



**Practice Area Guide for the New York Market**  
**2021**

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## Introduction

While there are a range of valuable resources for law school students evaluating their options for their 2L summer and beyond, we offer this supplemental resource, crafted from over 35 years (collectively) of experience as headhunters in the New York market. In our roles, we have a “behind the scenes” view of the AmLaw 200 and boutique law firms in New York – their practice area strengths, their industry focuses, and their overall recognizability in New York. We also have unfettered access to the stories of attorneys in those practice areas – the experience they gain, the options available to them as part of their respective platforms, the clients they are exposed to, and beyond. From that, we have culled the below list of firms in New York with recognizable, robust teams in their respective practice areas. We hope the information below will help students make the decision that is right for their career, both short and long-term.

Several practice areas historically have had a stronger presence in New York than in other geographic areas in the United States. These include M&A, bankruptcy, fund formation, structured finance, capital markets and leveraged finance. While many of these practices have gained popularity in other markets, they are still considered “New York-centric” practices. We note this because, if an attorney starts their career in New York but has aspirations of relocating in the future, it could be more challenging to do so from practice areas with less of a presence in another geographic area.

Likewise, it should be noted that litigation practices outside of New York typically require attorneys to already be admitted in the state where they are looking to practice before they will be considered for a lateral opportunity. Litigators with an eye to relocating to another market in the future should pay close attention to that state’s bar admission requirements. Attorneys can easily waive into some states at any point depending on their UBE bar exam scores, but, in others, they will need to practice for 5+ years in New York or sit for the state’s bar examination. For transactional practice areas, however, attorneys often do not need to be admitted to the bar in the state they are relocating to and may take the bar exam after being hired as a lateral and relocating.

For those who plan to or would like the option to go in-house, the firm and practice area in which you start your career will be impactful to those options. Generally, speaking, attorneys with a transactional skill set – especially M&A, followed by capital markets, fund formation and finance – or a specialty practice – particularly tech transactions, patent experience and employment – will find themselves most marketable for the widest range of in-house options. On the other hand, those with a litigation skill set who look to leave the law firm setting will be well-poised to make a move into a government role, but will find fewer in-house opportunities. Having a litigation specialty, such as employment, patent, trademark or copyright, could make an attorney competitive for additional opportunities.

For any firm or practice area an attorney is considering, attorneys should identify the client base and industry they will be servicing and whether it interests them long-term. Realistically, attorneys are most marketable to move in-house to the client base or within the industry where they have had the most exposure. For instance, if an attorney practices with a lender-side finance practice that services banks and financial institutions, they will be most marketable to join such a client in the future. If an attorney trains with a firm well-known in the entertainment space or represents entertainment clients, they will have a stronger profile for related in-house opportunities in the future. And we would be remiss if we didn’t point out that “retooling” to a different practice from the one an attorney begins their career is no easy feat – attorneys are defined early by their practice area and experience and it can be difficult to be seen as a desirable lateral for opportunities where an employer needs an attorney with immediately on-point experience.

\*Please note that, within the lists we compiled of firms best known in New York for each respective practice area, we bolded the firms that we feel further stand out among that already selective list.

## Antitrust

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Cool

*NY Note:* Antitrust work is found in greater abundance in Washington, DC; New York houses very small teams or individual specialists, focusing predominantly on merger clearance matters.

### **Firms to Consider for Antitrust:**

- Arnold & Porter
- **Axinn**
- **Boies Schiller & Flexner**
- Cahill Gordon & Reindel
- **Constantine Cannon**
- **Cravath Swaine & Moore**
- **Davis Polk & Wardwell**
- Debevoise & Plimpton
- Gibson Dunn & Crutcher
- Linklaters
- Morgan Lewis & Bockius
- Paul Weiss Rifkind Wharton & Garrison
- Shearman & Sterling
- Simpson Thacher & Bartlett
- **Skadden Arps Slate Meagher & Flom**
- **Sullivan & Cromwell**
- **Wachtell Lipton Rosen & Katz**
- Weil Gotshal & Manges
- White & Case
- Willkie Farr & Gallagher
- Wilson Sonsini Goodrich & Rosati
- Winston & Strawn

# Bankruptcy

*Size of Practice in the Market:* Medium

*Current Hiring Demand of Practice:* Cool

*NY Note:* Some practices in New York skew heavily towards litigation, whereas others offer a mix of litigation and transactional experience. Consider this for career purposes, as well as whether a debtor or creditor-focused practice line up with respective career goals.

## **Firms to Consider for Bankruptcy:**

- **Akin Gump Strauss Hauer & Feld**
- Brown Rudnick
- **Cleary Gottlieb Steen & Hamilton**
- **Davis Polk & Wardwell**
- Debevoise & Plimpton
- Dechert
- Gibson Dunn & Crutcher
- Katten Muchin Rosenman
- Kelley Drye & Warren
- **Kirkland & Ellis**
- **Kramer Levin Naftalis & Frankel**
- Kobre & Kim
- **Latham & Watkins**
- **Milbank**
- Otterbourg Steindler Houston & Rose
- **Paul Weiss Rifkind Wharton & Garrison**
- Proskauer Rose
- **Quinn Emanuel Urquhart & Sullivan**
- Ropes & Gray
- **Skadden Arps Slate Meagher & Flom**
- **Stroock & Stroock & Lavan**
- **Wachtell Lipton Rosen & Katz**
- **Weil Gotshal & Manges**
- **White & Case**
- Willkie Farr & Gallagher

## Emerging Companies/Venture Capital

*Size of Practice in the Market:* Medium

*Current Hiring Demand of Practice:* Hot

*NY Note:* After many years of watching California from the sidelines, EC/VC representation in New York is front and center, representing companies and/or investors across a range of industries. This practice offers a general corporate skillset, which is an exception to most New York transactional practices, where associates specialize.

### **Firms to Consider for Emerging Companies/Venture Capital:**

- **Cooley**
- Covington & Burling
- Dentons
- DLA Piper
- **Fenwick & West**
- Foley Hoag
- Fox Rothschild
- **Goodwin Procter**
- **Gunderson Dettmer Stough Villeneuve Franklin & Hachigian**
- Hand Baldachin & Associates
- Kimelberg
- **Latham & Watkins**
- Loeb & Loeb
- **Lowenstein Sandler**
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Morrison Cohen
- Orrick Herrington & Sutcliffe
- Pillsbury Winthrop Shaw Pittman
- Sheppard, Mullin, Richter & Hampton
- WilmerHale
- **Wilson Sonsini Goodrich & Rosati**

# Energy

*Size of Practice in the Market:* Medium

*Current Hiring Demand of Practice:* Warm

*NY Note:* N/A

## **Firms to Consider for Energy:**

- **Akin Gump Strauss Hauer & Feld**
- **Baker Botts**
- **Bracewell**
- Cleary Gottlieb Steen & Hamilton
- Davis Polk & Wardwell
- Debevoise & Plimpton
- DLA Piper
- Freshfields Bruckhaus Deringer
- Gibson Dunn & Crutcher
- Haynes & Boone
- Hunton Andrews Kurth
- Jones Day
- King & Spalding
- Kirkland & Ellis
- **Latham & Watkins**
- Milbank
- Morgan Lewis & Bockius
- **Norton Rose Fulbright**
- Orrick Herrington & Sutcliffe
- Paul Hastings
- Pillsbury Winthrop Shaw Pittman
- Shearman & Sterling
- Sidley Austin
- **Simpson Thacher & Bartlett**
- **Skadden Arps Slate Meagher & Flom**
- Stroock & Stroock & Lavan
- Sullivan & Cromwell
- **Troutman Pepper**
- **Vinson & Elkins**
- **White & Case**
- Winston & Strawn

## Entertainment, Sports & Media

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Cool

*NY Note:* These practices exist in New York, but typically in small practices of BigLaw law firms (or at boutiques). There is little attrition out of these practices, making it hard to switch into during one's career, so prioritize entry into those practices during the summer or upon graduation if possible.

### **Firms to Consider for Entertainment, Sports & Media:**

- Baker Botts
- Ballard Spahr
- **Covington & Burling**
- **Cowan DeBaets Abrahams & Sheppard**
- **Cowan Liebowitz & Latman**
- Cravath Swaine & Moore
- Davis & Gilbert
- Davis Wright Tremaine
- Dentons
- DLA Piper
- **Frankfurt Kurnit Klein & Selz**
- **Franklin Weinrib Rudell & Vassallo**
- Gibson Dunn & Crutcher
- Greenberg Traurig
- **Grubman Shire, Meisalas & Sacks**
- Hughes Hubbard & Reed
- Jenner & Block
- **Levine Plotkin & Menin**
- **Loeb & Loeb**
- Mitchell Silberberg & Knupp
- O'Melveny & Myers
- Patterson Belknap Webb & Tyler
- Paul Weiss Rifkind Wharton & Garrison
- **Proskauer Rose**
- **Pryor Cashman Sherman & Flynn**
- **Reed Smith**
- **Schreck Rose Dapello Adams Berlin Dunham**

## Environmental

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Cool

*NY Note:* In BigLaw, environmental practices tend to serve as support teams for the firm's corporate practices, managing the environmental aspects and issues relating to mergers & acquisitions and the like.

### **Firms to Consider for Environmental:**

- Akin Gump Strauss Hauer & Feld
- Allen & Overy
- **Arnold & Porter**
- Beveridge & Diamond
- **Bryan Cave Leighton Paisner**
- **Cahill Gordon & Reindel**
- Cravath Swaine & Moore
- **Davis Polk & Wardwell**
- Debevoise & Plimpton
- Gibson Dunn & Crutcher
- Greenberg Traurig
- Kirkland & Ellis
- **Latham & Watkins**
- Morrison & Foerster
- O'Melveny & Myers
- Proskauer Rose
- Shearman & Sterling
- Sidley Austin
- Simpson Thacher & Bartlett
- Sive Paget & Riesel
- Sullivan & Cromwell
- White & Case



## Executive Compensation & Employee Benefits

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Warm

*NY Note:* In Big Law, EBEC practices, at least in part, tend to serve as support teams for the firm's corporate practices, managing the EBEC aspects and issues relating to mergers & acquisitions and the like.

### **Firms to Consider for Executive Compensation & Employee Benefits:**

- Akin Gump Strauss Hauer & Feld
- Cadwalader Wickersham & Taft
- **Cleary Gottlieb Steen & Hamilton**
- **Cravath Swaine & Moore**
- **Davis Polk & Wardwell**
- **Debevoise & Plimpton**
- Dechert
- Fried Frank Harris Shriver & Jacobson
- Kirkland & Ellis
- **Latham & Watkins**
- Morgan Lewis & Bockius
- **Paul Weiss Rifkind Wharton & Garrison**
- Pillsbury Winthrop Shaw Pittman
- **Proskauer Rose**
- Ropes & Gray
- Schulte Roth & Zabel
- Seyfarth Shaw
- Shearman & Sterling
- **Simpson Thacher & Bartlett**
- **Skadden Arps Slate Meagher & Flom**
- **Sullivan & Cromwell**
- **Wachtell Lipton Rosen & Katz**
- **Weil Gotshal & Manges**
- Willkie Farr & Gallagher

## Finance – Leveraged Finance

*Size of Practice in the Market:* Large

*Current Hiring Demand of Practice:* Hot

*NY Note:* Consider whether the finance practice focuses on sponsor/borrower or lender side (or a mix) as this client exposure (and the responsibilities associate with such a client focus) impacts your marketability for in-house roles in the future.

### **Firms to Consider for Leveraged Finance:**

- **Cahill Gordon & Reindel**
- Cleary Gottlieb Steen & Hamilton
- Clifford Chance
- Covington & Burling
- **Cravath Swaine & Moore**
- **Davis Polk & Wardwell**
- **Debevoise & Plimpton**
- Dechert
- Fried Frank Harris Shriver & Jacobson
- Gibson Dunn & Crutcher
- Goodwin Procter
- Jones Day
- King & Spalding
- **Kirkland & Ellis**
- **Latham & Watkins**
- Linklaters
- **Milbank**
- Morgan Lewis & Bockius
- Orrick Herrington & Sutcliffe
- Otterbourg Steindler Houston & Rose
- **Paul Hastings**
- **Paul Weiss Rifkind Wharton & Garrison**
- **Proskauer Rose**
- Ropes & Gray
- **Shearman & Sterling**
- **Simpson Thacher & Bartlett**
- **Skadden Arps Slate Meagher & Flom**
- **Sullivan & Cromwell**
- Vinson & Elkins
- Wachtell Lipton Rosen & Katz
- **Weil Gotshal & Manges**
- **White & Case**
- Willkie Farr & Gallagher
- Winston & Strawn

## Finance – Project Finance

*Size of Practice in the Market:* Medium

*Current Hiring Demand of Practice:* Hot

*NY Note:* Most project finance practices in New York currently have a moderate to heavy focus on renewables work, even if working with historic oil and gas-focused clients who are looking to pivot into that energy space. Several project finance practices have an international component to them, often with respect to Latin America.

### **Firms to Consider for Project Finance:**

- Allen & Overy
- Ashurst
- **Baker Botts**
- Baker & McKenzie
- Bracewell
- Cleary Gottlieb Steen & Hamilton
- Clifford Chance
- Debevoise & Plimpton
- DLA Piper
- Freshfields Bruckhaus Deringer
- Gibson Dunn & Crutcher
- **Hunton Andrews Kurth**
- **Kirkland & Ellis**
- **Latham & Watkins**
- Linklaters
- Mayer Brown
- **Milbank**
- Morgan Lewis & Bockius
- **Norton Rose Fulbright**
- Orrick Herrington & Sutcliffe
- Paul Hastings
- **Shearman & Sterling**
- Simpson Thacher & Bartlett
- **Skadden Arps Slate Meagher & Flom**
- Sullivan & Cromwell
- Troutman Pepper
- **White & Case**
- **Winston & Strawn**
- **Vinson & Elkins**

## FinTech

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Warm

*NY Note:* FinTech is a burgeoning practice area in New York, following the lead of other geographic regions, including Washington, DC and Northern California.

### **Firms to Consider for FinTech:**

- **Cooley**
- Covington & Burling
- Davis Polk & Wardwell
- Debevoise & Plimpton
- DLA Piper
- Goodwin Procter
- Hogan Lovells
- Jones Day
- Latham & Watkins
- Linklaters
- **Manatt Phelps & Phillips**
- Morrison & Foerster
- **Orrick Herrington & Sutcliffe**
- Paul Hastings
- **Perkins Coie**
- Sullivan & Cromwell
- Weil Gotshal & Manges
- White & Case

## Fund Formation/Investment Management

*Size of Practice in the Market:* Large

*Current Hiring Demand of Practice:* Hot

*NY Note:* This practice tends to be more New York-centric than some others. Practices vary based on client focus (sponsor/manager-focused versus investor-focused) and fund expertise (private equity vs. hedge vs. venture) and overall diversity of fund exposure.

### **Firms to Consider for Fund Formation/Investment Management:**

- **Akin Gump Strauss Hauer & Feld**
- Cleary Gottlieb Steen & Hamilton
- Davis Polk & Wardwell
- **Debevoise & Plimpton**
- Dechert
- **Fried Frank Harris Shriver & Jacobson**
- Gibson Dunn & Crutcher
- Katten Muchin Rosenman
- **Kirkland & Ellis**
- Latham & Watkins
- Lowenstein Sandler
- Morgan Lewis & Bockius
- **Paul Weiss Rifkind Wharton & Garrison**
- Proskauer Rose
- **Ropes & Gray**
- **Schulte Roth & Zabel**
- **Seward & Kissel**
- Shearman & Sterling
- Sidley Austin
- **Simpson Thacher & Bartlett**
- Skadden Arps Slate Meagher & Flom
- Weil Gotshal & Manges
- **Willkie Farr & Gallagher**

## Healthcare

*Size of Practice in the Market:* Small  
*Current Hiring Demand of Practice:* Warm  
*NY Note:* N/A

### **Firms to Consider for Healthcare:**

- **Arent Fox**
- Cadwalader Wickersham & Taft
- Covington & Burling
- Crowell & Moring
- Debevoise & Plimpton
- Dentons
- **Epstein Becker & Green**
- Faegre Drinker Biddle & Reath
- Garfunkel Wild
- Goodwin Procter
- Greenberg Traurig
- Hodgson Russ
- Hogan Lovells
- Katten Muchin Rosenman
- **Manatt Phelps & Phillips**
- **McDermott Will & Emery**
- Mintz Levin Cohn Ferris Glovsky & Popeo
- **Nixon Peabody**
- **Proskauer Rose**
- **Ropes & Gray**
- Sheppard Mullin

## Insurance

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Cool

*NY Note:* N/A

### **Firms to Consider for Transactional & Regulatory Insurance:**

- Clifford Chance
- **Debevoise & Plimpton**
- Drinker Biddle
- **Eversheds Sutherland**
- Hogan Lovells
- **Mayer Brown**
- McDermott Will & Emery
- **Sidley Austin**
- **Skadden Arps Slate Meagher & Flom**
- Stroock & Stroock & Lavan
- Sullivan & Cromwell
- **Willkie Farr & Gallagher**

### **Firms to Consider for Insurer/Reinsurer-Side Representation:**

- **Cahill Gordon & Reindel**
- **Chaffetz Lindsey**
- **Clyde & Co.**
- Debevoise & Plimpton
- **Dentons**
- Eversheds Sutherland
- Hogan Lovells
- Mound Cotton Wollan & Greengrass
- O'Melveny & Myers
- **Quinn Emanuel Urquhart & Sullivan**
- Rivkin Radler
- **Simpson Thacher & Bartlett**
- **Squire Patton Boggs**
- **Stroock & Stroock & Lavan**
- Wollmuth Maher & Deutsch

### **Firms to Consider for Policyholder-Side Representation:**

- **Anderson Kill**
- Blank Rome
- Jones Day
- **McKool Smith**
- **Proskauer Rose**
- Reed Smith
- **Willkie Farr & Gallagher**

## Intellectual Property – Patent Litigation & Prosecution

*Size of Practice in the Market:* Medium

*Current Hiring Demand of Practice:* Warm

*NY Note:* Patent litigation work in New York often is bifurcated between life sciences and technology-focused representation. More important, associates with undergraduate and/or graduate degrees in engineering or science will be prioritized and it can be difficult to move from one firm to another if you are a patent attorney without a science degree.

### **Firms to Consider for Patent Litigation & Prosecution:**

- Arnold & Porter
- **Baker Botts**
- Cravath Swaine & Moore
- **Desmarais**
- Fish & Richardson
- **Gibson Dunn & Crutcher**
- **Goodwin Procter**
- Hunton Andrews Kurth
- **Jones Day**
- King & Spalding
- **Kirkland & Ellis**
- Mayer Brown
- O'Melveny & Myers
- Orrick Herrington & Sutcliffe
- **Patterson Belknap Webb & Tyler**
- **Paul Hastings**
- **Paul Weiss Rifkind Wharton & Garrison**
- **Quinn Emanuel Urquhart & Sullivan**
- Ropes & Gray
- Sidley Austin
- Skadden Arps Slate Meagher & Flom
- **Venable**
- Weil Gotshal & Manges
- White & Case
- Willkie Farr & Gallagher
- **WilmerHale**



## Intellectual Property – Trademark & Copyright (“Soft IP”)

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Cool

*NY Note:* These practices exist in New York, but typically in small practices of BigLaw law firms (or at boutiques). There is little attrition out of these practices, making it hard to switch into during one’s career, so prioritize entry into those practices during the summer or upon graduation if possible.

### **Firms to Consider for Soft IP:**

- Baker & Hostetler
- Baker McKenzie
- Cowan DeBaets Abrahams & Sheppard
- Cowan Liebowitz & Latman
- Davis & Gilbert
- Davis Wright Tremaine
- Debevoise & Plimpton
- Dorsey & Whitney
- Frankfurt Kurnit Klein & Selz
- Fross Zelnick Lehrman & Zissu
- Greenberg Traurig
- Jenner & Block
- Kilpatrick Townsend & Stockton
- Kirkland & Ellis
- Lathrop Gage
- Norton Rose Fulbright
- Patterson Belknap Webb & Tyler
- Pryor Cashman
- Stroock & Stroock & Lavan
- Weil Gotshal & Manges

## Intellectual Property – Technology Transactions

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Hot

*NY Note:* There essentially are two types of technology transactions practices in New York – those that have their own clients and, therefore, are considered stand-alone practices, and those that serve as support teams for the firm's corporate practices, managing the technology aspects and issues relating to mergers & acquisitions and the like.

### **Firms to Consider for Technology Transactions:**

- **Cleary Gottlieb Steen & Hamilton**
- **Covington & Burling**
- Davis & Gilbert
- Debevoise & Plimpton
- Dechert
- Fenwick & West
- **Gibson Dunn & Crutcher**
- Goodwin Procter
- Gunderson Dettmer Stough Villeneuve Franklin & Hachigian
- Hughes Hubbard & Reed
- **Kirkland & Ellis**
- Loeb & Loeb
- Morrison & Foerster
- **Paul Weiss Rifkind Wharton & Garrison**
- **Perkins Coie**
- **Proskauer Rose**
- Ropes & Gray
- Simpson Thacher & Bartlett
- **Skadden Arps Slate Meagher & Flom**
- **Sullivan & Cromwell**
- **Weil Gotshal & Manges**
- **White & Case**

## International – Asia

*Size of Practice in the Market:* Medium

*Current Hiring Demand of Practice:* Warm

*NY Note:* In BigLaw, international work tends to refer to transactional work that has a cross-border element to it, either because the client is outside the U.S. or the transaction involves an entity, assets or an investment being made outside the U.S.

### **Firms to Consider for International Work in Asia:**

- Akin Gump Strauss Hauer & Feld
- **Allen & Overy**
- **Baker & McKenzie**
- Blank Rome
- Clifford Chance
- Covington & Burling
- Debevoise & Plimpton
- Dechert
- Dentons
- Dorsey & Whitney
- **Freshfields Bruckhaus Deringer**
- Gibson Dunn & Crutcher
- Haynes & Boone
- Jones Day
- K&L Gates
- Kirkland & Ellis
- Latham & Watkins
- Linklaters
- Milbank
- Morrison & Foerster
- Mayer Brown
- Norton Rose Fulbright
- Paul Hastings
- Paul Weiss Rifkind Wharton & Garrison
- Ropes & Gray
- Shearman & Sterling
- **Sidley Austin**
- Simpson Thacher & Bartlett
- **Skadden Arps Slate Meagher & Flom**
- Sullivan & Cromwell
- **White & Case**

## International – Latin America

*Size of Practice in the Market:* Medium

*Current Hiring Demand of Practice:* Warm

*NY Note:* In BigLaw, international work tends to refer to transactional work that has a cross-border element to it, either because the client is outside the U.S. or the transaction involves an entity, assets or an investment being made outside the U.S. Latin American work is most often found within project finance practices.

### **Firms to Consider for International Work in Latin America:**

- Allen & Overy
- Ashurst
- Baker & McKenzie
- **Cleary Gottlieb Steen & Hamilton**
- **Clifford Chance**
- Covington & Burling
- **Cravath Swaine & Moore**
- Curtis Mallet-Prevost Colt & Mosle
- Davis Polk & Wardwell
- **Debevoise & Plimpton**
- **Freshfields Bruckhaus Deringer**
- Gibson Dunn & Crutcher
- **Hogan Lovells**
- Holland & Knight
- Hughes Hubbard & Reed
- **Jones Day**
- **Latham & Watkins**
- Linklaters
- Mayer Brown
- **Milbank**
- Morgan Lewis & Bockius
- Norton Rose Fulbright
- **Paul Hastings**
- Proskauer Rose
- **Shearman & Sterling**
- Skadden Arps Slate Meagher & Flom
- Sidley Austin
- **Simpson Thacher & Bartlett**
- Sullivan & Cromwell
- **White & Case**

## International – Middle East

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Cool

*NY Note:* In BigLaw, international work tends to refer to transactional work that has a cross-border element to it, either because the client is outside the U.S. or the transaction involves an entity, assets or an investment being made outside the U.S.

### **Firms to Consider for International Work in the Middle East:**

- Akin Gump Strauss Hauer & Feld
- **Allen & Overy**
- Cleary Gottlieb Steen & Hamilton
- Dentons
- **DLA Piper**
- Gibson Dunn & Crutcher
- **King & Spalding**
- **Latham & Watkins**
- **Linklaters**
- Milbank
- Norton Rose Fulbright
- Reed Smith
- Shearman & Sterling
- **White & Case**

## Labor & Employment

*Size of Practice in the Market:* Medium

*Current Hiring Demand of Practice:* Hot

*NY Note:* N/A

### **Firms to Consider for Labor & Employment:**

- Arnold & Porter
- Bond Schoeneck & King
- Davis & Gilbert
- Davis Wright Tremaine
- **Epstein Becker & Green**
- Holland & Knight
- **Jackson Lewis**
- **Jones Day**
- **Kramer Levin Naftalis & Frankel**
- **Little Mendelson**
- **Morgan Lewis & Bockius**
- Ogletree Deakins
- **Orrick Herrington & Sutcliffe**
- **Paul Hastings**
- **Proskauer Rose**
- **Seyfarth Shaw**
- Skadden Arps Slate Meagher & Flom
- **Weil Gotshal & Manges**

## Litigation – General Commercial

*Size of Practice in the Market:* Large

*Current Hiring Demand of Practice:* Warm

*NY Note:* See introduction.

### **Firms to Consider for General Commercial Litigation:**

- Arnold & Porter
- **Boies Schiller & Flexner**
- Cahill Gordon & Reindel
- Cleary Gottlieb Steen & Hamilton
- Cohen & Gresser
- **Cooley**
- Covington & Burling
- **Cravath Swaine & Moore**
- **Davis Polk & Wardwell**
- **Debevoise & Plimpton**
- DLA Piper
- Freshfields Bruckhaus Deringer
- Fried Frank Harris Shriver & Jacobson
- Friedman Kaplan Seiler & Adelman
- **Gibson Dunn & Crutcher**
- **Goodwin Procter**
- Hughes Hubbard & Reed
- Jenner & Block
- Jones Day
- Kasowitz Benson & Torres
- **King & Spalding**
- **Kirkland & Ellis**
- **Kramer Levin Naftalis & Frankel**
- **Latham & Watkins**
- Mayer Brown
- Milbank
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Patterson Belknap Webb & Tyler
- **Paul Weiss Rifkind Wharton & Garrison**
- Proskauer Rose
- **Quinn Emanuel Urquhart & Sullivan**
- Shearman & Sterling
- **Simpson Thacher & Bartlett**
- **Skadden Arps Slate Meagher & Flom**
- **Sullivan & Cromwell**
- Wachtell Lipton Rosen & Katz
- Weil Gotshal & Manges
- Willkie Farr & Gallagher
- **WilmerHale**
- Winston & Strawn

## Litigation – International Arbitration

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Cool

*NY Note:* International Arbitration practices tend to be stand-alone teams, distinct from general litigation. Because they are small practices of BigLaw law firms (or boutiques), it can be difficult to transition into International Arbitration during one's career, so prioritize entry into those practices during the summer or upon graduation if possible. Language skills are very helpful in this practice area.

### **Firms to Consider for International Arbitration:**

- **Arnold & Porter**
- Baker Botts
- Baker & McKenzie
- **Chaffetz Lindsey**
- **Cleary Gottlieb Steen & Hamilton**
- **Covington & Burling**
- **Curtis Mallet-Prevost Colt & Mosle**
- **Debevoise & Plimpton**
- Foley Hoag
- **Freshfields Bruckhaus Deringer**
- **Gibson Dunn & Crutcher**
- Hogan Lovells
- Hughes Hubbard & Reed
- **King & Spalding**
- Latham & Watkins
- Norton Rose Fulbright
- Quinn Emanuel Urquhart & Sullivan
- Proskauer Rose
- Shearman & Sterling
- **Sidley Austin**
- **Skadden Arps Slate Meagher & Flom**
- Sullivan & Cromwell
- **White & Case**
- WilmerHale



## Litigation – Products Liability & Mass Torts

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Cool

*NY Note:* N/A

### **Firms to Consider for Products Liability & Mass Torts:**

- **Arnold & Porter**
- Baker Botts
- Covington & Burling
- **Davis Polk & Wardwell**
- **Dechert**
- **DLA Piper**
- Faegre Drinker Biddle
- Gibbons
- **Gibson Dunn & Crutcher**
- Goodwin Procter
- **Greenberg Traurig**
- **Herbert Smith**
- Hogan Lovells
- Holland & Knight
- **Hughes Hubbard & Reed**
- Jones Day
- Kasowitz Benson Torres
- **King & Spalding**
- **Kirkland & Ellis**
- Mayer Brown
- Morgan Lewis & Bockius
- Morrison & Foerster
- Nixon Peabody
- Norton Rose Fulbright
- Orrick Herrington & Sutcliffe
- Patterson Belknap Webb & Tyler
- Troutman Pepper
- Proskauer Rose
- Quinn Emanuel Emanuel Urquhart & Sullivan
- **Reed Smith**
- **Sidley Austin**
- Simpson Thacher & Bartlett
- Skadden Arps Slate Meagher & Flom
- **Venable**
- Winston & Strawn

## Litigation – Securities

*Size of Practice in the Market:* Large

*Current Hiring Demand of Practice:* Cool

*NY Note:* See introduction.

### **Firms to Consider for Securities Litigation:**

- Cleary Gottlieb Steen & Hamilton
- **Cravath, Swaine & Moore**
- **Davis Polk & Wardwell**
- Debevoise & Plimpton
- **Gibson, Dunn & Crutcher**
- Kirkland & Ellis
- **Latham & Watkins**
- Milbank
- **Paul, Weiss, Rifkind, Wharton & Garrison**
- **Shearman & Sterling**
- Sidley Austin
- **Simpson Thacher & Bartlett**
- **Skadden, Arps, Slate, Meagher & Flom**
- **Sullivan & Cromwell**
- **Wachtell, Lipton, Rosen & Katz**
- **Weil, Gotshal & Manges**
- Willkie Farr & Gallagher
- WilmerHale

# Litigation – White Collar, Enforcement & Internal Investigations

*Size of Practice in the Market:* Medium

*Current Hiring Demand of Practice:* Cool

*NY Note:* See introduction.

## **Firms to Consider for White Collar, Enforcement & Internal Investigations:**

- **Akin Gump Strauss Hauer & Feld**
- Allen & Overy
- **Cleary Gottlieb Steen & Hamilton**
- Cahill Gordon & Reindel
- Clifford Chance
- Cohen & Gresser
- Cooley
- **Covington & Burling**
- **Davis Polk & Wardwell**
- **Debevoise & Plimpton**
- **Dechert**
- **Gibson Dunn & Crutcher**
- Goodwin Procter
- Freshfields Bruckhaus Deringer
- Fried Frank Harris Shriver & Jacobson
- Holwell Shuster & Goldberg
- Jenner & Block
- King & Spalding
- Kirkland & Ellis
- Kobre & Kim
- **Kramer Levin Naftalis & Frankel**
- Lankler Siffert & Wohl
- **Latham & Watkins**
- Levine Lee
- **Milbank**
- MoloLamken
- Morrison & Foerster
- Morvillo Abromowitz Grand Iason & Anello
- O'Melveny & Myers
- **Paul Weiss Rifkind Wharton & Garrison**
- Ropes & Gray
- Shearman & Sterling
- Sidley Austin
- Simpson Thacher & Bartlett
- **Skadden Arps Slate Meagher & Flom**
- Smith Villazor
- Spears & Imes
- **Sullivan & Cromwell**
- **Wachtell Lipton Rosen & Katz**
- Weil Gotshal & Manges
- WilmerHale

## Mergers & Acquisitions and/or Private Equity

*Size of Practice in the Market:* Large

*Current Hiring Demand of Practice:* Hot

*NY Note:* When considering this practice, look at the firm's client base and typical size and type of transaction – often times, firms offer a mix of public and private M&A and private equity transactions, but others have a focus in one of these three sub-areas. All offer strong experience for purposes of moving in-house in the future or making a geographic move in the future.

### **Firms to Consider for Mergers & Acquisitions and/or Private Equity:**

- Arnold & Porter
- Akin Gump Strauss Hauer & Feld
- Baker Botts
- Baker & McKenzie
- Cleary Gottlieb Steen & Hamilton
- Clifford Chance
- Cooley
- **Cravath Swaine & Moore**
- Covington & Burling
- **Davis Polk & Wardwell**
- **Debevoise & Plimpton**
- **Freshfields Bruckhaus Deringer**
- Fried Frank Harris Shriver & Jacobson
- **Gibson Dunn & Crutcher**
- Goodwin Procter
- Jones Day
- **Kirkland & Ellis**
- Kramer Levin Naftalis & Frankel
- **Latham & Watkins**
- Milbank
- Morgan Lewis & Bockius
- **Paul Weiss Rifkind Wharton & Garrison**
- Proskauer Rose
- Ropes & Gray
- Schulte Roth & Zabel
- Shearman & Sterling
- **Simpson Thacher & Bartlett**
- **Skadden Arps Slate Meagher & Flom**
- **Sullivan & Cromwell**
- **Wachtell, Lipton, Rosen & Katz**
- **Weil Gotshal & Manges**
- White & Case
- Willkie Farr & Gallagher
- Winston & Strawn

## Privacy & Cybersecurity

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Hot

*NY Note:* Privacy/cybersecurity is a burgeoning practice area in New York, following the lead of other geographic regions, including Washington, DC and Northern California.

### **Firms to Consider for Privacy & Cybersecurity:**

- Arnold & Porter
- Baker & Hostetler
- **Baker & McKenzie**
- Cleary Gottlieb Steen & Hamilton
- Cohen & Gresser
- **Cooley**
- **Covington & Burling**
- Davis & Gilbert
- Davis Wright Tremaine
- Debevoise & Plimpton
- **DLA Piper**
- Eversheds Sutherland
- **Gibson Dunn & Crutcher**
- Greenberg Traurig
- **Hunton Andrews Kurth**
- **Loeb & Loeb**
- **Manatt, Phelps & Phillips**
- **Morrison & Foerster**
- Norton Rose Fulbright
- **Orrick Herrington & Sutcliffe**
- **Perkins Coie**
- Reed Smith
- **Sidley Austin**
- Sullivan & Cromwell
- **Venable**
- WilmerHale
- **ZwillGen**

## Real Estate – Corporate & Finance

*Size of Practice in the Market:* Medium

*Current Hiring Demand of Practice:* Warm

*NY Note:* In Big Law, certain real estate practices focus on borrower or lender-side real estate financings and/or serve as support teams for the firm's corporate practices, managing the real estate aspects and issues relating to mergers & acquisitions and the like.

### **Firms to Consider for Real Estate (Corporate & Finance):**

- Arnold & Porter
- Bryan Cave
- **Cleary Gottlieb Steen & Hamilton**
- Debevoise & Plimpton
- Dechert
- DLA Piper
- Duval & Stachenfeld
- **Fried Frank Harris Shriver & Jacobson**
- **Gibson Dunn & Crutcher**
- Goodwin Procter
- Goulston & Storrs
- Haynes & Boone
- Herrick Feinstein
- Hunton Andrews Kruth
- Jones Day
- King & Spalding
- **Kirkland & Ellis**
- Latham & Watkins
- **Morrison & Foerster**
- **Paul Weiss Rifkind Wharton & Garrison**
- **Proskauer Rose**
- Riemer & Braunstein
- Schulte Roth & Zabel
- Shearman & Sterling
- **Sidley Austin**
- **Simpson Thacher & Bartlett**
- **Skadden Arps Slate Meagher & Flom**
- Stroock & Stroock & Lavan
- **Sullivan & Cromwell**
- Vinson & Elkins
- Weil Gotshal & Manges
- Willkie Farr & Gallagher

## Real Estate – Dirt

*Size of Practice in the Market:* Medium

*Current Hiring Demand of Practice:* Warm

*NY Note:* Firms with strong “dirt” practices tend to offer the widest mix of stand-alone real estate work, either with a New York focus or on a national scale.

### **Firms to Consider for Real Estate (Dirt):**

- **Bryan Cave Leighton Paisner**
- Davis & Gilbert (Leasing)
- Debevoise & Plimpton
- **DLA Piper**
- **Fried Frank Harris Shriver & Jacobson**
- **Gibson Dunn & Crutcher**
- **Greenberg Traurig**
- **Goulston & Storrs**
- **Herrick Feinstein**
- **Holland & Knight**
- **Kelley Drye & Warren**
- **Kramer Levin Naftalis & Frankel**
- Loeb & Loeb
- **Paul Hastings**
- Paul Weiss Rifkind Wharton & Garrison
- Seyfarth Shaw
- **Proskauer Rose**
- **Skadden Arps Slate Meagher & Flom**
- **Stroock & Stroock & Lavan**
- Vinson & Elkins
- Willkie Farr & Gallagher

## Regulatory – Banking, Regulatory & Financial Institutions (“FIG”)

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Warm

*NY Note:* Certain regulatory practices are found in greater abundance in Washington, DC; New York houses small teams or individual specialists, often with a focus on broker-dealer, securities, or banking regulations.

### **Firms to Consider for Banking, Regulatory & Financial Institutions:**

- **Arnold & Porter**
- **Cleary Gottlieb Steen & Hamilton**
- **Covington & Burling**
- Cravath Swaine & Moore
- **Davis Polk & Wardwell**
- **Debevoise & Plimpton**
- Milbank
- Morgan Lewis & Bockius
- Shearman & Sterling
- Sidley Austin
- Simpson Thacher & Bartlett
- **Skadden Arps Slate Meagher & Flom**
- **Sullivan & Cromwell**
- Weil Gotshal & Manges



## Securities/Capital Markets/Public Companies Representation

*Size of Practice in the Market:* Medium

*Current Hiring Demand of Practice:* Hot

*NY Note:* This practice area typically focuses on issuer and/or underwriter transactions. There is often a sub-group or separate group that focuses on securities regulations and filings and general company advisory work (Public Companies Representation) rather than transactional work. Both offer strong experience for purposes of moving in-house in the future.

### **Firms to Consider for Securities/Capital Markets/Public Companies Representation:**

- Baker Botts
- **Cahill Gordon & Reindel**
- **Cleary Gottlieb Steen & Hamilton**
- Cooley
- **Cravath Swaine & Moore**
- **Davis Polk & Wardwell**
- **Debevoise & Plimpton**
- Freshfields Bruckhaus Deringer
- **Fried Frank Harris Shriver & Jacobson**
- Gibson Dunn & Crutcher
- Goodwin Procter
- Jones Day
- **Kirkland & Ellis**
- **Latham & Watkins**
- Milbank
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Morgan Lewis & Bockius
- **Paul Weiss Rifkind Wharton & Garrison**
- Proskauer Rose
- Ropes & Gray
- Shearman & Sterling
- Sidley Austin
- **Simpson Thacher & Bartlett**
- **Skadden Arps Slate Meagher & Flom**
- **Sullivan & Cromwell**
- Weil Gotshal & Manges
- **White & Case**
- Wilson Sonsini Goodrich & Rosati

## Structured Products & Derivatives

*Size of Practice in the Market:* Medium

*Current Hiring Demand of Practice:* Hot

*NY Note:* This is a predominantly New York-centric practice area, which could prove somewhat challenging to parlay into a position in a different geographic region.

### **Firms to Consider for Structured Products & Derivatives:**

- Allen & Overy
- **Alston & Bird**
- **Arnold & Porter**
- Bryan Cave Leighton Paisner
- **Cadwalader Wickersham & Taft**
- Chapman & Cutler
- Cleary Gottlieb Steen & Hamilton
- **Clifford Chance**
- **Davis Polk & Wardwell**
- **Dechert**
- **Dentons**
- DLA Piper
- Freshfields Bruckhaus Deringer
- **Hunton Andrews Kurth**
- Jones Day
- **Latham & Watkins**
- Linklaters
- **Katten Muchin Rosenman**
- Kramer Levin Naftalis & Frankel
- **Mayer Brown**
- McDermott Will & Emery
- **Milbank**
- **Morgan Lewis & Bockius**
- Morrison & Foerster
- **Orrick Herrington & Sutcliffe**
- Paul Hastings
- Paul Weiss Rifkind Wharton & Garrison
- **Schulte Roth & Zabel**
- Shearman & Sterling
- **Sidley Austin**
- Skadden Arps Slate Meagher & Flom
- Sullivan & Cromwell
- **Weil Gotshal & Manges**
- Willkie Farr & Gallagher

## Tax – Corporate Tax

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Warm

*NY Note:* In Big Law, corporate tax practices tend to serve as support teams for the firm's corporate practices, managing the tax aspects and issues relating to mergers & acquisitions and the like.

### **Firms to Consider for Corporate Tax:**

- **Akin Gump Strauss Hauer & Feld**
- Alston & Bird
- Bracewell
- Brown Rudnick
- Cadwalader Wickersham & Taft
- **Cleary Gottlieb Steen & Hamilton**
- Clifford Chance
- Cooley
- **Cravath Swaine & Moore**
- **Davis Polk & Wardwell**
- **Debevoise & Plimpton**
- Fried Frank Harris Shriver & Jacobson
- Gibson Dunn & Crutcher
- Goodwin Procter
- **Kirkland & Ellis**
- Kramer Levin Naftalis & Frankel
- **Latham & Watkins**
- McDermott Will & Emery
- Milbank
- Morgan Lewis & Bockius
- **Paul Weiss Rifkind Wharton & Garrison**
- Proskauer Rose
- Ropes & Gray
- Schulte Roth & Zabel
- Shearman & Sterling
- Sidley Austin
- **Simpson Thacher & Bartlett**
- **Skadden Arps Slate Meagher & Flom**
- **Sullivan & Cromwell**
- **Wachtell Lipton Rosen & Katz**
- **Weil Gotshal & Manges**
- White & Case
- Willkie Farr & Gallagher

## **Tax – Tax Controversy**

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Cool

*NY Note:* Tax controversy work is found in greater abundance in Washington, DC; New York houses much small teams.

### **Firms to Consider for Tax Controversy:**

- Akerman
- Alston & Bird
- **Baker McKenzie**
- **Baker Hostetler**
- **Caplin & Drysdale**
- **DLA Piper**
- **Eversheds Sutherland**
- **Mayer Brown**
- Morgan Lewis & Bockius
- Roberts & Holland
- Sidley Austin

## Trusts & Estates

*Size of Practice in the Market:* Small

*Current Hiring Demand of Practice:* Cool

*NY Note:* Trusts & Estates tend to be stand-alone practices within BigLaw, with their own clients or that service the firm's high net worth clients. Because they are small practices of BigLaw law firms (or boutiques), it can be difficult to transition into Trusts & Estates during one's career, so prioritize entry into those practices during the summer or upon graduation if possible.

### **Firms to Consider for Trusts & Estates:**

- Arnold & Porter
- Blank Rome
- Cadwalader Wickersham & Taft
- Carter Ledyard & Milburn
- Cozen O'Connor
- Davis Polk & Wardwell
- **Day Pitney**
- Greenberg Traurig
- Holland & Knight
- **Katten Muchin Rosenman**
- Loeb & Loeb
- **McDermott Will & Emery**
- **Milbank**
- **Paul Weiss Rifkind Wharton & Garrison**
- **Proskauer Rose**
- **Skadden Arps Slate Meagher & Flom**
- **Schulte Roth & Zabel**
- Strock & Strock & Lavan
- **Sullivan & Cromwell**
- White & Case
- **Willkie Farr & Gallagher**
- **Withers Bergman**