

Basic Information

1700 Lincoln Street
#4100
Denver, CO 80203
Organization Size: 1275
Office Size: 56
Hiring Attorney:
Mr. Sean Odendahl

Recruiting Contact:
Ms. Sarah Cannady
Recruiting Manager
1700 Lincoln Street
Suite 4100
Denver, Colorado (CO) 80203
United States
Phone: 303-866-0208
Sarah.Cannady@bclplaw.com

Compensation & Benefits 333

2019 compensation for entry-level lawyers (\$/year) 140,000

Summer Compensation

2019 compensation for Post-3Ls (\$/week) 2,692
2019 compensation for 2Ls (\$/week) 2,692
2019 compensation for 1Ls(\$/week) 2,692

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?

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 19	17	10	1	1
	Women 6	8	4	0	1
	Total 25	25	14	1	2
Latinx	Men 0	0	0	0	0
	Women 0	0	1	0	0
White	Men 19	16	10	1	1
	Women 5	7	3	0	1
Black or African American	Men 0	0	0	0	0
	Women 0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 0	1	0	0	0
	Women 0	0	0	0	0
Native American or Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or More Races	Men 0	0	0	0	0
	Women 1	1	0	0	0
Persons with Disabilities	Men 0	0	0	0	0
	Women 0	0	0	0	0
LGBTQ	Men 0	0	0	0	0
	Women 0	0	0	0	0
Veteran	Men 0	0	0	0	0
	Women 0	0	0	0	0

For more details, visit www.nalpdirectory.com

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Pro Bono/Public Interest

Steve D. Gurr
Partner
steve.gurr@bcplaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Office-specific
% Firm Billable Hours last year	
Average Hours per Attorney last year	39
Percent of associates participating last year	80
Percent of partners participating last year	24
Percent of other lawyers participating last year	13

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?	Case-by-case
Is rotation mandatory?	Case-by-case
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?	Yes

HIRING & RECRUITMENT

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

Number of 2018 Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

General Hiring Criteria Excellent law school and undergraduate performance, relevant work experience, strong writing and leadership skills, and a desire to succeed in a challenging, team-oriented and congenial environment.

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
Business, Corporate Government, Regulatory, Administrative International Litigation Antitrust	Antitrust and Competition		1			
	Banking	1		2		
	Class Actions	1				
	Commercial Disputes	7	2	9		

Real Estate, Land Use	Commercial Real Estate	2	1	4	1	1
Business, Corporate Government, Regulatory, Administrative Labor and Employment	Employee Benefits & Executive Compensation	1	2			
Labor and Employment	Employment & Labor	1		1		
Energy Government, Regulatory, Administrative Litigation Environmental	Energy, Environmental and Infrastructure	2	6			
Intellectual Property	Intellectual Property			1		
Litigation	Investigations, Financial Regulation and White Collar	2				
Business, Corporate	M&A and Corporate Finance	4		3	2	
Trusts and Estates	Private Client	2		1		
Bankruptcy	Restructuring & Insolvency			1		
Business, Corporate	Securities		1	2		
Tax	Tax Advice & Controversy	2	1			
Business, Corporate	Technology & Commercial			1		

Diversity & Inclusion

Diversity Website/URL: <https://www.bclplaw.com/en-US/about/diversity.html>

Organization Narrative

Berwin Leighton Paisner and Bryan Cave combined in 2018. The result? A global law firm with 1,400 lawyers across 31 offices in Europe, Asia, the Middle East and North America.

It's one of the biggest transatlantic mergers to date. Together, we're shaking up the legal space with our groundbreaking thought leadership, market-leading solutions and collaborative culture.

BCLP is known for its relationship-driven, collaborative culture, diverse legal experience, and industry-shaping innovation and offers clients one of the most active M&A, real estate, financial services, litigation and corporate risk practices in the world.

Whether we are working on a multibillion dollar deal, a multimillion dollar dispute or a pro bono matter, at the heart of everything we do is a set of core values that defines who we are and pushes us to become better versions of ourselves.

We seek bright, well-rounded leaders, whose top-tier grades from premier law schools as well as professional experience and community activities demonstrate an ability to thrive in an innovative, diverse, ever-changing, and sophisticated practice.

We are committed to supporting professional development, community involvement, mentoring, training, and relationship-building across the Firm. Associates are encouraged to take advantage of opportunities and initiatives that support their career development. BCLP provides Associates with the guidance to further their substantive knowledge and skill development that fosters their professional growth while providing opportunities to explore work for high-profile clients and senior partners located around the world.

Throughout the course of the year, associates can expect to participate in a number of practice group programs geared towards developing skills required for their specific legal areas, as well as in-house CLE programs. To further advance our associates' business savvy and to immerse associates in our relationship culture, the Firm hosts the Business Academy, which includes interactive business simulations, team-building exercises, and programs aimed to incorporate associates in innovating the delivery of our services. Additionally, the Firm hosts a New Associate Conference for entry-level lawyers, a Trial Advocacy program for litigation associates, and a Corporate & Transactional boot camp. These training series are complimented by our mentor programs, through which associates have opportunities to nurture ongoing relationships with partners and counsel.

We understand the value of well-being and the mental health of all its employees. BCLP is a firm that treats our colleagues as we do our best clients; we are stewards of our firm and accountable to each other; and we make a positive contribution to our communities and society. As a reflection of the Firm's core values, BCLP became an early signatory of the ABA's Well-Being Pledge for Legal Employers, committing to a seven step framework to raise awareness and improve lawyer well-being. We look forward to continuing to make progress in this important area in the upcoming year.

At BCLP we understand the value of a diverse workforce and we believe people perform at their best when they can truly be themselves at work. We aim to create an inclusive environment where all our employees are valued, motivated and able to be themselves. In order to provide the best possible service to our diverse client base, we are committed to recruiting, retaining, rewarding and developing our people with regard to their abilities and contributions and without reference to their background, gender, gender identity or expression, ethnic origin, age, religion, sexual orientation, socio-economic status, political belief, disability or any other protected characteristic.

* Mansfield Certified Plus firm for 2019

* Signatory to the United Nations' Global LGBTQ* Standard of Conduct for Business

* Signatory to the ABA Well-Being Pledge

The Denver office is an integral part of the 1400+ lawyer, global law firm of Bryan Cave Leighton Paisner LLP. The office is located in downtown Denver with a commanding view of the Rocky Mountains. The office was originally established in 1898 and is among the firm's largest domestic offices. We have nearly 100 attorneys practicing in a broad range of areas including natural resources, litigation, corporate and commercial law, real estate, employment and labor, intellectual property and many others. Our growing Denver office provides associates with substantive legal experience, case responsibilities and professional growth opportunities early in their career. We treat our summer associates in the exact same manner. Our summer program provides a variety of opportunities and challenging work on par with work done by first and second year associates. The program offers a variety of cultural, educational and purely recreational activities for our summer associates. Diversity and Inclusion are part of how we live our values. We work to give back to the community and value community service, pro bono representation and civic participation.

To learn more about Bryan Cave Leighton Paisner LLP please visit our website at www.bclplaw.com.

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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