

Basic Information

Three Embarcadero
7th Floor
San Francisco, CA
94111-4070
Organization Size: 1275
Office Size: 23
Hiring Attorney:
Mr. Tom Lee

Recruiting Contact:
Ms. Sheryl Jones
Legal Recruiting and Development
Manager
Three Embarcadero Center
Seventh Floor
San Francisco, California (CA)
94111-4070
United States
Phone: (310) 576-2303
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Compensation & Benefits 333

2019 compensation for entry-level lawyers (\$/year) 170,000
Summer Compensation
2019 compensation for Post-3Ls (\$/week) 3,269
2019 compensation for 2Ls (\$/week) 3,269
2019 compensation for 1Ls(\$/week) 3,269

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 8	4	2	0	0
	Women 4	6	2	0	2
	Total 12	10	4	0	2
Latinx	Men 0	1	0	0	0
	Women 0	0	0	0	0
White	Men 8	2	2	0	0
	Women 4	6	2	0	2
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	0	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	1	0	0	0
	Women 0	0	0	0	0
Persons with Disabilities	Men 0	0	0	0	0
	Women 0	0	0	0	0
LGBTQ	Men 1	0	0	0	0
	Women 1	0	1	0	1
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

K. Lee Marshall
Partner

kmarshall@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

24

Percent of associates participating last year

70

Percent of partners participating last year

8

Percent of other lawyers participating last year

50

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	1	1	1	1	
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates	1				
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	2		2		2
1Ls					

Number of 2018 Summer 2Ls considered for associate offers

2

Number of offers made to summer 2L associates

2

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
Banking, Finance	Banking	1	1	1		
Litigation	Commercial Disputes	5	2	7	1	
Energy Government, Regulatory, Administrative Litigation Environmental	Energy, Environment and Infrastructure	1				
Intellectual Property	Intellectual Property	3	1	1		

Business, Corporate	M&A and Corporate Finance	1	1
Banking, Finance	Structured Finance	1	

Diversity & Inclusion

Diversity Website/URL: <https://www.bcplaw.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 complemented 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

Lawyers in the San Francisco office provide a diverse base of local, national and international clients with services in areas such as litigation, intellectual property, business and financial technology, labor and employment, real estate and banking, media, environmental law, antitrust, and first amendment law. Our growing San Francisco office provides associates with substantive legal experience, case responsibilities and professional growth opportunities early in their career. We work to give back to the community and value community service, pro bono representation, diversity and civic participation.

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