

### Basic Information

8010 Towers Crescent Drive Suite 300  
Tysons Corner, VA 22182  
Organization Size: 831  
Office Size: 29  
**Hiring Attorney:**  
Ms. Jennifer Prozinski

**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	14	6	4	0	1
	Women	3	9	0	0	1
	Non-binary	NC	NC	NC	NC	NC
	Total	17	15	4	0	2
<b>Latinx</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>White</b>	Men	14	4	4	0	0
	Women	3	5	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	0	1	0	0	0
	Women	0	0	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	0	0	0	0	0
	Women	0	1	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>2 or More Races</b>	Men	0	1	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	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	3	3	2	2	
Entry-level (non-traditional track)	0	0	0	0	
Lateral Partners	0	0	0	0	
Lateral Associates	2	0	0	0	
All Other Laterals (non-traditional track)	1	0	0	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	2	0	2	0	2
1Ls					0

Number of 2023 Summer 2Ls considered for associate offers

2

Number of offers made to summer 2L associates

2

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	1				
Litigation	Commercial Litigation	3	2	4	1	
Government, Regulatory, Administrative Real Estate, Land Use	Commercial Real Estate	4		3		
Business, Corporate	Corporate	2		2		
Labor and Employment	Employee Benefits, Executive Comp and Health	1				
Government, Regulatory, Administrative	Government Contracts	3		3	1	
Labor and Employment	Labor and Employment	1		1		
Real Estate, Land Use	Land Use and Zoning	1	2	2		
Business, Corporate	Real Estate Finance	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](#).

### TYSONS CORNER

Companies across Northern Virginia turn to the attorneys in Venable's Tysons office for counsel on the legal issues faced by startup and established companies alike. With a special focus on the technology and federal contracting industries, Venable's attorneys in Tysons advise clients on labor and employment, corporate transactions, commercial litigation, intellectual property, tax and wealth planning, transportation, and real estate and land use issues.

In addition, lawyers in the office have extensive experience in dealing with the particular challenges of competing for and winning government contracts in the traditional industries of aerospace and defense, telecommunications, information technology, engineering services and systems integration and the new industries of food and hospitality services, pharmaceutical, biotechnology and health care.

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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