

### Basic Information

600 Massachusetts Avenue NW  
Washington, DC 20001  
Organization Size: 831  
Office Size: 275  
**Hiring Attorney:**  
Mr. Charles Monterio

**Recruiting Contact:**  
Mrs. Victoria Sievers  
Senior Manager of Associate Recruiting  
600 Massachusetts Avenue NW  
Washington, District of Columbia (DC)  
20001  
United States  
**Phone:** 202-344-4512  
vksievers@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	96	48	21	3	5
	Women	38	45	21	4	15
	Non-binary	NC	NC	NC	NC	NC
	Total	134	93	42	7	20
<b>Latinx</b>	Men	3	3	0	0	0
	Women	0	3	1	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>White</b>	Men	84	31	19	2	2
	Women	29	30	15	1	7
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	5	7	2	0	0
	Women	3	5	1	2	5
	Non-binary	NC	NC	NC	NC	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
<b>Asian</b>	Men	2	6	0	0	2
	Women	3	3	4	1	2
	Non-binary	NC	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	2	0	0	0	NC
	Women	0	0	0	0	NC
	Non-binary	NC	NC	NC	NC	NC
<b>2 or More Races</b>	Men	0	1	0	1	1
	Women	0	0	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	1	1	0	1	0
	Women	2	3	2	0	2
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	0	5	1	0	0
	Women	1	3	1	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	3	2	1	0	0
	Women	1	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  
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	16	16	15	15	
Entry-level (non-traditional track)	0	0	0	0	
Lateral Partners	2	0	7	0	
Lateral Associates	11	0	6	0	
All Other Laterals (non-traditional track)	4	0	5	0	
Post-Clerkship	1	0	1	0	
LL.M.s (U.S.)	1	0	0	0	
LL.M.s (non-U.S.)	0	0	0	0	
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	
2Ls	17	0	19	0	
1Ls	2	0	1	0	1

Number of 2023 Summer 2Ls

19

considered for associate offers

Number of offers made to summer 2L associates

16

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	5	0	6	1	0
Government, Regulatory, Administrative	Antitrust	3	0	2	1	0
Bankruptcy	Bankruptcy and Creditors' Rights	1	0	0	0	0
Litigation	Commercial Litigation	11	4	15	2	0
Real Estate, Land Use	Commercial Real Estate	7	3	6	0	0
Business, Corporate	Construction Law Group	1	0	0	0	0
Business, Corporate	Corporate	9	5	5	0	0
Business, Corporate	East Coast Private Wealth Planning	3	2	1	0	0
Business, Corporate	Employee Benefits and Executive Comp and Health	1	1	0	0	1
Energy	Energy	6	0	2	1	0
Environmental	Environmental	9	2	4	0	0
Government, Regulatory, Administrative	FDA	4	1	4	1	0
Banking, Finance	Financial Services	4	2	4	1	1
Government, Regulatory, Administrative	Government Contracts	3	2	4	1	0
Intellectual Property	Intellectual Property Transactions	2	0	2	0	0
International	International Trade	2	2	3	1	1
Litigation	Investigations and White Collar Defense	1	1	2	1	0
Intellectual Property	IP Litigation - Advertising, Brand and Content	5	0	4	0	0
Intellectual Property	IP Litigation - Life Sciences	0	1	1	0	0
Intellectual Property	IP Litigation - Technology	8	0	4	1	0
Litigation	Labor and Employment	3	3	2	0	0
Business, Corporate	Land Use and Zoning	1	0	0	0	0
Government, Regulatory, Administrative	Legislative	10	0	0	0	0
Government, Regulatory, Administrative	Nonprofit Organizations	1	3	2	1	1
Intellectual Property	Patent Prosecution and Counseling - Life Sciences	2	0	0	0	0
Intellectual Property	Patent Prosecution and Counseling - Technology	11	3	1	0	0
Government, Regulatory, Administrative	Political Law	5	1	5	1	0
Business, Corporate	Real Estate Finance	2	2	3	1	2
Government, Regulatory, Administrative	State and Local Government	2	0	0	0	0
Government, Regulatory, Administrative	Technology and Innovation Group	9	3	10	1	0
Intellectual Property	Trademark Prosecution and Counseling	2	1	1	0	1
Tax	Transactional Tax	1	0	0	0	0

## 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](#).

## WASHINGTON, DC

As the federal government's regulatory reach expands, it is more important than ever to have a finger on the pulse of legislative and executive branch decision makers in Washington, DC. Long recognized as one of the capital's leading law firms, Venable's Washington, DC office helps clients understand how evolving regulatory and policy issues can affect their businesses. The firm also assists clients in making their voices heard as policy is being crafted through both direct lobbying and the management of numerous issue-focused industry coalitions.

The office includes the nation's preeminent privacy and data protection practice, as well as a renowned regulatory practice. Venable's regulatory team includes many former government agency officials who represent clients in the advertising and marketing, food and drug law, telecommunications, environmental, international trade, and banking and financial services areas.

The firm's legislative and government affairs team represents clients from across the country in matters involving the federal government. In addition, the firm's prominent intellectual property team provides advice to clients both nationally and internationally on all manner of patent issues and IP litigation concerns.

The office boasts many attorneys who are nationally recognized in their fields, and provide representation to firm clients in such diverse areas as corporate and transactional matters, intellectual property, regulatory, real estate, government contracting, nonprofits and trade associations, financial services, labor and employment, tax law and commercial litigation.

The Washington, DC office is also a leader in philanthropic and community efforts, with attorneys providing support and assistance to organizations, associations, foundations and individuals throughout the capital 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.

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