

Basic Information

801 17th Street, NW
 Washington, DC
 20006
 Organization Size:
 645
 Office Size: 95
Hiring Attorney:
 Ms. Michelle Gold
Hiring Attorney #2:
 Mr. Jon DeFosse

Recruiting Contact:
 Ms. Megan Lesser
 Attorney Recruitment and Development
 Manager
 801 17th Street, NW
 Washington, District of Columbia (DC) 20006
 United States
Phone: (202) 639-7389
 Megan.Lesser@friedfrank.com

Compensation & Benefits 333

2017 compensation for entry-level lawyers (\$/year) 180,000
Summer Compensation
 2017 compensation for Post-3Ls (\$/week) 3,500
 2017 compensation for 2Ls (\$/week) 3,500
 2017 compensation for 1Ls(\$/week) 3,500

Partnership & Advancement

Does the firm have two or more tiers of partner? No
 If no, how many years is the partnership track? 9

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 24	26	7	1	8
	Women 3	27	2	2	10
	Total 27	53	9	3	18
Latinx	Men 0	2	0	0	NC
	Women 0	1	0	0	NC
White	Men 23	19	6	1	NC
	Women 3	17	2	2	NC
Black or African American	Men 0	2	1	0	NC
	Women 0	3	0	0	NC
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	NC
	Women 0	0	0	0	NC
Asian	Men 1	1	0	0	NC
	Women 0	4	0	0	NC
Native American or Alaska Native	Men 0	1	0	0	NC
	Women 0	0	0	0	NC
2 or More Races	Men 0	1	0	0	NC
	Women 0	2	0	0	NC
Persons with Disabilities	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
LGBTQ	Men 0	1	0	0	NC
	Women 0	1	0	0	NC
Veteran	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC

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Pro Bono/Public Interest

Karen Grisez
Litigation Special Counsel
(202) 639-7043
Karen.Grisez@friedfrank.com

Is the pro bono information indicated here firm-wide or specific to one office?	Office-specific
% Firm Billable Hours last year	
Average Hours per Attorney last year	
Percent of associates participating last year	99
Percent of partners participating last year	25
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?	Case-by-case
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 2017
	2015	Prior Summer Associates	2016	Prior Summer Associates	
Entry-level	5	4	7	7	11
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	4	0	3	0	
Lateral Associates	11	0	12	1	10
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	2	0	1	1	2
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	8	0	11	0	18
1Ls	0	0	0	0	0

Number of 2016 Summer 2Ls considered for associate offers 11

Number of offers made to summer 2L associates 11

General Hiring Criteria Academic achievement, journal participation, undergraduate excellence, prior work experience and extra-curricular activities.

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	Antitrust	2	0	2		0
Business, Corporate	Corporate	10	2	23		1
Litigation	Litigation	9	7	15		2
Real Estate, Land Use	Real Estate	2	0	4		0
Tax	Tax	3	0	9		0
Business, Corporate	Executive Compensation & ERISA	1	0	0		0

Diversity & Inclusion

Diversity Contact: Mr. Don Smith

Diversity Website/URL: <http://www.friedfrank.com/index.cfm?pageID=338>

Organization Narrative

Fried, Frank, Harris, Shriver & Jacobson LLP advises the world's leading corporations, investment funds and financial institutions on their most critical legal needs and business opportunities. The Firm's approximately 500 lawyers are based in North America and Europe. The Firm is widely recognized for excellence in a broad spectrum of practice areas including corporate, litigation, real estate, restructuring and tax. We have offices in New York; Washington, DC; London; Paris; and Frankfurt.

Our Washington, DC office opened in 1949 as one of the first law firms headquartered elsewhere and has grown into one of the largest. We are centrally located in downtown DC, steps from the White House. The DC office houses a full-service team of approximately 90 attorneys.

Accolades

*Best Practice in Real Estate Law #1 ranking by Vault

*Chambers USA named 50 Fried Frank lawyers and 18 practice areas to its 2016 ranking of America's Leading Lawyers for Business

*Legal 500 2016 recognized 74 Fried Frank attorneys in 29 categories

*2016 Edition of U.S. News – Best Lawyers "Best Firms" recognized Fried Frank as a first-tier law firm in 18 national practice areas as well as 24 practice areas in New York City and Washington, DC combined

*Consistently ranked in the Vault Law 100

Culture & Environment

Fried Frank values creativity in our work product and associates assume a high level of responsibility when working on client matters. Our attorneys are exposed to substantive, market-leading matters as first-year associates, and they are embraced by a culture that is high-spirited and collegial. We enjoy an informal, close-knit and friendly work environment where open communication is encouraged and expected. A new associate immediately becomes integrated into one of six departments: antitrust, corporate transactional, litigation, real estate, executive compensation & ERISA or tax. Many matters are staffed with attorneys from more than one department or office.

Part of Fried Frank's culture includes our dedication to making a difference in the community. In fact, special counsel Karen Grisez was named recipient of the 2016 Edith Lowenstein Memorial Award for excellence in advancing the practice of immigration law. Fried Frank was also honored by the judges of the District of Columbia federal courts at the 13th annual "40 at 50 Judicial Pro Bono Recognition Breakfast." The event honors law firms which at least 40% of all attorneys dedicated 50 or more hours in 2015 to providing free legal representation to individuals with limited financial resources or to charitable organizations. Our attorneys dedicate themselves to a wide variety of litigation, transactional and public-interest projects including cutting-edge civil rights litigation, immigration proceedings, custody and guardian ad litem matters, and much more.

In addition to a strong commitment to pro bono work, Fried Frank is also committed to minimizing our environmental footprint. In 2011, Fried Frank moved offices to Lafayette Tower, a Platinum LEED®-certified building. Notably, our space also became Silver LEED®-certified based on materials and resources, water efficiency, energy and atmosphere and indoor environmental quality.

Attorney Development

Fried Frank firmly believes that the individual success of an attorney is directly correlated to the overall success of the Firm. Therefore, the Firm has an administrative department dedicated solely to assisting and promoting our attorneys' continued professional development. This department provides substantive training programs, manages and promotes a comprehensive evaluation system, and coordinates general daily legal practice support. Fried Frank offers attorneys meaningful feedback, thoughtful staffing, mentoring programs, coaching and effective practice management, as well as intensive training programs on topics such as leadership, business development, project management and effective delegation. At Fried Frank, people are our most important asset and the Firm is deeply committed to the continued professional development of our attorneys.

We offer Partner and Associate Advisor Programs which provide support and guidance for associates throughout their tenure at the Firm. The formal mentoring structure of the Partner Advisor Program focuses on three primary areas: skills development, professional development planning and social activities. The Associate Advisor Program is designed to personalize the Fried Frank experience for new associates. Associate advisors also offer lateral associates an enhanced level of advice and guidance with respect to strategies for becoming acclimated to the Firm since they were not able to develop relationships from a Fried Frank summer associate experience. Upon joining the Firm, first-year associates are offered group mentoring with partners to help them get off to a strong start.

Fried Frank also has a dedicated Associates Committee that serves to enhance associate life at the Firm. Associate Committee meetings are generally open to all associates and provide an opportunity for Firm leadership to seek input from associates on key issues ranging from Firm initiatives and events to work environment and transparency.

Finally, Fried Frank offers a variety of activities and programs for associates. A sampling of activities includes: Fried Frank "Fit Club," sports teams (softball, basketball, football, yoga, tennis), a monthly "Jeans Day for Charity" fundraiser and yearly participation in the JPMorgan Corporate Challenge and AIDS Walk.

Summer Program

The Firm's summer associate program is a critical part of our recruiting process. In hiring summer associates, we look for energetic, motivated candidates who demonstrate a high level of intellectual ability and creativity, as well as a strong interest in working in a collegial setting.

Fried Frank's summer program is a 10-week program that provides a realistic view of associate life through a balance of challenging assignments, ample training and social events. We assign each summer associate to a number of legal projects over the course of the summer. Assignments are distributed based on interest, while ensuring summer associates experience working in other practice areas. In addition, all summer associates have significant opportunities to work on a variety of pro bono matters and they are expected to complete 20 hours of pro bono work.

Fried Frank hosts a "Summer Luncheon Series" that offers summer associates the opportunity to learn about our practice areas from both partners and associates. Numerous social events throughout the summer allow summer associates to get to know the Firm's attorneys while enjoying some of the finest venues Washington, DC has to offer.

But don't just take our word for it:

A 2016 summer associate in the DC office described the Firm as a "a place with a ton of opportunity to work on very interesting matters... with a down-to-earth office mentality." The attorneys were described as "really great, very supportive and always happy to answer questions."

If you want to be part of a team-oriented, supportive, and dynamic environment, we look forward to hearing from you!

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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