# KAYE SCHOLER

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**New York, NY 10022**
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Total # offices: **8** Firm size range: **251-500**
NALP member? **Y** Office size range: **251-500**
Total attys in this office:

| PRIMARY PRACTICE AREAS: | # Ptrs/Mbrs | # Assoc. & Oth. Lawy. |
|---|---|---|
| **Litigation** | **47** | **122** |
| **Corporate/Finance** | **27** | **37** |
| **Business Reorganization** | **12** | **13** |
| **Real Estate** | **8** | **16** |
| **Tax** | **7** | **5** |
| **Trusts & Estates** | **1** | **4** |
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**COMPENSATION & EMPLOYMENT DATA:**

| | 2010 | | BEGAN WORK IN | | | | EXPECTED |
|---|---|---|---|---|---|---|---|
| **Lawyers** | **Compensation** | | **2008** | | **2009** | | **2010** |
| Laterals | | | **10** | ( **0** ) | **6** | ( **0** ) | **4** |
| Post-clerkship | | | **3** | ( **1** ) | **1** | ( **1** ) | **1** |
| Entry-level | **160,000** | /yr | **30** | ( **29** ) | **30** | ( **30** ) | **15** |
| LLMs (US) | | | **0** | ( **0** ) | **0** | ( **0** ) | **0** |
| LLMs (non-US) | | | **0** | ( **0** ) | **0** | ( **0** ) | **0** |
| **Summer** | | | | | | | |
| Post-3Ls | **N/A** | $/wk | **0** | ( **0** ) | **0** | ( **0** ) | **0** |
| 2Ls | **3100** | $/wk | **35** | ( ) | **17** | ( ) | **12** |
| 1Ls | **3100** | $/wk | **5** | | **2** | | **1** |

# 2009 summer 2Ls considered for associate offers: **17** # offers made: **15**
Hire school term clerks? **CBC**
1Ls hired? **Y** When after 12/1 should 1Ls apply? **December 1**
Split summers allowed? **CBC** If yes, minimum weeks:
Comments:
Accept applications for 2011 summer program from:
Joint degree students graduating in 2013? **N**
Evening students graduating in 2013? **N**
Judicial clerks? **N** Students at non-US law schools? **Y**
Hiring Criteria: **We seek candidates who exhibit the ability, commitment and personality to excel at the practice of law. Strong academic performance is an important factor in our consideration of candidates.**

**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**
Judicial clerkship bonus? **Y**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments:

**PARTNERSHIP DATA:** Two or more tiers? **N**
Additional partnership prog. info:

**WORK/LIFE INFORMATION:**
Part-time allowed? **CBC** Part-time avail.to entry-level? **N**
**# p-t assoc. 0** (m) **5** (w)**ptrs/mbrs. 0** (m) **0** (w)**oth. lawy. 1** (m) **6** (w)
Elig. for alt. work sched. determined by:
Paid non-medical parental leave?
Comments:

**TRAINING AND PROFESSIONAL DEVELOPMENT:**
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews? **N**
Professional development staff? **Y** Billable hours credit for training time? **N**
Rotation for jr. associates between departments/practice groups? **N**
Is rotation mandatory? **N**

**BENEFITS:** see www.nalpdirectory.com

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2010**

| As of Feb. 1, 2010 | | Ptrs/Mbrs | Assoc. | All Oth. Lawy. | Summ Assoc. |
|---|---|---|---|---|---|
| Hispanic/Latino | Men | **1** | **6** | **1** | **0** |
| | Women | **1** | **5** | **0** | **0** |
| White | Men | **81** | **82** | **35** | **10** |
| | Women | **15** | **66** | **15** | **2** |
| Black/African American | Men | **0** | **3** | **1** | **4** |
| | Women | **1** | **9** | **0** | **1** |
| Nat. Hawaiian/ Other Pacific Is. | Men | **0** | **0** | **0** | **0** |
| | Women | **0** | **0** | **0** | **0** |
| Asian | Men | **2** | **13** | **1** | **0** |
| | Women | **2** | **10** | **2** | **2** |
| Amer. Indian/ Alaska Native | Men | **0** | **0** | **0** | **0** |
| | Women | **0** | **0** | **0** | **0** |
| 2 or More Races | Men | **0** | **0** | **0** | **0** |
| | Women | **0** | **0** | **0** | **0** |
| TOTAL | Men | **84** | **104** | **38** | **14** |
| | Women | **19** | **90** | **17** | **5** |
| | TOTAL NUMBER | **103** | **194** | **55** | **19** |
| Disabled | Men | **0** | **0** | **0** | **0** |
| | Women | **0** | **0** | **0** | **0** |
| Openly GLBT | Men | **0** | **5** | **2** | **1** |
| | Women | **0** | **1** | **1** | **0** |

(See www.nalpdirectory.com for historical comparisons.)

**DIVERSITY RECRUITMENT & RETENTION EFFORTS:**
Activities to increase the presence and retention of under-represented groups:
☒ Minority job fairs ☒ Bar sponsored programs
☒ Outreach to law student groups ☒ Firm diversity committee
☒ Directed mentoring efforts ☒ Rec. at schools w/large min. pop.
Comments: **We have a commitment to fostering and supporting diversity and believe that the richer the mix of people the more vital the firm.**

**CAMPUS INTERVIEWS for past year** (see full list online):
# schools visited in 2009: **13** # job fairs/consortia attended in 2009: **5**

**BILLABLE HOURS:** **2008** **2009**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **Y** If yes, number: **2000**
Hours policy details:

Is billable hour credit given for pro bono work? **N**
Is there a maximum that will be credited? **N** If yes, what?
For bonus consideration, is a pro bono hour equivalent to a billable hour? **N**
**PRO BONO INFORMATION:** ☐ Firm-wide ☒ Office specific
☒ % firm billable hours: **3.6** ☒ avg. hrs. per attorney: **59**
Participation: **86** % assoc. **20** % ptrs/mbrs **37** % other lawyers

**PUBLIC INTEREST FELLOWSHIPS** (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **N**
Comments:

**NARRATIVE: Kaye Scholer is a leading international law firm with clients that range from individuals and small companies to the world's largest corporations, financial institutions and government entities. Founded in New York City in 1917, the firm currently has approximately 500 lawyers in offices in New York, Los Angeles, Washington, D.C., Chicago, West Palm Beach, London, Frankfurt and Shanghai.**

**We value and support diversity among our lawyers, and seek candidates with a wide variety of backgrounds, interests and life experiences. We are committed to the training and professional development of both our associates and summer associates.**

**Pro bono is a tradition at Kaye Scholer and we offer a wide range of pro bono opportunities to all of our lawyers.**

**In short, we believe that the Firm offers qualified candidates a dynamic and enriching professional experience in a comfortable atmosphere.**

**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.**