

CLEARY GOTTLIB

Innovative Work
Extraordinary People



Washington, D.C.



London



Brussels



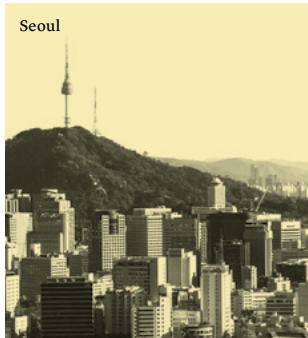
Rome



Milan



Seoul



New York



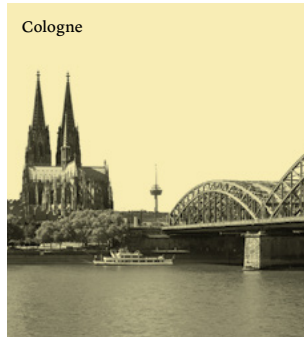
Paris



Hong Kong



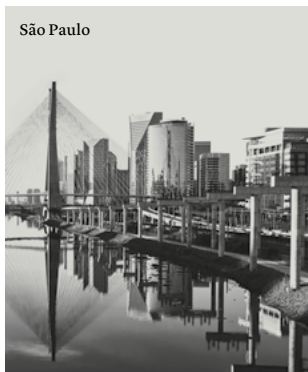
Cologne



Frankfurt



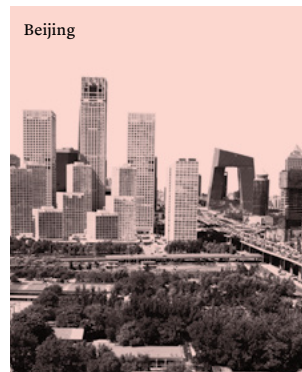
São Paulo



Abu Dhabi



Beijing



Bay Area



In 1946, seven distinguished lawyers had the vision to regard the law as a global profession and the courage to create a firm dedicated to the concept that legal excellence can be achieved only when lawyers in a firm cooperate in their practice rather than compete. In so doing, the founders of Cleary Gottlieb created an environment where collegiality, trust, and respect are the guiding principles under which we work all over the world today.



A Focus on Excellence



“Cleary Gottlieb has been a global firm since the very beginning, and we understand the value of this for our clients and our culture. We take opening an office seriously and understand the commitment it represents to a region. When you walk into any of Cleary’s 16 offices, you immediately sense that it is part of one integrated firm.”

Francesca Odell
Partner

Ranked No. 1 in
the “Global Elite”

Global Competition Review,
2023

Top 20 Firm
on the A-List

The American Lawyer, 2022

Law Firm of
the Year in
Latin America
(for a record 10th time)
LatinFinance, 2022

Clients trust us to handle their most challenging assignments, including innovative deals, large corporate transactions, and high-profile litigation.

Our work is complex, and we believe you will find it interesting and rewarding. At Cleary, you’ll have the opportunity to work on top-notch cases and transactions where the stakes are the highest and where your talents can make a difference in the outcome of a case or completion of a deal.

Cleary ranks at or near the top of every list measuring law firm success, including *Vault*, *Chambers*, *The American Lawyer* and its “Diversity Scorecard,” and the *Financial Times*’ “U.S. Innovative Lawyers” report.

“Cleary are always at the forefront of all arising issues and have great lawyers that can assist with the most complex matters.”

Chambers Global, 2023

“We focus on teamwork and delivering results. It’s all about getting the best possible outcome for our clients.”

Jeremy Calsyn
Partner



A Pioneer in Globalizing the Legal Profession

We are proud of the way we build our presence abroad. The offices we open in new locations are staffed with homegrown Cleary Gottlieb lawyers, which preserves our culture. Equally important, we bring the talents of lawyers across the firm to bear on issues facing local clients.

We've routinely received "matter of the year" and individual lawyer awards from a range of publications, including *The American Lawyer*, *The Asian Lawyer*, *Asian Legal Business*, *China Business Law Journal*, *Euromoney*, *India Business Law Journal*, *Institute of Competition Law*, *International Financial Law Review*, *International Tax Review*, *LatinFinance*, *Latin Lawyer*, *Law360*, *LegalCommunity*, *Project Finance*, and *Turnarounds & Workouts*.



"One thing that became clear to me when I worked in our Brussels office: Cleary Gottlieb is, to its core, a global firm. The lawyers in each of our offices have the combination of local and international perspectives needed to do their work at the highest level."

Daniel Culley
Partner



"I've been resident in Cleary offices in the U.S. and UK—that kind of immersive international experience has made me a better lawyer and impacts how I approach every matter that crosses my desk."

Jamal Fulton
Partner

58

languages
spoken

74

countries
represented

1/3

of our partners
have worked in
two or more of
the firm's offices

**Italian Firm of the Year
for Technology, Oil & Gas
Energy, and Banks**

TopLegal Industry Awards, 2023

**Behavioral Matter of the
Year – Asia-Pacific, Middle
East, and Africa (India/
Google)**

*Global Competition Review
Awards, 2023*

**M&A Deal of the Year –
Midsize (TPG/Fractal
Analytics)**

*Asian Legal Business India Law
Awards, 2023*

**Restructuring Deal of the
Year (Garuda Indonesia's
\$9.58 billion restructuring)**
IFLR Asia-Pacific Awards, 2023

**No. 1 International Firm
in Latin America**

*Latin American Corporate Counsel
Association, 2013-2022*

**M&A Transaction of the
Year and "Grand Prix"
Winner (Veolia/Suez)**

Club des Trente, 2022

**Equity Deal of the Year
(Fertiglobe's IPO)**

IFLR Middle East Awards, 2022

**South Korea International
Firm of the Year**

*Chambers Asia-Pacific, 2013, 2015,
2017, 2020, 2021, and 2022*

Professional Development and Training

“One of the most satisfying parts of practicing at Cleary is helping new lawyers enter the profession and gain confidence in their skills as top-notch attorneys. I routinely ask junior lawyers to take the lead on key issues, interfacing directly with clients and adversaries, and building a record of experiences and relationships that will support the rest of their careers.”

Nowell Bamberger
Partner



Innovative International Firm of the Year

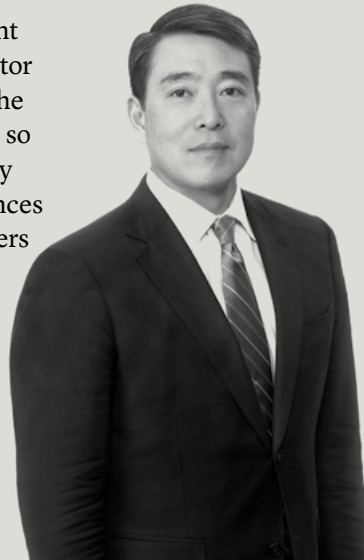
*Euromoney Americas
Women in Business
Law Awards, 2022*

We provide training so you can integrate quickly and take responsibility in client matters early in your career.

- All Cleary lawyers spend their first two weeks in our “miniMBA” course, which covers the basics of Wall Street, finance, accounting, and other topics usually found in an MBA course.
- A rich in-house CLE program is offered throughout the year, with comprehensive courses at all levels in all practice areas.
- First-year associates have access to training covering all of our practice areas.
- We offer a structured curriculum aimed at developing skills such as communication, negotiation, project management, business development, effective delegation, giving feedback, and more.
- All associates are supported by Attorney Development Managers, who provide feedback and guidance, and help create individual development plans.

“In my mind, one of the most important things we do as senior lawyers is mentor those who are junior to us. They are the future of our firm and our profession, so we need to invest in them. Some of my most rewarding professional experiences have come from watching junior lawyers grow and develop into legal stars and good mentors themselves.”

Joon Kim
Partner



“In addition to the many formal training and mentorship programs that the firm offers, Cleary fosters an environment of apprenticeship that empowers associates to immerse themselves – and take a leadership role in – challenging, high-profile matters. It’s an aspect of the invaluable informal education that comes with working alongside your Cleary colleagues.”

Katie Gonzalez
Associate



Senior Guidance

“Supporting the development and professional growth of new lawyers is one of our top priorities. As a senior lawyer at the firm, I consider it a responsibility and privilege to train the lawyers coming up behind me and offer them guidance as they advance in their careers. This informs my perspective as Co-Chair of the Talent Committee.”

Abena Mainoo

Partner



80%

of our current
partners joined the
firm as associates

52%

of our U.S.-based
associates are
women

You will receive more than a handshake and an orientation package when you arrive at Cleary Gottlieb. You will start a relationship with an assigned mentor, an experienced lawyer who can guide you through professional and personal life at the firm.

Even more important, though, is the day-to-day mentoring you'll receive working with senior lawyers, advising clients, and participating in firm life. You'll have opportunities to connect with mentors both inside and outside of your practice group. Cleary lawyers take the time to help and support each other.

Our approach to mentoring is one that comes full circle. We guide your career ahead and, in turn, eventually you will help new associates advance their careers.

Cleary's associate compensation model is based on seniority at all levels. Because we operate as a single, integrated global partnership, Cleary is able to provide clients with seamless legal representation across the world and emphasize a culture of collegiality instead of internal competition.



“At Cleary, there is no shortage of mentors to turn to if you need guidance on a particular matter or with respect to your career more generally. Taking advantage of the firm's number one resource—its people—has been imperative to the development of my legal career.”

Luke Barefoot

Partner

Summer Experience

Your experience in our summer program will be more than academic. You'll work closely with established attorneys to play a meaningful role in firm matters. Partners and other senior lawyers supervise your work, and associates from our Summer Program Committee mentor you.

Your summer associate experience will not be confined to the Bay Area, New York or Washington, D.C. International assignments are plentiful and summer associates are given the opportunity to spend time working in Cleary's overseas offices.

Our program includes formal and informal training. We offer litigation training, 'Wall Street Lunches,' and corporate practice seminars, all of which are targeted specifically to summer associates. In addition, summer associates are invited to attend presentations that introduce them to practices throughout the firm as well as the lawyers in each area.

We also provide opportunities for summer associates to get to know Cleary lawyers and each other through events such as partner-hosted dinners, theater shows, cooking class competitions, concerts, and sporting events.



"As a summer associate at Cleary, you will gain exposure to our collaborative, interdisciplinary, and cross-border practice and get to know your dynamic new colleagues. This is also a great opportunity to establish mentoring relationships that can sustain you throughout your career."

Matthew C. Solomon
Partner

25
schools are
represented by
the students in
our summer class



"One of the greatest benefits of my Cleary summer experience was the availability of senior lawyers to guide me in my professional development. With their formal and informal mentoring, I was able to build a career path and gain confidence in my skillset as a lawyer."

Alix Simnock
Associate

"I came to Cleary because it felt like a place I could work on cutting-edge legal issues with people I genuinely liked, in an environment that encouraged me to both excel professionally and be myself. My years at Cleary have proven that my first impression was exactly right."

Tom Kessler
Partner



Recent Accolades and Awards

Our clients call on us when simple solutions will not do. We represent multinational corporations, international financial institutions, sovereign governments and their agencies, and domestic corporations and financial institutions around the world.

100% Corporate Equality Index Score

Human Rights Campaign Foundation, 2022

Top 5 in the Diversity Scorecard

The American Lawyer, 2022

247

practice and lawyer rankings earned in the *Chambers Global* 2023 edition

55

of these rankings were top-tier

100K

pro bono hours

“We know that clients come to Cleary for elegant and creative solutions to complicated problems. I love working on those challenges and delivering above and beyond our clients’ expectations.”

Elaine Ewing

Partner



“One of the values we hold highest is delivering the best possible advice and advocacy to every client. Our clients trust us with their most difficult and novel problems, and we pride ourselves on delivering first-rate work in return.”

Kimberly Spoerri

Partner



Recent notable achievements and awards include:

Cross-Border Restructuring of the Year (Grupo Aeroméxico Chapter 11)

The M&A Advisor, 2023

Merger Control Matter of the Year – Americas (UnitedHealth Group/Change Healthcare)

Global Competition Review Awards, 2023

M&A Deal of the Year (TPG/Tata Motors JV)

India Business Law Journal, 2022

Asia Deal of the Year (TPG’s acquisition of iNova Pharmaceuticals)

Private Equity International Awards, 2022

Sustainable Loan of the Year

(Barbados’ \$146.5 million blue loans)

IFR Awards, 2022

Philippines Capital Markets Deal of the Year (The Republic of the Philippines’ \$2 billion triple-tranche bond)

IFR Asia Awards, 2022

International Matter of the Year (LATAM Airlines Group)

American Bankruptcy Institute, 2022

Most Effective Pro Bono Partnership (Afghan Pro Bono Initiative)

LawWorks Pro Bono Awards, 2022

Your Career at Cleary Gottlieb and Beyond



Our network of stellar alumni is among our proudest achievements. The range of positions that our alumni hold reflects both the quality of Cleary's legal training and the diverse interests of our lawyers.

For more than 75 years, Cleary has been turning out some of the best and brightest lawyers and leaders.

We understand that a law firm job can provide the training that springboards you to a career in an entirely different field, from academia to business to not-for-profit work.

We'll talk openly with you about the possibilities inside and outside Cleary. But we'll do more than help you assess your options—we'll help you reach your goals.

If the path you choose points to a long-term career at Cleary, we'll provide the training and mentoring to make you a strong candidate for senior attorney, counsel, or partner.

If you decide to look outside Cleary, we'll help you build a résumé that can lead to the right opportunity. And we have an impressive network of alumni and clients who regularly tap us to fill positions in their organizations.

We are looking for attorneys who can excel in the law as well as in business, academia, government service, and beyond.

We count among our alumni:

104

founders, directors or
GCs of not-for-profits

36

judges in six countries,
including EU and U.S.
appellate courts

812

in financial services

53

officials at intergovernmental
organizations

106

startup and technology
company leaders

205

senior leaders at
Fortune 500 companies

668

in government

164

law school deans
and professors

Samuel H. Chang
Foreign Investments
and National Security
Washington, D.C.



Blair Kuykendall
Antitrust
Washington, D.C.



Elise Toscano
Debt Finance
New York



Erin Mason
Structured Finance
Washington, D.C.



Rathna Ramamurthi
Litigation and
Arbitration
Washington, D.C.



Alan Freedman
Antitrust
Washington, D.C.



Norian Watson
Real Estate
New York



Ignacio Lagos
Capital Markets
New York



Wankun (Charles) Wang
Financial Institutions
Regulatory
New York



Jeeihn (Adrian) Lee
Tax
New York



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New York Careers



DC Careers



Bay Area Careers



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