

Basic Information

750 E. Pratt Street
Suite 900
Baltimore, MD 21202
Organization Size: 831
Office Size: 170
Hiring Attorney:
Mr. Christopher Conoscenti

Recruiting Contact:
Mrs. Maria Wintermute
Senior Manager, Associate Recruiting
750 E. Pratt Street
Suite 900
Baltimore, Maryland (MD) 21202
United States
Phone: 410-244-7813
mtwintermute@venable.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 205,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week) 3,942
2024 compensation for 2Ls (\$/week) 3,942
2024 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	56	26	10	5	3
	Women	24	23	7	5	5
	Non-binary	NC	NC	NC	NC	NC
	Total	80	49	17	10	8
Latinx	Men	NC	1	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
White	Men	53	22	9	5	4
	Women	23	21	5	5	2
	Non-binary	NC	NC	NC	NC	NC
Black or African American	Men	3	2	NC	NC	1
	Women	1	NC	1	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Native Hawaiian or Other Pacific Islander	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Asian	Men	NC	NC	NC	NC	1
	Women	NC	1	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Native American or Alaska Native	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
2 or More Races	Men	NC	1	1	NC	NC
	Women	NC	1	1	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Persons with Disabilities	Men	NC	1	NC	NC	NC
	Women	1	2	2	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	NC	1	NC	NC	1
	Women	1	2	2	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	NC	NC	NC	1	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC

Pro Bono/Public Interest

Warren Hamel
Chair, Pro Bono Committee / Partner, Investigations and White Collar Defense
410-244-7563
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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	5	6	6	6	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	3	0	0	0	0
Lateral Associates	5	1	0	0	0
All Other Laterals (non-traditional track)	3	0	0	0	0
Post-Clerkship	1	1	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	
2Ls	9	1	4	1	6
1Ls	2	0	1	0	1

Number of 2023 Summer 2Ls

7

considered for associate offers

Number of offers made to summer 2L associates

7

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
Bankruptcy	Bankruptcy and Creditors' Rights	6	1	2		
Litigation	Commercial Litigation	12	3	7	1	1
Litigation	Commercial Litigation DC/VA			1		
Real Estate, Land Use	Commercial Real Estate	3		7		
Business, Corporate	Corporate	22	1	16	2	2
Business, Corporate	East Coast Private Wealth Planning	6		2		
Labor and Employment	Employee Benefits, Executive Comp and Health	1				
Energy	Energy	1				
Environmental	Environmental	1				
Litigation	Investigations and White Collar Defense	1	2	1	1	
Labor and Employment	Labor and Employment	2	1	1		
Litigation	Product Liability and Mass Torts	12	5	8	1	7
Business, Corporate	Real Estate Finance	2	2	1		
Government, Regulatory, Administrative	State and Local Government	2				
Tax	Transactional Tax	8	2	3	1	

Diversity & Inclusion

Diversity Contact: Ms. Leah Carlson

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

Organization Narrative

As a law firm of more than 900 professionals, Venable delivers legal services globally in every area of regulatory compliance, government affairs, corporate and business transactions, intellectual property, and complex litigation.

Cultivated over 120 years, 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.

With offices in fourteen key legal markets, 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 eight of our offices: Baltimore, Chicago, Los Angeles, Miami, 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. Orientation begins with a firmwide multiday gathering in our Washington, DC office including our entire summer class, firm leaders, and external faculty. Programming throughout the summer includes a broad selection of professional development training workshops, one-to-one mentoring from our exceptional lawyers, and opportunities to join practice-specific meetings and trainings. Beyond the benefits of training and mentoring, our program strives to promote a balance between meaningful work and engaging social events. Find detailed information about our summer program [here](#).

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](#).

BALTIMORE

The Baltimore office is home to many of the firm's top-ranked practices in business transactions and corporate law, bankruptcy and creditors' rights, commercial litigation, labor and employment law and tax law, as well as the country's foremost practice in the area of real estate investment trusts. The office also features a number of attorneys who have been ranked as among the top in their fields, and who represent clients in issues ranging from multi-billion dollar transactions, to complex commercial litigation matters spanning a wide variety of industries, to Maryland corporate matters and local government issues.

Venable's record of commitment to the Baltimore community is long and distinguished. Like their counterparts in Venable's other offices, the firm's Baltimore attorneys support a number of charitable, civic and nonprofit organizations throughout Baltimore, and dedicate countless hours to pro bono representation of needy individuals throughout the region.

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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