

## Basic Information

425 Lexington Ave  
New York, NY 10017  
Organization Size: 900  
Office Size: 570

**Hiring Attorney:**  
Jessica Tuchinsky, Peter Gilman,  
Juan Naveira

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

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 225,000

### Summer Compensation

2023 compensation for Post-3Ls (\$/week) 4,326  
2023 compensation for 2Ls (\$/week) 4,326  
2023 compensation for 1Ls(\$/week) 4,326

## 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	112	270	30	44	80
	Women	37	202	37	28	72
	Non-binary	0	0	0	0	1
	Total	149	472	67	72	153
<b>Latinx</b>	Men	4	11	1	2	9
	Women	1	12	0	2	5
	Non-binary	0	0	0	0	0
<b>White</b>	Men	99	188	25	34	38
	Women	37	113	32	12	35
	Non-binary	0	0	0	0	1
<b>Black or African American</b>	Men	2	9	0	3	3
	Women	1	7	1	3	12
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	4	42	3	4	13
	Women	5	53	3	7	26
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	2	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	3	18	1	1	9
	Women	3	14	1	4	2
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	5	22	1	0	11
	Women	2	8	4	1	11
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC

## 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	2.4%
Average Hours per Attorney last year	37.5
Percent of associates participating last year	69%
Percent of partners participating last year	38%
Percent of other lawyers participating last year	59%

## 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
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates					
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls					
1Ls					

Number of 2022 Summer 2Ls considered for associate offers 93

Number of offers made to summer 2L associates 93

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
General Practice	Corporate	105	35	317		16
General Practice	Executive Compensation & Employee Benefits	9	7	19		
General Practice	Exempt Organizations	0	3	3		1
Litigation	Litigation	24	12	65		52
Real Estate, Land Use	Real Estate	11	4	37		3
Tax	Tax	9	2	22		1

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## Diversity & Inclusion

**Diversity Contact:** Mrs. Judith Caesar-Brown

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

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## Organization Narrative

### HISTORY & CULTURE

Simpson Thacher & Bartlett LLP is a recognized leader across all practice areas and a firm that enables young lawyers to thrive in their development. The three Columbia Law grads who founded the firm in 1884 had a vision of creating an innovative, top-tier law practice that provided the highest quality service for its clients. They succeeded, and generations of attorneys have upheld this standard, growing Simpson into the global powerhouse that it is today. Simpson Thacher represents a wide array of corporate and financial institution clients spanning a broad range of practices and industries. The breadth of the firm's practices provides associates with enviable opportunities for professional development and growth, and the collegial culture at Simpson truly sets the firm apart. Attorneys regularly refer to the firm's clients as "our client," not "my client." With 5 domestic offices and 11 offices worldwide, Simpson truly operates as one firm, working across departments and offices to provide the highest quality of seamless legal services to clients in every part of the world.

### TRAINING & DEVELOPMENT

Training begins when associates walk through the door at Simpson Thacher, and a broad curriculum of continuing education is provided to associates at all levels. From a CLE presentation over lunch or listening to a podcast during the commute, opportunities for professional development at Simpson are countless. The firm is committed to assisting in the transition from law school to law practice by providing associates with a broad range of mentoring and training programs as they progress throughout their careers. Centralized staffing is a cornerstone of Simpson's development plan and allows associates to have a voice in the types of work that they do.

#### Highlights

- **STBReady** – First-year associates begin their careers at Simpson Thacher by taking part in STBReady, a multi-day, firm-wide immersive training program. It is designed to help prepare associates to contribute meaningfully from day one, and creates a strong foundation for associates' professional development. Hosted in collaboration with Columbia Business School, STBReady provides first-year associates with business and financial literacy training, as well as practice and industry-specific learning. Sessions focus on teamwork, efficiency, knowledge sharing and technology.
- **STBAdvance** – To help associates at important transition points in their careers, third and fifth-year associates participate in STBAdvance. STBAdvance incorporates training across multiple subject areas to help accelerate the development of leadership behaviors and next-level skills as associates become more senior. Topics are covered both by practice group and as a class. STBAdvance focuses on addressing the role of a midlevel or senior, management and team leadership skills and goal setting.
- **NY Corporate Advisor Program** – New York corporate associates are paired with a partner advisor for their first three months at the firm to help accelerate development under the close working relationship of a partner from the very start.
- **Development Mentor Program** – Complementing the NY Corporate Advisor Program, associates in other groups and offices are paired with a partner mentor to help guide them and to serve as a sounding board during their first 3 years at the firm. New York corporate associates also receive partner mentors once in their permanent groups.
- **Associate Benchmarks** – Because the development and advancement of associates is important at Simpson Thacher, the firm introduced and promotes associate benchmarks to provide clear, illustrative guidelines for associates to help guide their professional growth and development.

### CORPORATE

Simpson's award-winning corporate attorneys lead market-shaping deals in areas that include M&A, leveraged buyouts, fund formations, project financings, capital markets and real estate, just to name a few. Simpson's unparalleled private equity practice presents opportunities for junior associates to get client contact immediately. Through the firm's corporate rotation and centralized staffing systems, Simpson provides access to a balanced mix of strategic and private equity clients that is second to none in the law firm community. Corporate attorneys at Simpson Thacher handle the most sophisticated and complex legal transactions, not only for the premier banks and private equity firms, but for a vast array of leading companies across all major industries.

### LITIGATION

The firm's litigation team has a stellar reputation and a depth of talent across practices, including government and internal investigations, antitrust, securities, insurance, IP, international arbitration and cross-border disputes across the U.S., Europe, Asia and Latin America. The firm prides itself on its long-standing relationships with major clients and the way it adeptly handles the most important disputes and challenges its clients face. Litigators at Simpson are trained early in their careers as generalists, so no matter what a client needs, Simpson Thacher attorneys have the experience and versatility to quickly address issues and obtain the best possible outcome for clients.

### SUMMER PROGRAM

Being part of the summer associate program at Simpson Thacher is an unparalleled professional experience, as well as an opportunity to foster meaningful personal connections. Simpson summer associates become part of the firm upon arrival and are active team members on the firm's most challenging and complex deals and cases. Summer associates are encouraged to take on assignments in numerous practice areas to gain exposure to the breadth of the firm's work and to experience first-hand how Simpson attorneys work collaboratively alongside our clients to meet their goals. The summer is filled with robust professional development opportunities, including mentoring relationships and a comprehensive training curriculum. Summer associates return to law school having sampled an array of practice areas and knowing what being part of Simpson Thacher really means.

#### Highlights

- Ability to explore different types of practice areas and assignments.
- Formal and informal mentorship opportunities with both partners and associates, including substantive work with a partner mentor.
- Various social events to get to know attorneys and fellow summer associates including: a Partner Welcome Dinner, New York Yankees Game, Spin, Shakespeare in the Park, Volunteer Day and Affinity Group events, to name a few.
- Weekly summer associate-only training lunches and introductions to various practice groups at the firm.
- Hands-on assigning associates paired with all summer associates to help allocate assignments throughout the summer program.

### PRO BONO

Pro bono work has strong institutional roots at Simpson Thacher. The particular matters the firm pursues are as diverse as the interests of Simpson's lawyers. It is a long-standing tradition of the firm to provide legal services free of charge for those who cannot afford a lawyer. Simpson lawyers devote tens of thousands of hours every year to pro bono projects that include advocating on behalf of low-income clients and the nonprofits that serve them, in every community in which the firm has an office and beyond.

### DIVERSITY, EQUITY & INCLUSION

The commitment to diversity, equity and inclusion at Simpson Thacher is evident from the top down. Creating an inclusive environment is a priority for firm leadership because the firm recognizes that the diversity of its talent pool is an integral part of the firm's ability to gather the diverse perspectives necessary to provide the best legal counsel to clients. To foster greater inclusion, the firm actively engages diversity proponents to expand the collective understanding of race, race relations and racial justice movements. From active affinity groups throughout the firm, regular programming featuring speakers in high-profile positions and initiatives that benefit all associates with respect to professional development and mentoring, the firm is constantly thinking of ways to engage partners and associates year-round on topics that will help to promote an atmosphere where everyone can thrive. The firm supports both a Diversity and Women's Advisory Council that consist of associates and counsel across all offices. These members provide input on firm governance and activities to advance and retain diverse lawyers at Simpson Thacher. The firm also hosts an annual citywide diversity reception to further advance the diversity dialogue among Simpson lawyers and within the greater legal community. Past speakers have included America Ferrera, Issa Rae, Laverne Cox, Preet Bharara, Misty Copeland, Lin-Manuel Miranda and Bryan Stevenson.

#### ALUMNI

The knowledge and expertise that attorneys develop at Simpson Thacher has proven to be an extraordinary launch pad to myriad positions in both the public and private sector. Simpson alumni have gone on to careers with U.S. Attorney's Offices, the DOJ, SEC, federal and state court judges, financial services firms, entertainment and sports companies, and nonprofits. This network of firm alumni remains part of the Simpson Thacher family, and alumni often become firm clients due to the close connections made while at the firm. A more comprehensive description of the firm is available on our website ([www.stblaw.com](http://www.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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