

Olshan Frome Wolosky LLP

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Tab 1: Practice Areas

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
General Practice	Activist & Equity Investment	9	0	5		0
General Practice	Advertising, Marketing & Promotions	3	1	1		0
Arbitration, Dispute Resolution, Mediation	Business Restructuring & Bankruptcy	2	1	0		0
Business, Corporate	Corporate/Securities	8	5	7		0
Labor and Employment	Employee Benefits	1	1	0		0
Labor and Employment	Employment Practices	1	0	0		0
General Practice	Insurance Coverage	1	0	0		0
Intellectual Property	Intellectual Property/Licensing/Entertainment	2	3	0		0
Litigation	Litigation	8	2	10		0
Real Estate, Land Use	Real Estate	7	4	5		0
Tax	Tax & Personal Planning	2	1	3		0

Comments regarding practice areas or future hiring needs:

Tab 2: Basic Information

Recruiting Contact

Recruiting Contact Prefix: Ms.

Recruiting Contact First Name: Lina

Recruiting Contact Last Name: Vasco

Recruiting Contact Title: Recruitment Manager

Recruiting Contact Address Line 1: 1325 Avenue of the Americas

Recruiting Contact Address Line 2: 16th Floor

Recruiting Contact City: New York

State/Province: New York (NY)
Recruiting Contact ZIP/Postal Code: 10019
Recruiting Contact Country: United States

Recruiting Contact Phone Number: 212.451.2381
Recruiting Contact Email: lvasco@olshanlaw.com
To apply online, go to: <https://www.olshanlaw.com>

Hiring Attorney

Hiring Attorney Prefix: Ms.
Hiring Attorney First Name: Nina
Hiring Attorney Last Name: Rokat
Hiring Attorney #2, Prefix:
Hiring Attorney #2, First Name:
Hiring Attorney #2, Last Name:

Narrative Text

Enter descriptive narrative text about your organization: Olshan is a leading New York law firm representing clients ranging from public companies, hedge, venture capital, private equity and other investment funds to entrepreneurs and private companies. We have been consistently recognized for our expertise in corporate and securities law, shareholder activism, real estate, intellectual property, advertising and marketing, tax, litigation, and bankruptcy. In addition, we have significant practices dealing with employment matters and insurance coverage.

At Olshan, the mix of clients combined with the range of our practice groups and an extremely collegial atmosphere result in a tremendous advantage. Our attorneys work closely with each other and in teams to find solutions for our clients. We offer broad and specialized services for large clients while at the same time serving smaller clients effectively on business transactions and litigation.

Olshan attorneys and practice areas have gained recognition by Chambers USA, Best Lawyers in America, Super Lawyers and Legal 500 US. The National Law Journal designated Olshan as one of the top 20 midsize law firms in the U.S. on its 2012 and 2016 "Midsize Hot List".

Tab 3: Lawyer Demographics

Racial/Ethnic Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
	Men	35	17	14	0	2
	Women	9	14	4	0	1
	Total	44	31	18	0	3
Latinx	Men	1	0	1	0	0
	Women	1	1	0	0	0
White	Men	34	13	13	0	2
	Women	7	12	3	2	1
Black or African American	Men	0	1	0	0	0
	Women	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
Asian	Men	0	3	0	0	1
	Women	1	1	1	0	1
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
2 or More Races	Men	0	0	0	0	0
	Women	0	0	1	0	0
Persons with Disabilities	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK

LGBTQ	Men	UNK	1	1	UNK	UNK
	Women	UNK	1	UNK	UNK	UNK
Veteran	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK

Lawyer Demographics Explanation

Please use this box to provide any additional breakouts, comments or definitions regarding your lawyers or categories as needed, including individuals who choose not to identify.:

Tab 4: Compensation & Benefits

Lawyer Compensation

2019 compensation for entry-level lawyers (\$/year): 180,000

Summer Compensation

2019 compensation for Post-3Ls (\$/week):

2019 compensation for 2Ls (\$/week): 3,461.54

2019 compensation for 1Ls (\$/week):

Clerkship/Credit/Supplemental Compensation

Judicial Clerkship Bonus?: Case-by-case

Compensation/progression credit for judicial clerkship?: Case-by-case

Compensation/progression credit for other advanced degrees?: Case-by-case

Other Compensation:

Benefits

Benefits:

401(k)/IRA/Other Retirement Plan

Bar Association Fees

Business Casual Dress Code

401(k)/IRA/Other Ret. Plan w/Employer Contribution

CLE

Dental Insurance

Domestic Partner Benefits

Employee Assistance Program

Family/Dependent Care Leave

Flexible Spending Account/Pre-Tax Option

Health Club Membership

Life/AD&D Insurance

Long-term Disability Insurance

Medical Insurance

Health Savings Account

Parental Leave

Parking/Transportation

Short-term Disability Insurance

Sick Leave

Vacation Leave

Vision Insurance

Please describe benefit package or provide additional comments:

Compensation & Benefits Details

Associate base salary (excluding bonuses) is determined by:

A combination lock-step and merit system

A lock-step system with variable component (range per class year)

If not strictly a set lock-step system, what criteria are used to determine associate base salaries (excluding bonuses)? (check all that apply):

Hours billed

Quality of work

Pro bono hours

Business development

Overall contribution (e.g., recruitment activities, firm committees)

Has your organization offered annual bonuses to eligible associates in the past five years?: Yes

Comments:

What factors are used to determine the amount of an associate's bonus? (check all that apply):

Hours billed

Quality of work

Pro bono hours

Business development

Overall contribution (e.g., recruitment activities, firm committees)

Are same sex domestic partners afforded the same benefits as spouses of attorneys?: Yes

Are opposite sex domestic partners afforded the same benefits as spouses of attorneys?: Yes

Benefits Offered in Addition to Those Provided by FMLA

Does your organization have a written parental leave or family care policy?: Yes

Comments:

How many weeks of paid parental leave do female attorneys receive?: 12

How many weeks of paid parental leave do male attorneys receive?: 2

Have one or more attorneys made use of your parental leave policy in the last 12 months?: Yes

Does your parental leave or family care policy include adoptions?: Yes

Comments:

Does your parental leave or family care policy cover children/dependents of same sex domestic partners?: Yes

Comments:

Does your parental leave or family care policy cover children/dependents of opposite sex domestic partners?: Yes

Comments:

Tab 5: Partnership & Advancement

Partnership & Advancement

Does the firm have two or more tiers of partner?: Yes

How many years is the non-equity track?: 8-10

How many years is the equity track?: N/A

Is the partnership information provided here firm-wide or specific to one office?: Firm-wide

How many are men? - Equity Partners: 16

How many are men? - Non-equity Partners: 19

How many are women? - Equity Partners: 2

How many are women? - Non-equity Partners: 7

Of the total, how many are racial/ethnic minorities? - Equity Partners: 0

Of the total, how many are racial/ethnic minorities? - Non-equity Partners: 3

Additional equity/non-equity partnership information:

Additional partnership progression information:

Tab 6: Recruitment & Hiring

Hiring Grid

	Began Work In				Expected
	2017	Prior Summer Associates	2018	Prior Summer Associates	
LAWYERS					
Entry-level	3	2	6	3	4
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	3	0	1	0	0
Lateral Associates	5	0	5	0	0
All Other Laterals (non-traditional track)	2	0	0	0	0
Post-Clerkship	0	0	0	0	0
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	3	0	3	0	3
1Ls	0	0	0	0	0

Summer Associate Hiring Questions

Number of 2018 Summer 2Ls considered for associate offers: 3

Number of offers made to summer 2L associates: 3

Does the organization hire school-term clerks?: Case-by-case

Does the organization hire 1Ls?: No

When should 1Ls apply?: n/a

Are split summers allowed?: No

Comments regarding Hiring:

Do you accept applications for the 2020 Summer Program from Joint degree candidates graduating in 2022 or later?: No

Do you accept applications for the 2020 Summer Program from evening students graduating in 2022?: No

Do you accept applications for the 2020 Summer Program from Judicial clerks?: No

Do you accept applications for the 2020 Summer Program from students at non-US law schools?: No

Hiring Outside Traditional Summer Programs

Do you hire 3Ls?: Case by Case

How many entry-level hires outside the summer program did you hire in 2018?:

Post-clerkship Hiring

Do you hire post-clerkship candidates?:

If yes, when should they apply?:

LL.M. Hiring Information

Do you hire US LL.M.s?: Yes

In what practice areas?: Tax

Do you hire non-US LL.M.s?: No

When should LL.M.s submit applications?: n/a

Preferred application materials:

Hiring Criteria

General Hiring Criteria:

Campus Recruiting

Campus Interviews:

Benjamin N. Cardozo School of Law

Brooklyn Law School

Columbia University Law School

Fordham University School of Law

New York University School of Law

Rutgers University School of Law - Camden & Newark, NJ

List Any Job Fairs / Consortia Attended (previous fall):

Number of Schools Visited in 2018: 6

Number of Job Fairs / Consortia Attended in 2018: 0

Tab 7: Hours & Work Arrangements

Full-time

Is there a minimum billable hour expectation?: No

If yes, what is the minimum?:

Is billable hour credit given for pro bono work?: Yes

Is there a maximum that will be credited?: Yes

If yes, what is the maximum?: 50

For bonus consideration, is a pro bono hour equivalent to a required hour?: No

Hours policy details:

Average annual associate hours worked in 2017:

Average annual associate hours worked in 2018:

Average annual associate billable hours worked in 2017:

Average annual associate billable hours worked in 2018:

Alternative Work Options

Is part-time allowed?: Case-by-case

Is part-time available to entry-level?: No

Is there a minimum percentage of full-time hours that a part-time attorney must work?: Case-by-case

Comments:

Are attorneys who work part-time and exceed their agreed upon part-time hours compensated in some manner for the additional hours?: Yes

Comments: Bonus consideration

Are attorneys who work part-time given bonus consideration?: Yes

Comments:

Number of male part-time associates: 0

Number of female part-time associates: 1

Number of male part-time partners/members: 0

Number of female part-time partners/members: 0

Number of male part-time other lawyers: 2

Number of female part-time other lawyers: 1

Do you have a written part-time policy for associates?: No

Do you have a written part-time policy for partners?: No

Eligibility for alternative work schedules determined by: Approval must be received from the Firm's Executive Committee and Practice Group Leader.

What is the impact of working part-time as an associate, if any, on an associate's progression toward partner?:

Can an associate be promoted to partner while working on a part-time schedule?: Yes

In the past five years, have attorneys made partner who have worked or are currently working alternative schedules with your organization?: No

Comments:

Can a partner work on a part-time schedule?: Case-by-case

Please describe any other alternative work arrangements::

Does your organization have a written alternative work option policy (e.g., flex-time, remote, etc.): No

Does your organization have an alternative track adviser?:

Are attorneys who work alternative schedules given bonus consideration?:

Non-traditional Track Attorneys

Does your organization have attorneys on a non-traditional track?: No

Non-traditional track attorneys - comments:

Is there a separate point of contact at your organization for this type of position?: No

If yes, please provide contact information:

What title(s) does your organization use for non-traditional track attorneys? (check all that apply):

Do you hire entry-level attorneys for non-traditional track positions?: No

In which practice areas do you hire non-traditional track attorneys?:

What is the minimum billable hour requirement for non-traditional track attorneys?:

Please include any additional information about non-traditional track positions (including mentoring, evaluations, billable hours, training, benefits, opportunities for pro bono work, etc.):

Tab 8: Pro Bono/Public Interest

Pro Bono Contact Information

Pro Bono Contact Name: Jeremy King

Pro Bono Contact Title: Partner

Pro Bono Contact Phone: 212.451.2300

Pro Bono Contact Email: jking@olshanlaw.com

Pro Bono Information

Is the pro bono information indicated here firm-wide or specific to one office?: Firm-wide

% Firm Billable Hours last year:

Average Hours per Attorney last year:

Percent of associates participating last year:

Percent of partners participating last year:

Percent of other lawyers participating last year:

Average hours per associate last year:

Average hours per partner last year:

Average hours per other lawyer last year:

What percentage of attorneys performed more than 20 hours?:

What was the number of actual pro bono hours contributed by the organization in the prior calendar year?:

Does the organization maintain a written pro bono policy that sets forth the organization's commitment to pro bono?: Yes

How does the organization define what constitutes pro bono legal work?: The Firm defines pro bono work in accordance with the New York Rules of Professional Conduct.

Does the organization set annual goals regarding the minimum number of pro bono hours to be contributed by the organization?: No

Does the organization set individual attorney goals regarding the minimum number of pro bono hours to be contributed?: No

Is an attorney's commitment to pro bono activity considered a favorable factor in advancement and compensation decisions?: Yes
If yes, to what extent?: counted towards hours, added to bonus consideration

Are full-time support services (word processing, online research Lexis/Westlaw, out of pocket costs) available for pro bono representation?: Yes

If so, are there any limitations?:

Are associates provided written evaluations of their work on pro bono matters?:

Does the organization employ one or more of the following structures to manage its pro bono program and to provide training and guidance to participating attorneys? (Check all that apply):: Pro Bono Committee

How is pro bono work assigned/distributed?: Pro Bono Work is assigned and distributed by consulting with a Pro Bono Committee member.

If an attorney is permitted to bring a pro bono case for possible consideration by the firm, who makes decisions about whether the firm will handle the matter? (check all that apply): Pro Bono Committee

Does the organization provide any of the following to enable its attorneys to participate in pro bono activities or work in a public interest setting? (Check all that apply)::

Are pro bono opportunities available for summer associates?: Yes

Additional comments (Please use this space to provide any additional information about your organization's pro bono program including any special recognition or awards the organization has received for its pro bono work.):

What are some of the areas in which your organization has performed pro bono work in the past year?: Litigation, ERISA, Tax and Corporate areas of practice.

Public Interest Fellowship

Does your organization sponsor split public interest summer and/or post-graduate fellowships?: No

Public Interest Fellowship Comments:

Tab 9: Diversity & Inclusion

Diversity Contacts

Diversity Chair Prefix:

Diversity Chair First Name: Adrienne

Diversity Chair Last Name: Ward

Diversity Contact Prefix:

Diversity Contact First Name: Lina

Diversity Contact Last Name: Vasco

Link to your organization's diversity website: <https://www.olshanlaw.com/firm-diverse.html>

Recruitment

Which of the following methods do you use to increase the presence and retention of under-represented groups? (Check all that apply): Firm diversity committee

Comments:

Non-discrimination policy: Olshan is committed to the fundamental principles of diversity and inclusion. We strive to create an environment that values each individual's contributions to our success, for our clients, our community and the firm. Embracing diversity allows us to draw from varied backgrounds, perspectives and experiences in order to recruit, hire, develop, promote and retain the very best talent, and deliver excellence to our clients. We believe that inclusion is integral to our collegial environment because it enables us to learn from one another, appreciate differences and collaborate more effectively.

Diversity Fellowships/Scholarships

Does your organization or office sponsor/offer a Diversity Fellowship or Scholarship?: No

If yes, is the program open to:

Please provide a brief description of the program:

Affinity Groups

Does your organization or office have affinity groups?:

If yes, please describe your affinity groups below:

Tab 10: Professional Development

Training & Professional Development

Does your organization have a formal evaluation program in place?: Yes

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

Comments:

Does your organization have a dedicated professional development staff?: Yes

What are some of the types of training and professional development opportunities your organization offers? (check all that apply):

In-house training programs

External firm-paid seminars

Continuing legal education (CLE)

Observation opportunities

What roles do counsel/senior attorneys play in the training of attorneys? (check all that apply):

Presenters

Mentoring

Supervise projects

Does your organization have a coaching/mentoring program: Yes

Does your organization give billable hours credit for training time?: No