PAUL, WEISS

Toronto, ON

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Primary Recruiting Contact:
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Secondary Recruiting Contact:

Office size range: **11-25** Organization size range: **101+**
Total No. offices: **8** Total lawyers*: **9**
(*This office or all offices if this is a multi-office form.)
Languages spoken in your office:
☒ Predominately English ☐ Predominately French
☐ Both French and English ☐ Other:

PRIMARY PRACTICE AREAS:	No. Lawyers
Corporate	9

NARRATIVE: Paul, Weiss is a leading New York-based firm with lawyers of diverse backgrounds, personalities, ideas and interests who collaboratively provide innovative solutions to our clients' most critical and complex legal and business challenges. We represent a varied range of clients, including some of the largest publicly and privately held corporations and financial institutions in the United States and abroad. We are equally committed to representing those in need, and our pro bono efforts continue to benefit the world in profound ways. We believe a great firm requires great people -- those of all backgrounds -- and, among law firms, Paul, Weiss continues to be a pioneer in diversity efforts. We are proud of our numerous accolades over the past ten years, including reaching top scores in the various published rankings of law firm diversity.

Form last updated: **3/27/2012 1:39:22 PM**
Is this a multi-office form? **No**
No. offices on this form: **1**
(For multi-office forms, see office list online.)

Employer Type: Law Firm

STUDENT HIRING INFORMATION

	1st Yr. Summer Students	2nd Yr. Summer Students	Articling Students
Do you hire:	No	Yes	No
How many did you/will you hire for:			
2012		1	
2013		2	
2014		2	
2015		2	
Rotation		No	
Split/Secondment*		Yes	

*Comment: **Summer associates have the choice to spend their entire summer in the Toronto office or to split their time between the Toronto and New York offices.**

First Year Summer Students:
When do you intend to hire first year summer students:

First year summer student salary (/wk): $
First year summer student benefits:

Description of summer program:

Second Year Summer Students:
When do you intend to hire second year summer students: **We hire summer associates through the On-campus process in the Fall.**
Will you be participating in OCIs this year? **Yes**
If yes, which schools:

Osgoode	Univ. Toronto

Second year summer student salary (/wk): $ **3,100**
Second year summer student benefits: **Summer Associates are paid US$3,100. They also receive travel expenses to/from Toronto, training classes and a salary advance.**
Is 2nd-year hiring your primary method of recruiting articling students?

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination which is based upon actual or perceived gender, age, race, color, religion, creed, national or ethic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

	2010	2011
No. 2nd-yr summer students offered articling positions		
No. 2nd-yr summer students	0	1
No. additional articling students hired		

Description of summer program: **Summer Associates will be given the same kinds of challenging and interesting work assignments as full time associates.**

For Quebec Employers: do you allow your articling student hires to work for you during their second year summer?

Articling Students:

When do you hire articling students:

Do you still have any articling positions open for this year?
Do you still have any articling positions open for next year?
Articling student salary (/wk): $
Articling student benefits:

Do you pay a third year student bonus?
If yes, amount: $
Any conditions?

Do you pay tuition for the licensing process?
Do you pay salary during the licensing process?
Do you allow students to work during the licensing process in your jurisdiction?
Description of articling program:

REQUIRED APPLICATION MATERIALS:

- [x] resume
- [x] cover letter
- [ ] reference letters
- [ ] reference list
- [ ] other (describe):
- [x] post-secondary transcripts
- [x] law school transcripts
- [ ] list of upper year courses (anticipated)

FIRST YEAR LAWYER HIRING INFORMATION

	2010	2011
How many articling students did you offer a first year lawyer position?		
How many articling students in your articling program were seeking a position?		
How many additional first year associates did you hire outside of your articling student program?		

COMPENSATION:

First-year associate salary: $ **160,000**

BENEFITS: see online directory

BILLABLE HOURS:

Billable hours target:
Non-billable hours target:
Hours policy details: **Year-end bonuses are NOT tied to billable hours.**

PARTNERSHIP/ADVANCEMENT DATA:

Two or more tiers? **No** Partnership track (years): **8-10**
Additional partnership/advancement info:

ADDITIONAL ORGANIZATION INFORMATION

PRO BONO INFORMATION:

Does your organization have a pro bono policy? **Yes**
Does your organization track pro bono time? **Yes**
Is billable hour credit given for pro bono work? **Yes**
Is there a maximum that will be credited? **No** If yes, number:
Does your organization have a Pro Bono Committee? **Yes**
Comments: **In addition to public service legal work, our lawyers are active in a wide range of community initiatives and serve on numerous boards of civic, charitable and educational organizations.**

FLEX PROGRAMS:

Is part-time allowed? **Yes**
Is part-time available for first-year associates? **Yes**
Comments: **Any associate or counsel in good standing can request an alternative work schedule.**

	Men	Women
Part-time --- all lawyers	0	0
Part-time --- partners	0	0

Please describe your organization's maternity and parental leave policies: **In addition to employment insurance benefits available through Service Canada, birth mothers are eligible to receive 18 weeks of paid leave and non-birth parents are eligible to receive 4 weeks of paid leave.**

TRAINING AND PROFESSIONAL DEVELOPMENT

Coaching/mentoring program? **Yes**
Evaluations: **Annual**
Upward reviews? **Yes**
Professional development staff? **Yes**
Do you offer internal CLE? **Yes**
Do you provide funds to attend external CLE? **Yes**
Comments: **Paul, Weiss offers in-house training programs, external firm-paid seminars, CLE, organized/formal mentor programs, trial advocacy training, observation opportunities and practice group training.**

DEMOGRAPHIC & DIVERSITY INFORMATION

	All lawyers	Partners Equity	Partners Non-Equity	Assoc.	Articling Students
TOTAL	9	2	0	6	0
Men	7	2	0	4	0
Women	2	0	0	2	0

Please describe your diversity programs and initiatives: **Paul, Weiss had designed programs and initiatives within our firm to encourage all lawyers to continue to be an integral part of our firm culture.**

The firm supports several affinity groups, including groups for lawyers of color (Asian, Black, Latino), LGBT lawyers, alternative work arrangement participants and new parents. The groups help with various recruitment, retention, business development and pro bono efforts.

- **Since 1996, 30 percent of partner promotions have been women (in the litigation department it is almost 50 percent), and nearly 50 percent of the firm's lawyers are women.**
- **Nearly 25 percent of our lawyers self-identify as ethnically diverse and almost five percent are openly gay.**
- **Over ten percent of our partnership is ethnically diverse and over five percent is openly gay.**