the law as a tool to help shape our clients' futures. Our focus is on knowing what is important to our clients now and next so we can foresee obstacles and opportunities in their space and smooth their way. We ensure they are equipped with winning legal strategies as they navigate the exciting and challenging times we live in. The qualities that drive Nixon Peabody are extreme understanding of our clients and their industries, a future-leaning orientation, and a culture that taps collective intelligence to create value for clients. We provide counsel on the full range of corporate transactions, disputes and regulatory challenges.

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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