MULTI-OFFICE DATA
WOODBRIDGE, NJ

GREENBAUM, ROWE

GREENBAUM, ROWE, SMITH & DAVIS LLP
P. O. BOX 5600, WOODBRIDGE, NJ 07095
Ph: (732)549-5600, www.greenbaumlaw.com
Hiring Attorney: **Alan Naar, Esq.**
Address Inquiries To:
Victoria Martignetti
Recruitment Coordinator
GREENBAUM, ROWE, SMITH & DAVIS LLP
P. O. Box 5600
Woodbridge, NJ 07095
(732)549-5600 vmartignetti@greenbaumlaw.com

Total # offices: **2** Firm size range: **51-100**
offices on form: **2** NALP member? **Y**
Total # of Attorneys: **100** Reporting for: **All Offices**

PRIMARY PRACTICE AREAS:	# Ptrs/Mbrs	# Assoc. & Oth. Lawy.
Litigation	**33**	**30**
Corporate	**5**	**4**
Real Estate	**12**	**8**
Tax, Trusts & Estates	**6**	**2**

COMPENSATION & EMPLOYMENT DATA:

	2011	BEGAN WORK IN				EXPECTED
Lawyers	Compensation	2009		2010		2011
Laterals		3	( )	1	( )	tbd
Post-clerkship		1	(1)	1	(1)	tbd
Entry-level	115,000 /yr	1	(1)	0	( )	tbd
LLMs (US)			( )		( )	
LLMs (non-US)			( )		( )	
Summer						
Post-3Ls	$/wk		( )		( )	
2Ls	tbd $/wk	3	( )	0	( )	2
1Ls	$/wk	1				

2010 summer 2Ls considered for associate offers: # offers made:
Hire school term clerks? **N**
1Ls hired? **N** When after 12/1 should 1Ls apply?
Split summers allowed? **CBC** If yes, minimum weeks:
Comments: **Based upon the needs of the law student and the firm.**
Accept applications for 2012 summer program from:
Joint degree students graduating in 2014? **N**
Evening students graduating in 2014? **N**
Judicial clerks? **N** Students at non-US law schools? **N**
Hiring Criteria: **Excellent academic credentials, law review/journal experience and moot court preferred.**

CLERKSHIP/CREDIT/SUPPLEMENTAL COMPENSATION:
Judicial clerkship bonus? **N**
Comp./prog. credit for judicial clerkship? **Y**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments: **Firm reimburses up to $2,300 towards the NJ Bar review course, the cost of the NJ Bar exam and fees for admission to the NJ Bar, as well as costs for the skills and methods course.**
PARTNERSHIP DATA: Two or more tiers? **Y**
Additional partnership prog. info: **Must be associated with the firm for three years before being considered for partnership.**

WORK/LIFE INFORMATION:
Part-time allowed? **CBC** Part-time avail.to entry-level? **N**
 # p-t assoc. (m) **1** (w) **ptrs/mbrs.** (m) **1** (w) **oth. lawy.** (m) **1** (w)
Elig. for alt. work sched. determined by: **Managing Partner & Department Chair**
Paid non-medical parental leave? **N**
Comments:

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

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	1	0	0	0
	Women	0	0	1	0
White	Men	43	14	11	1
	Women	10	16	2	0
Black/African American	Men	1	0	0	0
	Women	0	0	0	0
Nat. Hawaiian/ Other Pacific Is.	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	1	0	0	1
Amer. Indian/ Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or More Races	Men	0	0	0	0
	Women	0	0	0	0
TOTAL	Men	45	14	11	1
	Women	11	16	3	1
TOTAL NUMBER		56	30	14	2
Disabled	Men	0	0	0	0
	Women	0	0	0	0
Openly GLBT	Men	0	0	0	0
	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: **Attend NJLFG Job Fair. NJLFG Mentor Program participant.**

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2010 : **3** # job fairs/consortia attended in 2010 : **1**

BILLABLE HOURS: **2009** **2010**
Avg annual assoc. hrs worked:
Avg. annual assoc. billable hrs:
Is there a minimum billable hours expectation? **Y** If yes, number: **1850**
Hours policy details:

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 billable hours: ☐ avg. hrs. per attorney:
Participation: **23** % assoc. **17** % ptrs/mbrs **5** % other lawyers

PUBLIC INTEREST FELLOWSHIPS (see www.pslawnet.org for more information):
Sponsor split pub int. summer and/or post-graduate fellowship? **N**
Comments:

NARRATIVE: Greenbaum is recognized throughout the New Jersey business and legal community as one of the most respected and distinguished law firms in the state. Established in 1914, the firm's reputation has been based upon an unfailing commitment to excellence in representing its clients.
The firm provides a full range of litigation, corporate, real estate, tax and trust & estate services. While we serve regional and national clients doing business in New Jersey, we have a mid-market business focus.
Our summer associate program is designed to provide a realistic view of practicing law at the firm. Through direct contact with attorneys and staff, our summers get to know the firm's philosophy and culture in a friendly and supportive environment where we represent the interests of our clients on challenging and often cutting edge matters.

Please visit www.greenbaumlaw.com for more information about our firm.

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.