

Basic Information

Carlton Fields
 Organization Size: 327
 Office Size: 327
Hiring Attorney:
 Mr. Jack Clabby

Recruiting Contact:
 Ms. Caitlin Treuting
 Legal Recruiting Manager
 Carlton Fields
 100 S. Ashley Dr., Ste. 400
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 United States
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Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year)
Summer Compensation
 2024 compensation for Post-3Ls (\$/week)
 2024 compensation for 2Ls (\$/week)
 2024 compensation for 1Ls(\$/week)

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 | 140 | 57 | 55 | 1 | 8 |
| | Women | 53 | 43 | 19 | 2 | 6 |
| | Non-binary | NC | NC | NC | NC | NC |
| | Total | 193 | 100 | 74 | 3 | 14 |
| Latinx | Men | 12 | 9 | 6 | 0 | 2 |
| | Women | 2 | 8 | 1 | 0 | 2 |
| | Non-binary | NC | NC | NC | NC | NC |
| White | Men | 119 | 36 | 49 | 1 | 6 |
| | Women | 41 | 29 | 14 | 1 | 4 |
| | Non-binary | NC | NC | NC | NC | NC |
| Black or African American | Men | 4 | 6 | 0 | 0 | 1 |
| | Women | 3 | 4 | 2 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC | NC |
| Native Hawaiian or Other Pacific Islander | Men | 0 | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC | NC |
| Asian | Men | 4 | 4 | 0 | 0 | 0 |
| | Women | 3 | 2 | 3 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC | NC |
| Native American or Alaska Native | Men | 1 | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC | NC |
| 2 or More Races | Men | 0 | 2 | 0 | 0 | 0 |
| | Women | 4 | 0 | 0 | 1 | 1 |
| | Non-binary | NC | NC | NC | NC | NC |
| Persons with Disabilities | Men | NC | NC | NC | NC | NC |
| | Women | NC | NC | NC | NC | NC |
| | Non-binary | NC | NC | NC | NC | NC |
| LGBTQ | Men | 1 | 2 | 1 | 0 | NC |
| | Women | 5 | 0 | 0 | 0 | NC |
| | Non-binary | NC | NC | NC | NC | NC |
| Veteran | Men | 8 | 1 | 2 | 1 | NC |
| | Women | 0 | 1 | 0 | 1 | NC |
| | Non-binary | NC | NC | NC | NC | NC |

Pro Bono/Public Interest

Joe Lang and Natalie Napierala
Pro Bono Committee Co-Chair

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

Firm-wide

% Firm Billable Hours last year

Average Hours per Attorney last year

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

Professional Development

Evaluations

Annual

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

No

Rotation for junior associates between departments/practice groups?

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 | | |
|--|---------------|-------------------------|----------|-------------------------|------|
| | 2022 | Prior Summer Associates | 2023 | Prior Summer Associates | 2024 |
| 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.) | | | | | |
| SUMMER | | | | | |
| Post-3Ls | | | | | |
| 2Ls | | | | | |
| 1Ls | | | | | |

Number of 2023 Summer 2Ls considered for associate offers 16

Number of offers made to summer 2L associates 16

General Hiring Criteria Competitive class standing. Law review participation and publication and moot court success a plus.

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 |
|-----------------------------|--------------------------------------|-------------------------|----------------|-------------------|---|--|
| Privacy and Data Security | Cybersecurity and Privacy | 1 | 0 | 2 | 0 | 0 |
| Privacy and Data Security | Intellectual Property | 5 | 2 | 1 | 0 | 1 |
| Privacy and Data Security | Property & Casualty Insurance | 16 | 6 | 11 | 0 | 0 |
| Antitrust | Antitrust | 1 | 0 | 0 | 0 | 0 |
| Appellate | Appellate Practice and Trial Support | 6 | 1 | 2 | 0 | 0 |
| Banking, Finance Bankruptcy | Bankruptcy & Creditors' Rights | 6 | 1 | 1 | 0 | 0 |
| General Practice Litigation | Business Litigation | 35 | 5 | 20 | 2 | 0 |

| | | | | | | |
|---|--|----|----|----|---|---|
| Business, Corporate Tax | Business Transactions | 15 | 5 | 3 | 1 | 0 |
| Arbitration, Dispute Resolution, Mediation Litigation | Construction | 18 | 7 | 8 | 1 | 1 |
| Real Estate, Land Use Environmental | | | | | | |
| Banking, Finance Government, Regulatory, Administrative | Financial Services - Regulatory | 11 | 4 | 1 | 0 | 0 |
| Government, Regulatory, Administrative | Government Law & Consulting | 6 | 2 | 0 | 0 | 0 |
| Business, Corporate Government, Regulatory, Administrative Litigation | Health Care | 8 | 2 | 3 | 0 | 0 |
| Appellate Intellectual Property Litigation | Intellectual Property | 5 | 2 | 1 | 0 | 1 |
| Labor and Employment Litigation | Labor and Employment | 5 | 5 | 3 | 0 | 0 |
| Arbitration, Dispute Resolution, Mediation Government, Regulatory, Administrative Litigation | Life, Annuity and Retirement Litigation | 8 | 2 | 2 | 0 | 0 |
| Litigation | Mass Tort & Product Liability | 13 | 2 | 5 | 0 | 0 |
| Litigation E-discovery Antitrust | National Class Actions | 5 | 0 | 2 | 0 | 0 |
| Arbitration, Dispute Resolution, Mediation Government, Regulatory, Administrative Litigation Environmental | Property & Casualty Insurance | 16 | 6 | 11 | 0 | 0 |
| Banking, Finance Government, Regulatory, Administrative | Real Estate and Commercial Finance | 2 | 24 | 11 | 0 | 0 |
| Arbitration, Dispute Resolution, Mediation Litigation Real Estate, Land Use | Real Property Litigation | 8 | 1 | 2 | 1 | 0 |
| Arbitration, Dispute Resolution, Mediation Business, Corporate Government, Regulatory, Administrative Litigation | Securities and Derivative Litigation | 3 | 1 | 2 | 0 | 0 |
| Government, Regulatory, Administrative Litigation Tax | White Collar & Government Investigations | 8 | 1 | 0 | 0 | 0 |

Diversity & Inclusion

Organization Narrative

Carlton Fields has more than 330 attorneys and government and financial services consultants serving clients from offices in California, Connecticut, Florida, Georgia, New Jersey, New York, and Washington, D.C. Founded in 1901, the firm is known for its national litigation practice, including class action defense, trial practice, white collar representation, and high-stakes appeals; its insurance practice, including life and financial lines, property and casualty, reinsurance, and title insurance; its regulatory practice; and its handling of sophisticated business transactions and corporate counseling for domestic and international clients. (Carlton Fields practices law in California through Carlton Fields, LLP.)

We focus on the following key industries:

- Banking, Commercial, and Consumer Finance
- Construction
- Health Care
- Life, Annuity, and Retirement Solutions
- Property and Casualty Insurance
- Real Estate
- Securities and Investment Companies
- Technology and Telecommunications

Accolades

- Carlton Fields earned national first-tier rankings for seven of its practices in the *U.S. News and World Report* and *Best Lawyers* "Best Law Firms" 2024 guide. In addition, the firm achieved 63 metropolitan first-tier rankings across nine of its offices.
- Carlton Fields is recognized as a top law firm in the BTI "Client Service A-Team 2024" report, a designation limited to law firms that deliver unparalleled client service. The firm has been included in this report for more than a decade.
- Carlton Fields was recognized as a leading law firm in the BTI "Leading Edge Law Firms 2024" report. This inaugural report identifies firms deemed by clients to be best equipped to meet new leading-edge expectations and help them deal with their most critical issues.
- Carlton Fields earned top rankings for 12 practices and 27 of its attorneys in *Chambers USA 2023*.
- Carlton Fields was recognized as one of the top firms in the country for pro bono work in the *Law360 Pulse 2023 Pro Bono Ranking*. The firm ranked No. 26 among firms with 251-600 attorneys.
- Carlton Fields was the recipient of the 2022 Outstanding Pro Bono Service Award by the Citizens Crime Commission of New York City.
- Carlton Fields was recognized by corporate counsel as a "litigation leader" in class actions, complex employment litigation, and product liability litigation, as well as an overall top firm in complex commercial litigation according to *BTI Litigation Outlook 2022: Post-Pandemic and Beyond*. This survey of corporate counsel identifies the top law firms that companies turn to for their litigation needs.
- Vault's 2021 survey of the nation's largest law firms ranked Carlton Fields in the top 50 "Best Law Firms to Work For," and in the top 25 for Technology and Innovation.

Core Values

Service to Our Clients – We are committed to serving our clients effectively and efficiently. We endeavor as a firm to be responsive to our clients' needs, requests, and expectations; we serve our clients with knowledge, skill, loyalty, creativity, perseverance, and care; and we seek to be conscientious in attaining our clients' objectives in the most cost-effective manner possible. To meet these goals, we recruit and retain lawyers and staff of the highest caliber.

Professionalism and Ethics – Although we are committed to representing our clients vigorously and aggressively, we do so only within ethical bounds and in a manner consistent with the highest professional ideals.

Service to Our Communities and the Profession – Recognizing the special responsibility that attorneys bear in a democratic society, and our obligations as citizens to our communities, we expect and encourage the firm's attorneys to participate actively in community service, pro bono representation, and professional organizations.

Appreciation of Diversity – Carlton Fields encourages and rewards exceptional performance and hard work without favoritism or prejudice based on family relationships, gender, ethnic background, or the like. The firm takes great pride in the diversity of the backgrounds and perspectives of its attorneys and staff.

Fair Compensation – We are committed to compensating all employees fairly and to providing excellent benefits.

Enjoyment of Work – We are committed to the ideal that this firm can and should be managed so that every employee will be professionally fulfilled. To achieve this goal, we endeavor to operate this firm so that all employees have the opportunity to seek and obtain challenging work and professional growth; all employees demonstrate mutual respect, courtesy, and concern; and all employees are encouraged and permitted to afford time and attention to their families and other personal priorities.

Work Ethic – The firm expects all employees to commit themselves enthusiastically to the requirements of their position, recognizing that this may require personal sacrifices from time to time.

One Firm – We are "one firm." We place the best interests of the firm ahead of our individual interests, and we stand ready to provide assistance and support to one another at all times.

Loyalty – We value loyalty to our clients, to the firm, and to each other.

Competent, Effective Management – We are committed to operating successfully as a business, for the long-term benefit of the shareholders, their successors, all attorneys and other employees, our clients, and others whom we serve. For this reason, we endeavor to manage the firm competently and effectively, and we encourage and reward each attorney's attainment of his or her full career potential.

Recruiting and Development

At Carlton Fields, we recognize that our ability to provide the highest level of client service is inextricably linked to our commitment to hiring, training, and advancing exemplary lawyers. To attract and keep top talent, we offer the opportunity to work with dedicated colleagues who share ideals that include unwavering professionalism, fairness, transparency, mutual respect, collaboration, and honesty.

Our colleagues are leaders in their many endeavors, and free-thinking innovators who are committed to long-term growth and success, for themselves and the firm. From summer associate orientation to career development programs for shareholders, ours receive ongoing, innovative training and mentorship opportunities that address every facet of the practice of law and life at Carlton Fields.

These key initiatives help our lawyers maximize the hard-won wisdom of practitioners who have mastered many of the challenges they will face:

- Associate Mentoring Program
- Summer Associate Mentoring Program

- Associate Counseling and Coaching Sessions
- One-on-One 'Next Level' Shareholder Coaching
- Associate Kick Start Group Coaching Program
- Substantive practice area training
- Practice skills training
- Marketing and business development training
- Diversity awareness training

Diversity

Hiring and advancing diverse attorneys has been a core component of our firm culture since long before the practice gained currency in the legal marketplace. We continually assess and launch initiatives that include:

- Networking, informal mentoring, and professional development opportunities through the firm's LGBTQ+, Minority, and Women's Business Resource Groups, which work to spur opportunities for these groups within the firm, the legal profession, and the community.
- A 360-degree review process through which our attorneys and government consultants rank their practice group leaders on factors that include how well they promote diversity — their effectiveness factors into their compensation. Annual reviews of all shareholders include a review of their DEI efforts.
- A review of the firm's top clients every six months to evaluate the diversity of client teams.

Carlton Fields is a charter member of the Law Firm Antiracism Alliance, a coalition of more than 300 law firms dedicated to advancing equal justice.

Recent accolades include:

- Carlton Fields placed in the top 50 for the 16th consecutive year on *The American Lawyer* Diversity Scorecard 2023. The survey ranks the top 200 law firms in the U.S. and their diversity and inclusion initiatives.
- Carlton Fields ranks No. 6 among firms with 251–600 attorneys with the highest representation of minorities in their equity partnerships and No. 15 for overall representation of minority attorneys in *Law360's* 2023 Diversity Snapshot.
- *Law360* recognized Carlton Fields as one of the top law firms in the nation for female attorneys, according to its "2023 Women in Law" report. The firm ranks among the top law firms with 251-600 attorneys.
- For more than a decade, Carlton Fields has ranked among the country's top law firms for creating, maintaining, and fostering a diverse workplace, according to Vault Law. The firm ranked in the top 20 for Racial and Ethnic Diversity and Diversity for Women and in the top 25 for Overall Diversity in *Vault's 2024 Best Law Firms for Diversity*.
- Carlton Fields and Chief Diversity Officer Nancy Faggianelli were recognized as Diversity and Inclusion honorees in the *Daily Business Review's* 2023 Florida Legal Awards.
- For the 13th consecutive year, we received a perfect score of 100% on the Human Rights Campaign Foundation's *Corporate Equality Index*, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.
- Carlton Fields was named a top-ranked firm for diversity among firms of its size by the Minority Corporate Counsel Association in the 2022 Diversity Scorecard, which assesses law firms based on demographics, recruitment, retention/attrition, and promotion for diverse lawyers.
- Carlton Fields was recognized by the Leadership Council on Legal Diversity (LCLD) for its efforts to promote diversity in the legal profession and was named a 2020 Top Performer. The designation is given to corporations and law firms that commit the most time and energy to its programs. The firm has been a leader in the LCLD since it was founded in 2009 and regularly participates in the LCLD Fellows and Pathfinders programs.

Pro Bono

As a charter signatory to the Law Firm Pro Bono Challenge, we expect and encourage our lawyers and paralegals to devote at least 50 hours annually to pro bono work. In return, they receive billable credit. Examples of our recent pro bono representations include work in the areas of child and family programs, immigration, veterans rights, criminal justice, housing, and environmental matters. Recent partners include Habitat for Humanity, the National Association of Criminal Defense Lawyers, the Citizens Crime Commission, the Innocence Project of Florida, Bat Conservation International, Medical Justice Alliance, Crossroads for Florida Kids, Advokids, Kids in Need of Defense, the Lawyers' Committee for Civil Rights Under Law, and the Veterans Consortium Pro Bono Program.

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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