

### Basic Information

101 California St.  
Suite 3800  
San Francisco, CA 94111  
Organization Size: 831  
Office Size: 32  
**Hiring Attorney:**  
Mr. Bill Hector

**Recruiting Contact:**  
Ms. Kara Barnachea  
Senior Manager, Associate Recruiting  
101 California St  
Suite 3800  
San Francisco, California (CA) 94111  
United States  
**Phone:** (310) 229-9978  
KBarnachea@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	13	6	1	0
	Women	3	6	1	0
	Non-binary	0	0	0	0
	<b>Total</b>	<b>16</b>	<b>12</b>	<b>2</b>	<b>0</b>
<b>Latinx</b>	Men	1	1	0	0
	Women	0	0	0	1
	Non-binary	0	0	0	0
<b>White</b>	Men	10	4	1	0
	Women	3	4	1	0
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Asian</b>	Men	2	0	0	0
	Women	0	2	0	0
	Non-binary	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>2 or More Races</b>	Men	0	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>LGBTQ</b>	Men	1	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0

## 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	2	2	1	1	
Entry-level (non-traditional track)	0	0	0	0	
Lateral Partners	0	0	1	0	
Lateral Associates	2	0	2	0	
All Other Laterals (non-traditional track)	1	0	1	0	
Post-Clerkship	0	0	0	0	
LL.M.s (U.S.)	0	0	0	0	
LL.M.s (non-U.S.)	0	0	0	0	
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	3	0	3	0	2
1Ls	1	0	0	0	0

Number of 2023 Summer 2Ls considered for associate offers

3

Number of offers made to summer 2L associates

3

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
Litigation	Commercial Litigation California	6		6	1	0
Business, Corporate	Corporate	2	1	1	0	0
Environmental	Environmental	2	0	1	0	0
Intellectual Property	IP Lit - Technology	2	0	0	0	0
Intellectual Property	Pat Prosecution & Counseling - Technology	1	0	0	0	0
Tax	Transactional Tax	2	1	2	0	0
Trusts and Estates	West Coast Private Wealth Planning	1	0	2	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](#).

### SAN FRANCISCO

Venable's San Francisco office is home to skilled attorneys handling litigation, transactions, intellectual property, real estate, regulatory, and private wealth planning legal matters for clients with interests in the Bay Area. Our office serves regional and international clients across a number of industries including consumer product goods, healthcare, financial services, information technology, and real estate. Whether our clients are crafting a new business model, raising capital, contracting for new business, licensing technology, or responding to new regulation or legislation, our San Francisco-based attorneys can provide practical and actionable answers needed to succeed.

Moreover, capitalizing on our strong Chambers nationally ranked regulatory and legislative practices, Venable brings an in-depth understanding of the federal government to Bay Area clients experiencing increased scrutiny in Washington, DC. Our privacy and advocacy practice has played and continues to play a major role in the development of internet law and policy and our advertising and marketing practice is at the forefront of shaping legislation, regulation and policies that govern advertising and marketing.

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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