

**MILBANK, TWEED, HADLEY & McCLOY LLP**  
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 Hiring Attorney: **Mr. Jay Grushkin**  
 Address Inquiries To:  
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**Manager of Law School Recruiting**  
**MILBANK, TWEED, HADLEY & McCLOY LLP - NY**  
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**New York, NY 10005**  
**(212) 530-5757 alevitt@milbank.com**

Total # offices: **11** Firm size range: **501-700**  
 # offices on form: **3** NALP member? **Y**  
 Total # of Attorneys: **481** Reporting for: **U.S. Offices only**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Alternative Investments	6	21
Bankruptcy	11	38
Corporate	21	50
Leveraged Finance	9	15
Litigation	29	121
Pro Bono	1	0
Project Finance	10	41
Real Estate	0	8
Securities	10	36
Special Products	0	1
Tax	7	9
Transportation & Space	6	21
Trusts & Estates	3	7

**COMPENSATION & EMPLOYMENT DATA:**

Lawyers	2011 Compensation	BEGAN WORK IN		EXPECTED
		2009	2010	2011
Laterals		9 ( 0 )	19 ( 0 )	20
Post-clerkship		1 ( 1 )	3 ( 3 )	1
Entry-level	160,000 /yr	79 ( 79 )	48 ( 48 )	72
LLMs (US)		0 ( 0 )	3 ( 0 )	1
LLMs (non-US)		3 ( 0 )	0 ( 0 )	0
Summer				
Post-3Ls	\$/wk	1 ( 1 )	0 ( 0 )	0
2Ls	3077 \$/wk	75 ( 6 )	16 ( 0 )	38
1Ls	3077 \$/wk	3	4	0

# 2010 summer 2Ls considered for associate offers: **16** # offers made: **15**  
 Hire school term clerks? **CBC**  
 1Ls hired? **Y** When after 12/1 should 1Ls apply? **December 1**  
 Split summers allowed? **N** If yes, minimum weeks:  
 Comments:  
 Accept applications for 2012 summer program from:  
 Joint degree students graduating in 2014? **N**  
 Evening students graduating in 2014? **N**  
 Judicial clerks? **Y** Students at non-US law schools? **Y**  
 Hiring Criteria: **We are looking for exceptional people -- people with diverse backgrounds who demonstrate a high level of intelligence, creativity, leadership, determination and enthusiasm.**  
**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: **Clerkship bonuses. \$1,000 interest-free loan to summer associates and \$10,000 interest-free loans to first year associates. The firm paid a year-end bonus in 2010 and a spring bonus in 2011.**  
**PARTNERSHIP DATA:** Two or more tiers? **N**  
 Additional partnership prog. info: **Partnership track is 8 years but flexible based on the Firm's needs and the individual's development.**

**WORK/LIFE INFORMATION:**

Part-time allowed? **Y** Part-time avail. to entry-level? **N**  
 # p-t assoc. **1 (m) 5 (w) ptrs/mbrs. 0 (m) 1 (w) oth. lawy. 0 (m) 0 (w)**  
 Elig. for alt. work sched. determined by: **Practice Group Leaders**  
 Paid non-medical parental leave? **Y**  
 Comments: **Attorneys working part-time are eligible for partnership consideration and will be evaluated by the same criteria as their full-time colleagues.**

**TRAINING AND PROFESSIONAL DEVELOPMENT:**

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

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

**DEMOGRAPHIC INFORMATION - CURRENT YEAR 2011**

As of Feb. 1, 2011	Ptrs/Mbrs	Assoc.	All Oth. Lawy.	Summ Assoc.	
Hispanic/Latino	Men	4	14	1	0
	Women	2	10	0	2
White	Men	96	153	10	14
	Women	7	97	4	5
Black/African American	Men	1	2	0	2
	Women	0	12	0	2
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	1	0	0
Asian	Men	1	25	0	7
	Women	2	28	0	4
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	4	0	0
	Women	1	7	0	2
TOTAL	Men	102	198	11	20
	Women	11	155	4	18
TOTAL NUMBER		113	353	15	38
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	2	14	1	1
	Women	0	2	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: **Milbank sponsors affinity groups throughout the year. In 2006, we announced our Diversity Scholars Program.**

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

# schools visited in 2010 : **20** # job fairs/consortia attended in 2010 : **4**

**BILLABLE HOURS:** 2009 2010

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

Is billable hour credit given for pro bono work? **Y**  
 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? **Y**

**PRO BONO INFORMATION:**

% firm billable hours:  avg. hrs. per attorney:  
 Participation: **100** % assoc. **76.5** % 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: **Milbank's 13 week pro bono fellowship enables first and fourth-year associates to work full time at a non-profit legal organization of their choosing.**

**NARRATIVE:** Milbank is a premier international law firm handling high profile, complex cases and business transactions through offices in New York, Los Angeles, Washington DC, Frankfurt, Munich, Hong Kong, London, São Paulo, Singapore, Tokyo and Beijing. Our offices work together giving us an extraordinary global presence and allowing us to have a client base comprised of the world's leading companies and financial institutions. Over 50% of our major clients are non-US companies. Milbank is internationally recognized as a leader in major corporate/finance transactions. Our litigation department boasts an extraordinarily active practice representing many of the country's leading corporations in a variety of high-profile civil actions, SEC enforcement and white-collar criminal matters. Our financial restructuring attorneys have been involved in every recent major corporate reorganizations in the US. Our summer program is highly ranked by the American Lawyer.

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.