

Basic Information

Firmwide	Recruiting Contact:
Organization Size: 126	Ms. Lindy Resh
Office Size: 126	Attorney Recruitment Manager
Hiring Attorney:	1900 N Street NW, Suite 100
Ms. Jayni Lanham	Washington, District of Columbia (DC) 20036
Hiring Attorney #2:	United States
Ms. Kaitlyn Shannon	Phone: (202) 789-6150
	lresh@bdlaw.com

Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year)	150,000
Summer Compensation	
2022 compensation for Post-3Ls (\$/week)	
2022 compensation for 2Ls (\$/week)	2,800
2022 compensation for 1Ls(\$/week)	2,800

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	16	6	1	2
	Women	26	28	2	1	4
	Non-binary	0	0	0	0	0
	Total	72	44	8	2	6
Latinx	Men	0	1	0	0	0
	Women	0	0	0	1	0
	Non-binary	0	0	0	0	0
White	Men	44	14	5	1	1
	Women	22	20	1	0	2
	Non-binary	0	0	0	0	1
Black or African American	Men	2	1	0	0	1
	Women	0	5	0	0	0
	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	3	1	0	0	1
	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	3	0	0	0
	Women	2	1	0	0	0
	Non-binary	0	0	0	0	1
Veteran	Men	3	0	3	0	0
	Women	1	1	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

John Guttman
 Pro Bono Committee Chair
 (202) 789-6020
 jguttman@bdlaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.33%
Average Hours per Attorney last year	42
Percent of associates participating last year	73%
Percent of partners participating last year	27%
Percent of other lawyers participating last year	38%

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 2022
	2020	Prior Summer Associates	2021	Prior Summer Associates	
Entry-level	1	1	8	5	4
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	2	0	2
Lateral Associates	6	0	4	0	10
All Other Laterals (non-traditional track)	0	1	0	0	0
Post-Clerkship	0	0	0	0	1
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	2	4	1	4
1Ls	2	0	2	0	2

Number of 2021 Summer 2Ls considered for associate offers 4

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	36	4	24	7	0
Litigation	Litigation	29	1	11	1	1
Real Estate, Land Use	Real Estate/Land Use	4	1	1	0	0
International	International	3	2	0	0	1

Diversity & Inclusion

Diversity Contact: Mrs. Stacey Halliday

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

Organization Narrative

Beveridge & Diamond's more than 125 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 2022 for the fourth time 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. 36% of our principals are women, and 50% 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.
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For more details, visit www.nalpdirectory.com

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