

## Basic Information

1270 Avenue of the Americas  
24th Floor  
New York, NY 10020  
Organization Size: 831  
Office Size: 172  
**Hiring Attorney:**  
Ms. Alexandra Megaris  
**Hiring Attorney #2:**  
Mr. Zachary Garrett

**Recruiting Contact:**  
Ms. Samantha Gerstein  
Senior Manager of Associate Recruiting  
151 West 4nd Street  
49th Floor  
New York, New York (NY) 10036  
United States  
**Phone:** 212-218-2267  
SLGerstein@Venable.com

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 205,000  
**Summer Compensation**  
2023 compensation for Post-3Ls (\$/week) 3,942  
2023 compensation for 2Ls (\$/week) 3,942  
2023 compensation for 1Ls(\$/week) 3,942

## 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	57	38	13	2	3
	Women	21	35	9	4	9
	Non-binary	NC	NC	NC	NC	NC
	Total	78	73	22	6	12
<b>Latinx</b>	Men	0	0	1	0	0
	Women	1	2	0	1	2
	Non-binary	NC	NC	NC	NC	NC
<b>White</b>	Men	51	31	12	2	2
	Women	17	24	9	2	4
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	1	0	0	0	1
	Women	0	3	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Asian</b>	Men	5	6	0	0	0
	Women	1	6	0	1	2
	Non-binary	NC	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>2 or More Races</b>	Men	0	1	0	0	0
	Women	2	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	0	1	1	0	0
	Women	0	1	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	1	4	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC

## Pro Bono/Public Interest

Warren Hammel  
Chair, Pro Bono Committee / Partner, Investigations and White Collar Defense  
401-244-7563  
WHamel@Venable.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

Average Hours per Attorney last year

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

## 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

Is rotation mandatory?

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

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	16	16	11	11	10
Entry-level (non-traditional track)	0	0	0	0	
Lateral Partners	2	0	1	0	
Lateral Associates	10	0	7	0	
All Other Laterals (non-traditional track)	1	0	1	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
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	12	0	10	0	11
1Ls	1	0	1	0	1

Number of 2022 Summer 2Ls

10

considered for associate offers

Number of offers made to summer 2L associates

10

General Hiring Criteria

Our Summer Program is designed to give summer associates a realistic preview of what everyday life is like as a junior associate. Summer associates are assigned to active matters in all areas of corporate and business law, complex litigation, intellectual property, and regulatory and government affairs. In addition to real work assignments, our program is focused on providing opportunities to network with peers, build relationships with firm leadership and learn about our culture and values. We firmly believe that a talented and diverse legal team delivers the best results for our clients, and we are committed to inclusion, openness, and support for all of our employees. To meet these standards, we welcome summer associates from all backgrounds and law schools.

Successful candidates display high academic achievement in their law school and undergraduate education. We look for motivated candidates who combine intellectual ability with enthusiasm and a collaborative approach.

## 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
Government, Regulatory, Administrative	Advertising Law	2	0	1	0	1
Bankruptcy	Bankruptcy and Creditors' Rights	3	2	2	1	0
Litigation	Commercial Litigation	9	5	12	1	3
Government, Regulatory, Administrative	Construction Law Group	2	0	1	0	1
Business, Corporate	Corporate	7	0	8	2	0
Trusts and Estates	East Coast Estate Planning	0	2	0	0	1
Labor and Employment	Employee Benefits, Executive Comp and Health	1	0	1	0	0
Intellectual Property	Intellectual Property Transactions	2	1	0	0	0
Litigation	Investigations and White Collar Defense	1	0	1	0	0
Labor and Employment	Labor and Employment	6	2	9	0	0
Real Estate, Land Use	New York Real Estate	4	2	5	1	0
Government, Regulatory, Administrative	Political Law	1	0	0	0	0
Intellectual Property	Trademark Prosecution and Counseling	1	0	0	0	0
Tax	Transactional Tax	0	0	0	0	0
Intellectual Property	IP Lit - Life Sciences	25	2	21	5	0
Intellectual Property	IP Lit - Advertising Brand and Content	1	0	2	0	0
Intellectual Property	IP Lit - Technology	10	6	6	1	0
Intellectual Property	Pat Prosecution & Counseling - Life Sciences	3	0	3	0	0
Government, Regulatory, Administrative	Technology and Innovation Group			1		

## Diversity & Inclusion

**Diversity Contact:** Ms. Leah Carlson

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

## Organization Narrative

Cultivated over 120 years, Venable's capabilities span virtually every industry and all areas of regulatory and government affairs, corporate and business law, intellectual property, and complex litigation. We foster a diverse culture that helps us attract, retain, and elevate the most talented professionals in the country. Whether you are a law student looking for a summer position or an entry-level associate looking for a place to begin your legal career, we invite you to take a closer look at Venable.

Founded in Baltimore and now headquartered in Washington, DC, Venable has enjoyed a long history of steady growth, quality service, and sound management. Our strategic footprint ensures that the right attorneys and policy advisors are where they need to be in order to have the biggest impact on our clients' businesses. Many of our professionals are former regulators, senior government staffers, state attorney generals, and members of Congress—bringing an invaluable depth of experience to our firm.

### OPPORTUNITIES

**Summer Program.** Venable provides summer associates with challenging and rewarding work in a collaborative and professional environment. We hold summer associate programs in seven of our offices: Baltimore, Chicago, Los Angeles, New York, San Francisco, Tysons, and Washington, DC. Our summer program is designed to give summer associates a realistic depiction of what life is like as a junior associate. An extensive orientation program, a broad selection of professional training workshops, and one-to-one mentoring from our exceptional lawyers makes Venable an incomparable place to launch your career. Beyond the benefits of training and mentoring, our program strives to promote a balance between meaningful work and engaging social events.

**1L Leadership Council on Legal Diversity (LCLD) Scholars Program.** We proudly partner with LCLD to foster equality in the legal profession. The Venable 1L LCLD Scholars spend half of the summer working with us and the other half in-house in the legal department of a Venable client.

**Judicial Clerks.** We value the experience and knowledge that former judicial clerks contribute to our practice. We actively recruit judicial clerks to join our team and offer competitive bonuses and credit for years spent clerking.

Learn more about all of the firm's opportunities [here](#).

### NEW YORK

Our New York-based attorneys bring energy and depth to several key practice areas: commercial litigation; commercial real estate; regulatory investigations; labor and employment; complex business transactions; advertising; fund work; mergers and acquisitions; project finance; technology transactions and

outsourcing; intellectual property protection and litigation; consumer regulatory compliance; class action defense; bankruptcy; and products liability. We often partner across these practice areas within the New York office and have developed cohesive relationships with colleagues in Washington, DC, Maryland, Virginia, and California. By leveraging the special skills and talents of the firm nationwide, we bring efficiencies and substantial resources to New York legal matters, while providing the feel and responsiveness of a service-centered boutique.

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](http://www.nalpdirectory.com)

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