

**Basic Information**

555 Fayetteville Street  
Suite 600  
Raleigh, NC 27601  
Organization Size: 834  
Office Size: 13  
**Hiring Attorney:**  
Mr. Michael Kaeding

**Recruiting Contact:**  
Ms. Chris Murphy  
Attorney Hiring Coordinator  
1120 South Tryon Street  
Suite 300  
Charlotte, North Carolina (NC) 28203  
United States  
**Phone:** (704) 444-1191  
chris.murphy@alston.com

**Compensation & Benefits 333**

2024 compensation for entry-level lawyers (\$/year) 215,000  
**Summer Compensation**  
2024 compensation for Post-3Ls (\$/week)  
2024 compensation for 2Ls (\$/week) 4,135  
2024 compensation for 1Ls(\$/week) 4,135

**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	4	4	4	0	2
	Women	2	2	1	0	0
	Non-binary	NC	NC	NC	NC	0
	Total	6	6	5	0	2
<b>Latinx</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	0
<b>White</b>	Men	4	4	4	0	1
	Women	2	1	0	0	1
	Non-binary	NC	NC	NC	NC	0
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	0
<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	0
<b>Asian</b>	Men	0	0	0	0	0
	Women	0	1	1	0	0
	Non-binary	NC	NC	NC	NC	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	0
<b>2 or More Races</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	0
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	0
<b>LGBTQ</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	0
<b>Veteran</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	0

## Pro Bono/Public Interest

Darcy McLean  
Senior Manager of Pro Bono and Community Engagement  
404-881-7106  
darcy.mclean@alston.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	3.2
Average Hours per Attorney last year	65.7
Percent of associates participating last year	98
Percent of partners participating last year	61
Percent of other lawyers participating last year	64 (Counsel)

## 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 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	0	0	0	0	2
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	4	0	0	0	0
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	1	0	0	0	0
1Ls	0	0	0	0	0

Number of 2023 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

General Hiring Criteria We prefer students who have excellent academic credentials in undergraduate and law school. B+ GPA required. Law Review, Law Journal, or Moot Court preferred. For candidates interested in our IP practices, a technical background or degree is required.

## 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	Litigation & Trial Practice	3	2	2	0	0
Intellectual Property	Intellectual Property Litigation	0	0	1	0	0
Intellectual Property	Intellectual Property Patents	2	1	0	0	0
Business, Corporate	Investment Funds	0	0	1	0	0
Tax	Global Tax Services	1	1	0	0	0

<b>Business, Corporate</b>	Health Care & Policy	0	0	1	0	0
<b>Tax</b>	Compensation, Benefits & ERISA Litigation	0	1		0	0
<b>Business, Corporate</b>	Real Estate	0	0	1	0	0

---

## Diversity & Inclusion

---

### Organization Narrative

Alston & Bird has approximately 800 attorneys providing a full range of services to domestic and international clients who conduct business all over the world. The principles upon which we were founded 130 years ago - service to our communities, mutual respect, and hard work - remain at the core of our business practices today. We are also very proud to be recognized as one of the best places to work in America, on FORTUNE'S 2023 "The 100 Best Companies to Work For" list. Alston & Bird has received this honor for 24 consecutive years. Our core practice areas are intellectual property, complex litigation, corporate and tax, with national industry focuses in energy and sustainability, health care, financial services and public policy. The firm's commitment to our founding values, as well as to excellence in the practice of law, is evident in the lawyers and other professionals we recruit to be a part of our great organization. For more information, please visit our website.

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)

NALP Copyright 2024