

Basic Information

560 Mission Street
Suite 2100
San Francisco, CA 94105
Organization Size: 834
Office Size: 8
Hiring Attorney:
Ms. Valarie Williams

Recruiting Contact:
Ms. Claire Karaffa
Attorney Hiring Coordinator
350 South Grand Avenue
51st Floor
Los Angeles, California (CA) 90071
United States
Phone: 213-576-2603
claire.karaffa@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	6	4	2	NC	2
	Women	2	7	0	NC	0
	Non-binary	NC	NC	NC	NC	NC
	Total	8	11	2	0	2
Latinx	Men	NC	1	0	NC	NC
	Women	0	0	0	NC	NC
	Non-binary	NC	NC	NC	NC	NC
White	Men	5	2	0	3	NC
	Women	2	6	0	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Black or African American	Men	1	0	0	NC	NC
	Women	0	0	0	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Native Hawaiian or Other Pacific Islander	Men	0	0	0	NC	NC
	Women	0	0	0	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Asian	Men	0	0	0	NC	NC
	Women	0	1	0	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	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	2	0	0	NC	NC
	Women	0	0	0	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	0	0	0	NC	NC
	Women	0	0	0	NC	NC
	Non-binary	NC	NC	NC	NC	NC

Pro Bono/Public Interest

Darcy McLean
Senior Manager of Pro Bono and Community Engagement
4048817106
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

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	1	1	1	1	2
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	2		0
Lateral Associates	3	0	2	1	0
All Other Laterals (non-traditional track)	1	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
SUMMER					
Post-3Ls	0	0	0		
2Ls	2	0	2	2	2
1Ls	0	0	0		

Number of 2023 Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

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	AB Accelerate	0	0	1	1	0
Environmental	Environmental & Land Use	1	0	3	0	0
Intellectual Property	Intellectual Property Litigation	0	1	1	0	0
Litigation	Litigation & Trial Practice	7	1	5		

Diversity & Inclusion

Diversity Contact: Ms. Angela James

Diversity Website/URL: <https://www.alston.com/diversity/>

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.

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