

Basic Information

All US Offices
 Organization Size: 1275
 Office Size: 708
Hiring Attorney:

Recruiting Contact:
 Ms. Tonya Gaskins
 Senior Emerging Talent Manager
 1155 F Street NW
 Suite 700
 Washington, District of Columbia (DC)
 20004-1357
 United States
Phone: 202-508-6174
 USRecruiting@bclplaw.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year)
Summer Compensation
 2024 compensation for Post-3Ls (\$/week)
 2024 compensation for 2Ls (\$/week)
 2024 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?

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	198	108	98	8	15
	Women	74	118	44	21	31
	Non-binary	0	1	2	0	0
	Total	272	227	144	29	46
Latinx	Men	1	4	2	0	2
	Women	2	7	1	1	3
	Non-binary	0	0	0	0	0
White	Men	163	64	78	5	8
	Women	59	64	39	13	20
	Non-binary	0	1	2	0	0
Black or African American	Men	4	8	1	1	2
	Women	3	7	0	1	3
	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	6	7	4	0	3
	Women	3	9	0	1	5
	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	2	6	1	0	0
	Women	0	6	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	2	5	2	0	0
	Women	0	5	3	2	1
	Non-binary	0	0	0	0	0
LGBTQ	Men	5	12	5	0	2
	Women	2	13	1	1	3
	Non-binary	0	1	1	0	0
Veteran	Men	6	3	12	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Ellen E. Bonacorsi
Senior Counsel
eebonacorsi@bcplaw.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

57

Percent of associates participating last year

80

Percent of partners participating last year

45

Percent of other lawyers participating last year

70

Professional Development

Evaluations

Other

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?

Yes

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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	31	21	39	27	21
Entry-level (non-traditional track)	0	0	0	0	
Lateral Partners	8	0	29	0	
Lateral Associates	55	0	24	0	
All Other Laterals (non-traditional track)	16	0	6	0	
Post-Clerkship	1	0	7	1	
LL.M.s (U.S.)	0	0	0	0	
LL.M.s (non-U.S.)	0	0	0	0	
SUMMER					
Post-3Ls	0	0	0	0	
2Ls	28	7	36	13	27
1Ls	17	0	25	0	19

Number of 2023 Summer 2Ls considered for associate offers 36

Number of offers made to summer 2L associates 35

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
Litigation	Analytics Review Technology	0	0	0	0	7
Antitrust	Antitrust	5	1	5	0	0
Appellate Business, Corporate Litigation E-discovery	Business & Commercial Disputes	46	16	55	6	1

Appellate Business, Corporate Litigation	Class Actions and Mass Torts	25	7	25	5	0
Real Estate, Land Use	Commercial Construction	2	0	1	0	0
Real Estate, Land Use	Commercial Lending	10	5	11	1	0
Real Estate, Land Use	Commercial Real Estate	28	9	23	3	7
Business, Corporate	Corporate Trust	0	1	0	0	0
Business, Corporate	Data Privacy and Security	2	1	5	1	0
Labor and Employment Litigation	Employee Benefits & Executive Compensation	8	2	3	1	1
Labor and Employment Litigation	Employment & Labor	11	13	9	2	4
Energy Government, Regulatory, Administrative Litigation Environmental	Energy, Environment and Infrastructure	9	10	4	1	0
Government, Regulatory, Administrative Bankruptcy	Financial Services Disputes and Investigations	13	9	10	3	8
Banking, Finance Business, Corporate Government, Regulatory, Administrative Bankruptcy	Financial Services Regulatory and Transactions	2	0	1	0	0
Banking, Finance Business, Corporate Government, Regulatory, Administrative	Franchising	5	2	0	0	0
Arbitration, Dispute Resolution, Mediation Real Estate, Land Use	International Arbitration	2	0	0	0	0
Litigation Antitrust	International Trade	1	2	1	0	0
Business, Corporate	Investment Management	1	2	0	0	0
Business, Corporate	M&A Corporate Finance	34	10	45	8	0
Intellectual Property Litigation	Patents	18	8	12	0	1
Real Estate, Land Use	Planning and Zoning	2	1	1	0	0
Trusts and Estates	Private Client	6	9	3	0	1
Banking, Finance	Public Finance	2	1	1	1	0
Real Estate, Land Use	Real Estate Capital Markets	4	1	4	0	1
Real Estate, Land Use	Real Estate Disputes	1	0	0	0	0
Banking, Finance Real Estate, Land Use	Real Estate Finance	8	0	4	0	0
Banking, Finance	Restructuring & Insolvency/Special Situations	5	4	5	0	1
Business, Corporate	Securities & Corporate Governance	7	6	1	0	0
Tax	Tax Advice & Controversy	10	7	3	0	0
Business, Corporate Litigation	Technology & Commercial Transactions	5	7	3	1	0
Intellectual Property Litigation	Trademark, Copyright, Domain Name	8	5	3	0	0
Litigation	White Collar	5	5	1	0	0
General Practice	Other	2	4	0	0	0

Diversity & Inclusion

Diversity Contact: Devin Carter

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

Organization Narrative

Bryan Cave Leighton Paisner (BCLP) is a global law firm with more than 1,275 lawyers across 31 offices in Europe, Asia, the Middle East and North America.

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

Whether the firm's attorneys 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.

At BCLP, we seek bright, well-rounded leaders, whose grades, 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, as well as 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. The Firm hosts a First Year Fast Track for entry-level lawyers, boot camps for Litigation and Transactional associates, and a variety of professional skills courses and workshops. These training series are complimented by our mentor and sponsorship programs, through which associates have opportunities to nurture ongoing relationships with partners and counsel.

BCLP understands the value of well-being and the mental health of all its employees. We are 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 these firm core values, BCLP is a proud signatory of the ABA Well-Being Pledge for Legal Employers (US) and the Mindful Business Charter (UK), committing to their respective frameworks to raise awareness and improve well-being. We understand the value of physical and mental health for our employees and are committed to actively supporting the well-being of our people and maintaining a culture of wellness across our offices.

At BCLP we understand the value of an inclusive workforce and we believe people perform at their best when they can truly be themselves at work. We aim to create an 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.

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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