

### Basic Information

Firmwide  
 Organization Size: 121  
 Office Size: 121  
**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

2020 compensation for entry-level lawyers (\$/year) 131,500

**Summer Compensation**

2020 compensation for Post-3Ls (\$/week)

2020 compensation for 2Ls (\$/week) 2,500

2020 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

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	46	18	7	0
	Women	20	27	3	0
	Non-binary	0	0	0	0
	Total	66	45	10	0
<b>Latinx</b>	Men	0	2	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>White</b>	Men	43	14	6	0
	Women	18	24	2	3
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	3	0	0	0
	Women	0	2	0	4
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Asian</b>	Men	0	2	0	0
	Women	2	0	1	0
	Non-binary	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>2 or More Races</b>	Men	0	0	1	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>LGBTQ</b>	Men	1	3	0	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
<b>Veteran</b>	Men	4	0	1	0
	Women	1	1	0	0
	Non-binary	0	0	0	0

## Pro Bono/Public Interest

Ryan Carra  
 Pro Bono Committee Chair  
 (202) 789-6059  
 rcarra@bdlaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.81
Average Hours per Attorney last year	42
Percent of associates participating last year	77%
Percent of partners participating last year	56%
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

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2020
	2018	Prior Summer Associates	2019	Prior Summer Associates	
Entry-level	3	3	5	2	2
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	3	0	0	0	2
Lateral Associates	8	0	4	0	5
All Other Laterals (non-traditional track)	2	0	2	0	0
Post-Clerkship	0	0	1	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	2	0	5	1	5
1Ls	1	0	2	0	2

Number of 2019 Summer 2Ls considered for associate offers 5

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.

## 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	32	5	21		0
Litigation	Litigation	27	2	24		0
Real Estate, Land Use	Real Estate/Land Use	4	1	0		0
International	International	3	2	0		0

---

## Diversity & Inclusion

**Diversity Contact:** Ms. Nessa Coppinger

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

---

## Organization Narrative

With over 120 attorneys in seven U.S. offices, Beveridge & Diamond, PC 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" for three years in a row (2018-2020) and as *Law360's* Environmental Practice Group of the Year (2017-2018). Vault ranked B&D as the #1 law firm to work for in the area of Environmental Law (2017-2019). Our associates get substantive front-line responsibility, working directly with the firm's principals, clients, and technical consultants on cutting-edge, unique, and challenging environmental issues and litigation across the U.S. and globally. For example, B&D is intimately involved in advising clients in the burgeoning circular economy and climate change litigation landscapes. B&D also leads the way on diversity and inclusion. 30% of our principals are women, and 53% of our lawyers are women or minorities. We are Mansfield Plus-certified by Diversity Lab, were named a top law firm for female attorneys by *Law360* in 2019, and placed 4th among over 30 midsize firms for diversity in Vault's 2019 Associate 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)

NALP Copyright 2020