

**FRIED, FRANK, HARRIS, SHRIVER & JACOBSON LLP**  
 One New York Plaza, New York, NY 10004  
 Ph: (212) 859-8000, Fax: (212) 859-4000, www.friedfrank.com  
 Hiring Attorney: David Hennes, Steven Steinman  
 Address Inquiries To:  
**Robert O. Edwards**  
 Director of Attorney Recruitment and Development  
 Fried Frank  
 One New York Plaza  
 New York, NY 10004  
 (212) 859-8671 robert.edwards@friedfrank.com

Total # offices: 7 Firm size range: 501-700  
 NALP member? Y Office size range: 251-500  
 Total attys in this office: 374

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011**

As of Feb. 1, 2011		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	0	3	0	1
	Women	0	4	0	3
White	Men	72	130	16	16
	Women	18	79	7	10
Black/African American	Men	0	3	1	2
	Women	1	5	0	1
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	1	12	2	2
	Women	0	13	1	1
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	1	0	0	0
2 or More Races	Men	0	2	0	0
	Women	0	3	0	0
TOTAL	Men	73	150	19	21
	Women	20	104	8	15
TOTAL NUMBER		93	254	27	36
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	1	9	1	0
	Women	0	2	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: Fried Frank has a comprehensive firm-wide diversity program.

**CAMPUS INTERVIEWS for past year (see full list online):**

# schools visited in 2010: 19 # job fairs/consortia attended in 2010: 7

**BILLABLE HOURS: 2009 2010**

Avg annual assoc. hrs worked:  
 Avg. annual assoc. billable hrs:  
 Is there a minimum billable hours expectation? If yes, number:  
 Hours policy details:

Is billable hour credit given for pro bono work? Y  
 Is there a maximum that will be credited? CBC If yes, what?  
 For bonus consideration, is a pro bono hour equivalent to a billable hour?  
**PRO BONO INFORMATION:**  Firm-wide  Office specific  
 % firm billable hours:  avg. hrs. per attorney:  
 Participation: 46 % assoc. 23 % ptrs/mbrs % other lawyers

**PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):**  
 Sponsor split pub int. summer and/or post-graduate fellowship? Y  
 Comments: Fried Frank/Mexican American Legal Defense & Educational Fund Fellowship, Fried Frank/NAACP Legal Defense & Educational Fund Fellowship, Fried Frank inMotion Fellowship, Legal Aid Society Externship

**NARRATIVE:** Fried Frank assigns summer associates to a number of projects over the course of the summer. This is done in a way that matches the interests of summer associates with the needs of the firm. Without employing a formal rotation system, our summer associates typically work on ten or more projects, involving many different lawyers in various practice areas. We try to ensure that summer associates work in those areas in which they are most interested, while also receiving a broad exposure to the firm's practice. In addition, summer associates often attend court appearances, client meetings, drafting and negotiation sessions, and closings. They also attend educational and training seminars throughout the program.

Summer associates are given significant opportunities to work on a wide variety of pro bono matters. Some of our summer associates also do two week externships at public interest organizations.

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.

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Antitrust	1	4
Bankruptcy	6	26
Corporate	42	124
Employee Benefits	3	8
Litigation	21	70
Real Estate	11	24
Tax	7	13
Trusts & Estates	2	2

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		1 ( )	5 ( )	15
Post-clerkship		0 ( )	3 ( 2 )	5
Entry-level	160,000 /yr	1 ( 1 )	54 ( 53 )	38
LLMs (US)		0 ( )	0 ( )	1-2
LLMs (non-US)		0 ( )	0 ( )	0
Summer				
Post-3Ls	3100 \$/wk	1 ( )	1 ( 1 )	
2Ls	3100 \$/wk	32 ( 5 )	41 ( 4 )	33
1Ls	3100 \$/wk	3	3	3

# 2010 summer 2Ls considered for associate offers: 41 # offers made: 41

Hire school term clerks? CBC

1Ls hired? N When after 12/1 should 1Ls apply? N/A

Split summers allowed? Y If yes, minimum weeks: 6

Comments: Prefer splits to spend the first half of the summer.

Accept applications for 2012 summer program from:

Joint degree students graduating in 2014? Y

Evening students graduating in 2014? N

Judicial clerks? Y Students at non-US law schools? Y

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

**CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:**

Judicial clerkship bonus? Y

Comp./prog. credit for judicial clerkship? Y

Comp./prog. credit for other adv. degrees? CBC

Other compensation comments: \$3,000 first year transition bonus, year-end discretionary bonus, New York Bar review and bar exam expenses. \$50,000

clerkship bonus. Reimbursement of relocation expenses for laterals.

**PARTNERSHIP DATA:** Two or more tiers? N

Additional partnership prog. info: Associates promoted to partner include

individuals who began their legal careers at the firm, as well as ones who came

to the firm laterally.

**WORK/LIFE INFORMATION:**

Part-time allowed? Y Part-time avail. to entry-level? N

# p-t assoc. 1 (m) 10 (w) ptrs/mbrs. 0 (m) 0 (w) oth. lawy. (m) (w)

Elig. for alt. work sched. determined by: Practice group leaders

Paid non-medical parental leave? Y

Comments: All attorneys in good standing who have worked for the Firm for a

minimum of two years are eligible to request a flexible working arrangement.

**TRAINING AND PROFESSIONAL DEVELOPMENT:**

Coaching/mentoring program? Y

Evaluations: Annual Upward reviews? Y

Professional development staff? Y Billable hours credit for training time? Y

Rotation for jr. associates between departments/practice groups? Y

Is rotation mandatory? N

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