

Basic Information

Bay Area, California
 Organization Size: 1111
 Office Size: 7
Hiring Attorney:
 Maureen Linch
Hiring Attorney #2:
 Chris Moore

Recruiting Contact:
 Ms. Donna Harris
 Director of Legal Recruiting - U.S.
 650 California Street
 Suite 2000
 San Francisco, California (CA) 94108
 United States
Phone: 212-225-3170
 dharris@cgsh.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week)
 2024 compensation for 2Ls (\$/week) 4,327
 2024 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? 8

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	3	6	0	0	5
	Women	5	6	0	0	2
	Non-binary	0	0	0	0	0
	Total	8	12	0	0	7
Latinx	Men	0	0	0	0	0
	Women	1	2	0	0	0
	Non-binary	0	0	0	0	0
White	Men	2	4	0	0	2
	Women	4	3	0	0	2
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	0	1	0	0	2
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	1	0	0	2
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Katherine C. Hughes
Pro Bono Director - US
212-225-2895
kahughes@cgsh.com

Is the pro bono information indicated here firm-wide or specific to one office?	Office-specific
% Firm Billable Hours last year	15%
Average Hours per Attorney last year	99
Percent of associates participating last year	85%
Percent of partners participating last year	63%
Percent of other lawyers participating last year	N/A

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?	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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners	3		1		
Lateral Associates	1		3		4
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls			1		2
2Ls					7
1Ls					

Number of 2023 Summer
2Ls considered for associate
offers

Number of offers made to
summer 2L associates

General Hiring Criteria Hiring decisions are based on many factors, including prior work experience, outstanding judgment and interpersonal skills, as well as demonstrated evidence of high academic performance in legal and undergraduate studies. We have never established an absolute cutoff point for grades at any law school.

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

Diversity & Inclusion

Diversity Contact: Ms. Laura Shepherd

Diversity Website/URL: <https://www.clearygottlieb.com/-/media/files/cleary-gottlieb-diversity-brochures/22101803nydivusdiversitybrochurer2.pdf>

Organization Narrative

Cleary Gottlieb is a pioneer in globalizing the legal profession.

Since 1946 our lawyers and staff have worked across practices, industries, jurisdictions, and continents to provide clients with simple, actionable approaches to their most complex legal and business challenges, whether domestic or international. We support every client relationship with intellectual agility, commercial acumen, and a human touch.

We have a proven track record for serving with innovation. We are fluent in the many languages of local and global business. And we have achieved consistent success in multiple jurisdictions.

Global corporations, financial institutions, sovereign governments, local businesses, and individuals come to us for consistently practical and forward-looking advice.

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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