

Basic Information

Firmwide	Recruiting Contact:
Organization Size: 650	Mrs. Kera Wise
Office Size: 650	Senior Director of Attorney Recruiting
Hiring Attorney:	575 7th Street, NW
Mr. Robert Bolger, Jr.	Washington, District of Columbia (DC) 20004
	United States
	Phone: 202-344-8233
	kmwise@venable.com

Compensation & Benefits

2016 compensation for entry-level lawyers (\$/year)	160,000
Summer Compensation	
2016 compensation for Post-3Ls (\$/week)	
2016 compensation for 2Ls (\$/week)	3,076
2016 compensation for 1Ls(\$/week)	

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track?

How many years is the equity track?

Pro Bono/Public Interest

Seth A. Rosenthal
Chair, Pro Bono Committee
202-344-4741
SARosenthal@venable.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.3
Average Hours per Attorney last year	36
Percent of associates participating last year	86
Percent of partners participating last year	67
Percent of other lawyers participating last year	61

Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	No
Does your organization have a dedicated professional development staff?	Yes
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	239	111	53	16
	Women	59	116	35	21
	Total	298	227	88	37
Hispanic/Latino	Men	5	3	1	0
	Women	3	6	0	1
White	Men	224	94	49	13
	Women	52	88	29	15
Black/African American	Men	9	6	1	2
	Women	3	4	0	2
Native Hawaiian/Other Pacific Islander	Men	1	1	0	0
	Women	0	0	0	0
Asian	Men	0	5	0	1
	Women	1	11	4	1
American Indian/Alaska Native	Men	0	0	1	0
	Women	0	0	0	0
2 or more races	Men	0	2	0	0
	Women	0	7	2	2
Persons with Disabilities	Men	1	0	0	0
	Women	0	0	0	0
Openly LGBT	Men	2	3	0	4
	Women	0	2	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 NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Government, Regulatory, Administrative	Advertising & Marketing	36	10	15	0
Government, Regulatory, Administrative	Antitrust	21	6	5	0
Bankruptcy	Bankruptcy and Creditors' Rights	13	7	10	0
Litigation	Commercial Litigation	61	22	51	5
Business, Corporate	Corporate	60	16	37	0
Business, CorporateTax	Employee Benefits and Executive Compensation	13	3	1	0
Government, Regulatory, Administrative	Environmental Law	15	5	9	0
Government, Regulatory, Administrative	Government Contracts	22	2	6	0
Intellectual Property	Intellectual Property Litigation	37	11	26	0
Government, Regulatory, Administrative	International Trade & Customs	7	2	8	0
Litigation	Investigations & White Collar Defense	19	8	5	0
Labor and Employment	Labor & Employment	19	6	19	0
Government, Regulatory, Administrative	Legislative and Government Affairs	29	6	10	0
Intellectual Property	Patent Prosecution and Counseling	12	5	12	0
Government, Regulatory, Administrative	Privacy & Data Security	26	5	9	0
Litigation	Product Liability & Mass Torts	30	6	12	23
Real Estate, Land Use	Real Estate	39	14	21	1
Government, Regulatory, Administrative	Regulatory	74	18	33	2
Government, Regulatory, Administrative	State & Local Government	14	7	2	0
TaxTrusts and Estates	Tax & Wealth Planning	34	11	16	1
Intellectual Property	Trademarks and Brand Protection	14	6	13	0
Government, Regulatory, Administrative	Food and Drug Law	5	3	4	0

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2014	Prior Summer Associates	2015	Prior Summer Associates	2016
Laterals	79		55		
Laterals (non-traditional track)					
Post-Clerkship			2		5
Entry-level	25	24	28	28	38
Entry-level (non-traditional track)					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	31		37		34
1Ls					

Number of 2015 Summer 2Ls considered for associate offers

38

Number of offers made to summer 2L associates 37

General Hiring Criteria

Excellent academic achievement and extracurricular accomplishment. Demonstrated commitment to the practice of law.

Diversity & Inclusion

Diversity Contact: Ms. Kathleen Hardway

Diversity Website/URL: <http://www.venable.com/about/diversity/>

Organization Narrative

Founded over 100 years ago, Venable has enjoyed a long history of steady growth, quality service and sound management. Venable is an AmLaw 100 firm and practices in virtually all areas of business law, complex litigation, intellectual property and government affairs. We have over 650 attorneys in 9 offices serving clients throughout the US and around the world. Our 2016 hiring plans include summer associates in six of our offices and entry-level associates and lateral associates for all of our offices. Venable's Summer Associate Program is a very important source for associate hiring. The program is designed to give summer associates a realistic depiction of what life is like as a junior associate. New associates attend an in-depth orientation program designed to complement their education with the real-world skills of being a professional and practicing law. Throughout their careers, associates follow the Venable Curriculum which provides associates of all levels with a complement of professional skills.

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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