

Basic Information

Firmwide
 Organization Size: 121
 Office Size: 123
Hiring Attorney:
 Mrs. Jayni Lanham

Recruiting Contact:
 Ms. Lindy Resh
 Attorney Recruitment Manager
 1900 N Street NW, Suite 100
 Washington, District of Columbia (DC) 20036
 United States
Phone: (202) 789-6150
 lresh@bdlaw.com

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 131,500

Summer Compensation

2021 compensation for Post-3Ls (\$/week)

2021 compensation for 2Ls (\$/week) 2,500

2021 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	47	16	6	1	0
	Women	22	27	4	0	7
	Non-binary	0	0	0	0	0
	Total	69	43	10	1	7
Latinx	Men	0	2	0	0	0
	Women	0	0	1	0	0
	Non-binary	0	0	0	0	0
White	Men	44	14	5	1	0
	Women	20	22	2	0	3
	Non-binary	0	0	0	0	0
Black or African American	Men	3	0	0	0	0
	Women	0	3	0	0	4
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	0	0	0	0	0
	Women	1	2	1	0	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	0	1	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	2	0	0	0
	Women	2	1	0	0	1
	Non-binary	0	0	0	0	0
Veteran	Men	4	0	2	0	0
	Women	1	1	0	0	0
	Non-binary	0	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	2.26
Average Hours per Attorney last year	36
Percent of associates participating last year	76%
Percent of partners participating last year	55%
Percent of other lawyers participating last year	50%

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 2021
	2019	Prior Summer Associates	2020	Prior Summer Associates	
Entry-level	5	2	1	1	5
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	2
Lateral Associates	4	0	6	0	3
All Other Laterals (non-traditional track)	2	0	0	1	0
Post-Clerkship	1	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
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	5	1	5	2	4
1Ls	2	0	2	0	2

Number of 2020 Summer 2Ls considered for associate offers 5

Number of offers made to summer 2L associates 4

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	34	4	23	0	0
Litigation	Litigation	29	2	19	0	1
Real Estate, Land Use	Real Estate/Land Use	4	1	0	0	0
International	International	3	3	0	0	0

Diversity & Inclusion

Diversity Contact: Mr. Roy Prather

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

Organization Narrative

Beveridge & Diamond's more than 120 lawyers in seven U.S. offices focus on environmental and natural resource law (including ESG, sustainability, and climate change), litigation and alternative dispute resolution (including toxic tort, white collar, enforcement, and internal investigations); and product and chemical regulation. We help clients around the world resolve critical environmental and sustainability issues relating to their products, facilities, and operations. Our team includes former in-house lawyers from the U.S. Environmental Protection Agency, U.S. Department of Justice, U.S. Department of the Interior, U.S. Department of State, and other federal and state resource and environmental agencies.

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, 2019, and 2020 and as *Law360's* Environmental Practice Group of the Year in 2017, 2018, and 2020. *Vault* has ranked B&D as the #1 law firm to work for in the area of Environmental Law annually since 2017. *Latinvex* has named B&D to its list of Latin America's top law international firms annually since 2019.

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. 30% of our principals are women, and 59% of our lawyers are diverse (women, minorities, or openly LGBTQ+). B&D is Mansfield Certified-Plus by the Diversity Lab, was named to *Law360's* list of Best Law Firms for Female Attorneys in 2019 and 2020, as a "Top Performer" by the Leadership Council on Legal Diversity in 2019, and received the Minority Corporate Counsel Association's Vashon Award for Innovation in 2018.

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

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