

## Basic Information

Global U.S. Practice  
Organization Size: 2768  
Office Size: 270  
**Hiring Attorney:** Mr. Patrick Pearsall  
**Hiring Attorney #2:** Mr. Gordon Mak

**Recruiting Contact:**  
Mr. Daniel Vatanaviggun  
Senior Manager US, Law Student Recruitment  
1221 Avenue of the Americas  
New York, New York (NY) 10020  
United States  
**Phone:** +1 212 610 6300  
US-lawstudentrecruitment@allenoverly.com

## Compensation & Benefits 333

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

**Summer Compensation**

2023 compensation for Post-3Ls (\$/week) 4,327

2023 compensation for 2Ls (\$/week) 4,327

2023 compensation for 1Ls(\$/week) 4,327

## 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	70	113	15	3	8
	Women	21	83	18	3	12
	Non-binary	0	0	0	0	0
	Total	91	196	33	6	20
<b>Latinx</b>	Men	1	11	0	0	1
	Women	1	5	0	0	1
	Non-binary	0	0	0	0	0
<b>White</b>	Men	52	73	10	0	2
	Women	14	36	8	0	5
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	1	2	0	0	3
	Women	0	4	0	0	3
	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	6	11	3	0	2
	Women	3	30	6	0	2
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	1	3	1	0	0
	Women	2	3	1	0	1
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	1	1	0	0	0
	Women	1	1	0	0	3
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	12	16	1	0	1
	Women	1	7	0	0	3
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Jennifer White-Callaghan  
Pro Bono Manager  
+1 202 683 3938  
Jennifer.White-Callaghan@allenoverly.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year 3.1% of hours billed in 2022 were Pro Bono

Average Hours per Attorney last year 31.6

Percent of associates participating last year 64.9% of associates/counsel participated in the pro bono program in 2022

Percent of partners participating last year 54.3% of partners participated in the pro bono program in 2022

Percent of other lawyers participating last year 16.7% other lawyers (such as staff and practice support attorneys) participated in the pro bono program in 2022

## Professional Development

Evaluations Other

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? 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

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	57	18	31	17	21
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	23	0	10	0	TBA
Lateral Associates	57	0	43	0	TBA
All Other Laterals (non-traditional track)	4	0	2	0	0
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	1
LL.M.s (non-U.S.)	5	0	3	0	3
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	12	0	21	0	44
1Ls	0	0	3	0	3

Number of 2022 Summer 2Ls considered for associate offers 21

Number of offers made to summer 2L associates 21

General Hiring Criteria

We consider many factors when assessing an applicant's qualifications, including: academic achievement, journal membership, prior work experience, student activities and an orientation toward excellence.

We look for strong interpersonal skills, demonstrated initiative, and the ability to work well in a collaborative team environment.

As part of our callbacks, A&O attorneys pose scenario-based, behavioral interview questions to minimize implicit bias in hiring and allow applicants to discuss how they would behave and react in real world situations.

## 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
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<b>Banking, Finance Real Estate, Land Use Bankruptcy</b>	Banking (Restructuring; Funds; General Lending; Leveraged Finance)	14	6	24	8	2
<b>Business, Corporate Energy Environmental</b>	Projects, Energy Natural Resources, Infrastructure (PENRI)	15	5	43	5	0
<b>Business, Corporate</b>	Corporate (ESG/Sanctions/CFIUS; Environmental/Regulatory; Corporate Antitrust; Benefits & Labor; Mergers & Acquisitions; Private Equity; Technology Transactions)	13	4	36	6	1
<b>Intellectual Property</b>	Litigation; Life Sciences; Technology)	18	7	27	2	3
<b>Tax</b>	Tax	2	2	4	0	0
<b>Appellate Arbitration, Dispute Resolution, Mediation Litigation E-discovery Antitrust</b>	Litigation (White Collar; Securities; International Arbitration; eDiscovery)	15	3	36	5	0
<b>Business, Corporate</b>	International Capital Markets (ICM), Securitizations & Derivatives	12	6	26	5	0

## Diversity & Inclusion

**Diversity Contact:** Dennis Quinio

**Diversity Website/URL:** [https://www.allenoverly.com/en-gb/global/about\\_us/all\\_in](https://www.allenoverly.com/en-gb/global/about_us/all_in)

## Organization Narrative

Allen & Overy is a British heritage (formerly "Magic Circle") firm with its historic headquarters in London. Our global platform now spans 44 offices in over 30 countries, including six US offices in: Boston, Los Angeles, New York, San Francisco, Silicon Valley and Washington, DC.

We enjoy an unparalleled reputation for delivering excellent legal counsel and enjoy internationally recognized practices in international banking, finance, disputes, IP litigation, corporate, capital markets and securities, among countless others. Allen & Overy's strategic US expansion is a key pillar of the firm's global strategy. Over 74% of our work involves two or more A&O jurisdictions. We service the same premier client base as many US law firms, yet typically handle matters more global in scope. A&O's attorneys operate at the forefront of the legal industry and we pride ourselves on offering fresh ideas and creative solutions.

Our culture is one of high-performance, but we are a firm that values difference and openness, where people are free to be themselves. We know that to excel, we must foster a supportive and collaborative environment where people feel they belong. Allen & Overy aims to create a professional environment where everyone feels they can bring their authentic selves to work, always.

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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