

Attorney Opportunities

Many lawyers, including partners and associates, have joined Pryor Cashman laterally from other firms. We like to think the movement is not lateral, but is *upward*.

Pryor Cashman's culture is informal, friendly and unregimented. We are committed to our independence as a mid-sized firm and the entrepreneurial environment that we foster. The firm has grown by encouraging entrepreneurial lawyers to develop their practice with flexibility in how their client relationships are structured and managed. Associates share in their originations and partners are supported in forging new client relationships.

With a low partner-to-associate ratio, we have valued and rewarded the extraordinary associates who demonstrated excellence and special competence in their fields. We offer a satisfying work experience that has been reflected in the exceptional stability in the composition of the firm.

Our lateral hires will be the most eloquent in describing the welcome, friendly and supportive environment they have found at Pryor Cashman.

We are pleased to announce that, effective May 1, 2007, Pryor Cashman will increase our hiring rate for first year associates to \$140,000. More senior associates will have their salaries increased proportionately.

In addition, associates will become eligible for a limited bonus after billing 1,850 hours and a more substantial bonus if they bill 2,000 hours or more. Considerations affecting an associate's bonus will include, among other things, quality and timeliness of the associate's work and non-billable time expended on *pro bono* matters, marketing, recruitment, and other firm matters.

We believe that the collegiality and informality of our work environment help us attract and retain a unique and wonderful group of people and that our bonus policy reflects the balance of hard work, professionalism and lifestyle that working at Pryor Cashman permits.

To walk the halls of Pryor Cashman is to discover its informal, friendly personality. Doors are open, partners and associates mingle, lawyers and staff all greet one another by first name. As you walk by the offices, you'll see that each bears the distinctive mark of the attorney who inhabits it. The mementos on the walls speak of our successes both as lawyers and community leaders; the pictures on our desks reflect a healthy balance of work, family and play. What unites us all is our entrepreneurial spirit and our dedication to excellence in everything we do.

At some firms an associate's role is dictated by seniority. Not so at Pryor Cashman. Our approach is merit-based. Young associates take on as much responsibility as they can handle, working directly with clients, drafting agreements, arguing motions and even handling trials early in their careers. Our junior associates often find themselves opposite senior associates from other firms – and they more than hold their own.

We encourage our associates to exceed their own expectations, to become better lawyers than they imagined they could be. Matters are staffed leanly, typically with a single partner and associate working together. Our younger lawyers get lots of responsibility; they never feel like cogs in a machine.

We are a rarity and proud of it: a dynamic, successful, independent, mid-sized firm in a market dominated by behemoths and dotted with small single-specialty boutiques. Because we're human-scaled, we haven't lost our humanity. You won't find assembly-line lawyering here, but a firm that thrives on finding creative, independent-minded solutions to the complex issues our clients face.

Because of our unique merit system – and our determination to remain independent and, dare we say it, idiosyncratic – Pryor Cashman enjoys a remarkably low attrition rate. The vast majority of lawyers who come to work here choose to stay. They find a firm where they can be themselves, build the practices they want and achieve a well-balanced life.

To view our 2007 Recruiting Brochure, please [click here](#).