DAVIS POLK

DAVIS POLK & WARDWELL - NEW YORK
450 LEXINGTON AVENUE, New York, NY 10017
Ph: 212-450-4000, Fax: 212-450-3800, www.dpw.com
Hiring Attorney: **Nicholas A. Kronfeld**
Address Inquiries To:
Ms. Sharon L. Crane
Director of Legal Recruiting
Davis Polk & Wardwell
450 Lexington Avenue
New York, NY 10017
212-450-4143 sharon.crane@dpw.com

Total # offices: **10** Firm size range: **701+**
NALP member? **Y** Office size range: **501-700**
Total attys in this office: **568**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Corporate	**75**	**250**
Litigation	**37**	**159**
Tax	**12**	**30**
Trusts	**2**	**3**

COMPENSATION & EMPLOYMENT DATA:

Lawyers	2008 Compensation	BEGAN WORK IN 2006	BEGAN WORK IN 2007	EXPECTED 2008
Laterals		**37** ( )	**24** ( )	**20-25**
Post-clerkship		**5** (**3**)	**16** (**12**)	**5-10**
Entry-level	**160,000** /yr	**62** (**48**)	**106** (**61**)	**91**
LLMs (US)		( )	( )	
LLMs (non-US)		**8** ( )	**9** ( )	**5-10**
Summer				
Post-3Ls	**3,077** $/wk	**2** ( )	**5** (**2**)	**2**
2Ls	**3,077** $/wk	**117** ( )	**101** ( )	**114**
1Ls	**3,077** $/wk			**2**

2007 summer 2Ls considered for associate offers: **101** # offers made: **101**
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply?
Split summers allowed? **Y** If yes, minimum weeks: **8**
Comments: **First 8 consecutive weeks.**
Accept applications for 2009 summer program from:
Joint degree students graduating in 2011? **N**
Evening students graduating in 2011? **N**
Judicial clerks? **Y** Students at non-US law schools? **Y**
Hiring Criteria: **Davis Polk seeks to hire applicants with outstanding academic and non-academic achievements, personal skills, creativity, and the willingness to take initiative.**

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

PARTNERSHIP DATA: Two or more tiers? **N** Partnership track (years):
Additional partnership prog. info: **Lawyers are considered for partnership as appropriate vis-a-vis the firm's needs and the individual's development. The average time to promotion is seven to eight years.**

WORK/LIFE INFORMATION:
Part-time allowed? **Y** Part-time avail.to entry-level? **N**
 # p-t assoc. 3 (m) **20** (w) **ptrs/mbrs. 0** (m) **1** (w) **oth. lawy. 0** (m) **3** (w)
Elig. for alt. work sched. determined by: **Case-by-case basis.**
Paid non-medical parental leave? **Y**
Comments: **Partners, counsel and associates may arrange to work on a part-time basis. The program is intended to be flexible to meet the individual needs of the lawyers and of the department in which they work.**

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

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008

As of Feb. 1, 2008		Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.
Hispanic/Latino	Men	**3**	**12**	**0**	**1**
	Women	**0**	**15**	**0**	**1**
White	Men	**90**	**192**	**10**	**59**
	Women	**24**	**112**	**11**	**29**
Black/African American	Men	**1**	**8**	**1**	**3**
	Women	**0**	**8**	**0**	**6**
Nat. Hawaiian/ Other Pacific Is.	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Asian	Men	**4**	**24**	**0**	**6**
	Women	**3**	**39**	**4**	**4**
Amer. Indian/ Alaska Native	Men	**0**	**1**	**0**	**0**
	Women	**0**	**1**	**0**	**1**
2 or More Races	Men	**0**	**1**	**0**	**5**
	Women	**1**	**3**	**0**	**3**
TOTAL	Men	**98**	**238**	**11**	**74**
	Women	**28**	**178**	**15**	**44**
	TOTAL NUMBER	**126**	**416**	**26**	**118**
Disabled	Men	**0**	**0**	**0**	**0**
	Women	**0**	**0**	**0**	**0**
Openly GLBT	Men	**1**	**14**	**0**	**4**
	Women	**0**	**0**	**0**	**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 participate in the SEO and AnBryce programs and our affinity groups are active in diversity recruitment and retention efforts.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2007: **29** # job fairs/consortia attended in 2007: **4**

BILLABLE HOURS: **2006** **2007**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **N** If yes, number:
Hours policy details: **We do not have a minimum billable hours requirement.**

Is billable hour credit given for pro bono work?
Is there a maximum that will be credited? 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: **54**
Participation: % assoc. % 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: **We sponsor an Equal Justice Works fellow at the Neighborhood Defender Service of Harlem, as well as InMotion and Sanctuary for Families fellowships.**

NARRATIVE: Davis Polk is an international law firm with approximately 700 lawyers in our offices in New York, Menlo Park, CA, Washington, DC, London, Paris, Frankfurt, Madrid, Tokyo, Beijing and Hong Kong. Since its founding nearly 160 years ago, the firm has worked on the largest and most complex business and financial transactions, as well as significant litigation for a broad range of leading domestic and international clients.

Our practice is broad-based and sophisticated. We rank among the world's leading law firms across the entire range of our practice, which spans capital markets, M&A, credit, tax, litigation and other specialty areas. Our recent corporate matters include representing ABN AMRO in its $101 billion acquisition by several European banks-the largest ever bank M&A transaction; and AstraZeneca in a $6.9 billion bond offering-the largest U.S. debt offering in over five years.

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.