

Basic Information

U.S. Offices
 Organization Size: 3727
 Office Size: 2512
Hiring Attorney:
 Ms. Michèle Penzer
Hiring Attorney #2:
 Mr. Aaron Chiu

Recruiting Contact:
 Mr. James Boyle
 Director of Associate Recruiting
 1271 Avenue of the Americas
 New York, New York (NY) 10022
 United States
Phone: 212.906.1200
 james.boyle@lw.com

Compensation & Benefits 333

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

Summer Compensation

2024 compensation for Post-3Ls (\$/week) 4,327
 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? 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	472	808	108	30	135
	Women	195	843	84	61	177
	Non-binary	0	1	0	0	3
	Total	667	1652	192	91	315
Latinx	Men	21	66	6	2	19
	Women	6	74	3	6	15
	Non-binary	0	0	0	0	0
White	Men	414	577	87	21	65
	Women	157	493	66	43	84
	Non-binary	0	1	0	0	3
Black or African American	Men	7	38	1	3	12
	Women	10	50	1	6	22
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	1	0	0	0
	Women	0	0	0	1	0
	Non-binary	0	0	0	0	0
Asian	Men	28	113	13	4	38
	Women	21	212	14	5	55
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	2	4	1	0	0
	Women	0	3	0	0	1
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	9	0	0	1
	Women	1	11	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	3	13	3	0	9
	Women	1	15	2	2	8
	Non-binary	0	0	0	0	0
LGBTQ	Men	19	68	10	7	28
	Women	3	52	2	6	39
	Non-binary	0	1	0	0	3
Veteran	Men	7	24	3	1	11
	Women	1	3	0	0	2
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Laura Atkinson-Hope
Public Service Counsel
212.906.1358
Laura.Atkinson-Hope@lw.com

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

Firm-wide

% Firm Billable Hours last year

5.5% (US)

Average Hours per Attorney last year

93 (US)

Percent of associates participating last year

100% (US)

Percent of partners participating last year

86% (US)

Percent of other lawyers participating last year

Professional Development

Evaluations

Semi-annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?

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?

Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	246	186	242	229	TBD
Entry-level (non-traditional track)					
Lateral Partners	48	0	14	0	TBD
Lateral Associates	236	14	68	18	TBD
All Other Laterals (non-traditional track)					
Post-Clerkship	19	13	17	9	TBD
LL.M.s (U.S.)	21	0	2	1	TBD
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	257	15	275	30	284
1Ls	38	0	33	1	31

Number of 2023 Summer 2Ls considered for associate offers

275

Number of offers made to summer 2L associates

274

General Hiring Criteria

Hiring Criteria

Latham seeks to hire bright candidates who will enhance the firm's merit-based culture and core values of transparency, respect, innovation, collaboration, and diversity.

Items we look for include

- Self-starter with high degree of maturity, responsibility, and judgement
- Excellence in rigorous academic and leadership achievements
- Commitment to promoting inclusion and diversity in the legal profession
- Success working in a collaborative and results-driven team
- Desire to practice at a global law firm

While we look at academic credentials for new associates, that's not the entire barometer. We also look for leadership achievements, and characteristics that enhance Latham's unique and diverse culture.

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	307	75	535		
Banking, Finance	Finance	96	41	186		
Litigation	Litigation & Trial	212	61	430		
Tax	Tax	52	15	76		
General Practice	Unassigned	0	0	426		

Diversity & Inclusion

Diversity Contact: Lauren Clairicia

Diversity Website/URL: <https://www.lw.com/en/global-citizenship/diversity-equity-inclusion>

Organization Narrative

Latham & Watkins advises the businesses and institutions that power the global economy.

We bring together the world's best legal talent in every major jurisdiction to shape the deals and win the disputes that transform markets. Our experience at the cutting edge of commercial, financial, and legal innovation enables us to deliver results that fuel our clients' success.

Opportunities at Latham are boundless—our Unassigned Program allows you to follow your intellectual curiosity to explore our market-leading practices before choosing your department, practice, or industry focus. You're encouraged to take on pro bono matters of interest to you. We give billable hour credit for pro bono work, and don't cap the number of pro bono hours that can be applied toward the billable hour target.

We provide the perfect balance of entrepreneurial spirit and career development support. We offer world-class training, including signature multi-day academies marking key transition points in your career. Associates are also thoughtfully paired with a mentor to further support them at every step of their careers and are surrounded by world-class lawyers who foster professional development. Our Associates Committee – boasting equal numbers of associates and partners – manages associate reviews, bonuses, and promotion to partnership and counsel, which leads to a remarkably transparent environment.

Here you are encouraged to bring your own unique perspective. You will fit into a global organization that thrives because our diversity fuels understanding and innovation.

At Latham, attorney satisfaction is paramount, and our rankings say it all. We are proud to be a top destination for both prestige and quality of life, a unique combination that highlights our incredible brand in the marketplace, and our culture.

A career at Latham is an investment in your development and your future. It begins with you.

Learn more: www.LWCareers.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.

For more details, visit www.nalpdirectory.com

NALP Copyright 2024