

### Basic Information

Firmwide  
 Organization Size: 121  
 Office Size: 112  
**Hiring Attorney:**  
 Mr. Peter Schaumberg  
**Hiring Attorney #2:**  
 Mrs. Jayni Lanham

**Recruiting Contact:**  
 Ms. Lindy Resh  
 Attorney Recruitment Manager  
 1350 I Street, NW, Suite 700  
 Washington, District of Columbia (DC)  
 20005  
 United States  
**Phone:** (202) 789-6150  
 lresh@bdlaw.com

### Compensation & Benefits

2019 compensation for entry-level lawyers (\$/year) 123,250  
**Summer Compensation**  
 2019 compensation for Post-3Ls (\$/week)  
 2019 compensation for 2Ls (\$/week) 2,500  
 2019 compensation for 1Ls(\$/week) 2,500

### Partnership & Advancement

Does the firm have two or more tiers of partner? No  
 If no, how many years is the partnership track? 7.5

### Pro Bono/Public Interest

Harold L. Segall  
 Pro Bono Committee Co-Chair  
 (202) 789-6038  
 hsegall@bdlaw.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide  
 % Firm Billable Hours last year 3.28  
 Average Hours per Attorney last year 72  
 Percent of associates participating last year 75%  
 Percent of partners participating last year 50%  
 Percent of other lawyers participating last year 0

### Professional Development

Evaluations Semi-annual  
 Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No  
 Rotation for junior associates between departments/practice groups? Yes  
 Is rotation mandatory? No  
 Does your organization have a dedicated professional development staff? No  
 Does your organization have a coaching/mentoring program? Yes  
 Does your organization give billable hours credit for training time? No

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	45	19	9	0
	Women	22	23	3	0
	Total	67	42	12	0
<b>Hispanic/Latino</b>	Men	0	1	0	0
	Women	0	0	0	0
<b>White</b>	Men	43	14	8	0
	Women	19	22	2	0
<b>Black/African American</b>	Men	2	2	0	0
	Women	0	1	0	0
<b>Native Hawaiian/Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Asian</b>	Men	0	2	0	0
	Women	2	0	1	0
<b>American Indian/Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>2 or more races</b>	Men	0	0	1	0
	Women	1	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>LGBT</b>	Men	1	2	0	0
	Women	2	0	0	0
<b>Veteran</b>	Men	4	0	1	0
	Women	1	1	0	0

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Environmental	Environmental	30	5	26	0	0
Litigation	Litigation	30	2	16	0	0
Real Estate, Land Use	Real Estate/Land Use	4	2	0	0	0
International	International	3	3	0	0	0

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2017	Prior Summer Associates	2018	Prior Summer Associates	2019
Entry-level	6	6	3	3	3
Entry-level (non-traditional track)	0	0	0	0	1
Lateral Partners	2	0	3	0	2
Lateral Associates	4	0	8	0	5
All Other Laterals (non-traditional track)	1	0	2	0	1
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	4	0	2	0	5
1Ls	1	0	1	0	1

Number of 2018 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

General Hiring Criteria We prefer to hire students who have demonstrated superior academic (top 25%), writing, communication and interpersonal skills, and a strong background or interest in environmental law, land use, or litigation.

## Diversity & Inclusion

**Diversity Contact:** Ms. Nessa Coppinger

**Diversity Website/URL:** <https://www.bdlaw.com/diversity-inclusion>

## Organization Narrative

With over 100 attorneys in eight U.S. offices, Beveridge & Diamond P.C. helps clients around the world resolve critical environmental, natural resource, project development, and sustainability issues relating to their facilities, products, and operations.

B&D holds Tier 1 nationwide ratings for environmental law and environmental litigation from U.S. News-Best Lawyers, Chambers USA Guide to the Legal Profession, and Legal 500. B&D was ranked by U.S. News-Best Lawyers as "Environmental Firm of the Year" in 2018 and 2019 and as Law360's Environmental Practice Group of the Year in 2017 and 2018. Vault ranked B&D in 2017 and 2018 as the #1 law firm to work for in the area of Environmental Law. Latinvex has named B&D to its list of Latin America's top law international firms annually since 2015.

Our associates get substantive and front-line responsibility, working directly with the firm's principals, clients and technical consultants on unique and challenging environmental issues across the U.S. and globally. In the area of diversity and inclusion, B&D also leads the way. 32% of our principals are women, and 38% of our lawyers are women or minorities. B&D received the Minority Corporate Counsel Association's Vashon Award for Innovation in 2018, and placed in the top 10 for diversity, firm culture, pro bono, and satisfaction among midsize firms in the 2018 Vault Best Midsize Firms survey.

Our Summer Program is the most important element of our recruiting efforts. We hire a small, but exceptional group of law students. We look for a high degree of initiative and the ability to take on substantial responsibility quickly. We expect to make an offer to every Summer Associate who performs well.

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.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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