Bryan Cave Leighton Paisner

(www.bclplaw.com)

Basic Information

161 North Clark Street
Suite 4300
Chicago, IL
60601-3315
Organization Size: 1275
Office Size: 55
Hiring Attorney:
Ms. Leslie Bayles

Recruiting Contact:
Ms. Kelly Johnson
Legal Recruiting and Development Administrator
161 North Clark Street
Suite 4300
Chicago, Illinois (IL) 60601-3315
United States
Phone: 314-259-2040
Kelly.Johnson@bclplaw.com

Compensation & Benefits 333

2018 compensation for entry-level lawyers ($/year)	160,000
Summer Compensation	
2018 compensation for Post-3Ls ($/week)	3,077
2018 compensation for 2Ls ($/week)	3,077
2018 compensation for 1Ls($/week)	3,077

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	19	8	3	0	1
	Women	4	7	5	2	3
	Total	23	15	8	2	4
Latinx	Men	0	0	0	0	0
	Women	0	0	0	0	0
White	Men	17	4	3	0	0
	Women	4	5	5	2	2
Black or African American	Men	0	2	0	0	0
	Women	0	1	0	0	1
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
Asian	Men	1	1	0	0	0
	Women	0	1	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
2 or More Races	Men	1	1	0	0	1
	Women	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
LGBTQ	Men	0	1	1	0	0
	Women	0	0	1	1	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	0

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Pro Bono/Public Interest

S. Patrick McKey
Partner
patrick.mckey@bclplaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Office-specific
% Firm Billable Hours last year	
Average Hours per Attorney last year	37
Percent of associates participating last year	79
Percent of partners participating last year	23
Percent of other lawyers participating last year	21

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?	Case-by-case
Is rotation mandatory?	Case-by-case
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?	Yes

HIRING & RECRUITMENT

	Began Work In				Expected
LAWYERS	**2016**	**Prior Summer Associates**	**2017**	**Prior Summer Associates**	**2018**
Entry-level	2	2	1	1	3
Entry-level (non-traditional track)					
Lateral Partners	1				
Lateral Associates	3		2		
All Other Laterals (non-traditional track)	1				
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	2		3	1	3
1Ls	1		1		1

Number of 2017 Summer 2Ls considered for associate offers	3
Number of offers made to summer 2L associates	3
General Hiring Criteria	Excellent law school and undergraduate performance, relevant work experience, strong writing and leadership skills, and a desire to succeed in a challenging, team-oriented and congenial environment.

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
Banking, Finance Litigation	Bankruptcy, Restructuring and Creditors' Rights	3		2		
Litigation	Commercial Litigation	3	2	8		2
Energy	Energy, Environmental and Natural Resources	5				
Banking, Finance	Financial Services	1	1	1		
Intellectual Property	Intellectual Property	1				
International	International Trade	1				

Labor and Employment	Labor and Employment	3	2	1
Trusts and Estates	Private Client		1	
Litigation	Product Liability	1	1	
Real Estate, Land Use	Real Estate	3		1
Business, Corporate	Technology, Entrepreneurial and Commercial Practice		1	
Business, Corporate	Transactions	2		2

Diversity & Inclusion

Diversity Website/URL: http://www.bryancave.com/bryancave/diversity/

Organization Narrative

As of April 2018, Bryan Cave combined with Berwin Leighton Paisner (BLP) to become Bryan Cave Leighton Paisner LLP (BCLP). The combination brings together two organizations widely recognized for their innovative approach to client service into one global, fully integrated law firm. BCLP will have 32 offices, across 11 countries and a platform of lawyers approximately 1,600. Bryan Cave Leighton Paisner will continue to provide clients with excellent combined legal expertise. We look forward to continuing our traditions of building strong relationships with our clients and within our firm.

BCLP lawyers collaborate to bring the top skills and talent in the Firm to provide the best possible legal representation to further our clients' interests. We maintain our ability to provide our clients with the highest level of service by carrying out our traditions of excellence, commitment to our clients and service to our communities. We not only care deeply about our clients, but we hold relationships within the Firm with equal care and respect.

The Firm represents publicly held multinational corporations, large and mid-sized privately held companies, emerging companies, nonprofit and community organizations, government entities, and individuals. With a foundation based on enduring client relationships, deep and diverse legal experience, industry-shaping innovation and a collaborative culture, our transaction, litigation and regulatory practices serve clients in key business and financial markets. Whether we are working on a multibillion dollar deal, a multimillion dollar dispute or a pro bono matter, at the heart of everything we do is a set of core values that defines who we are and pushes us to become better versions of ourselves.

We are committed to supporting professional development, community involvement, mentoring and relationship-building across the Firm. Associates are encouraged to seek out opportunities and initiatives that support their career development. The Firm provides Associates with the guidance to further their substantive knowledge and skill development that fosters their professional growth while providing opportunities to explore work for high-profile clients and senior partners located around the world.

Throughout the course of the year, associates can expect to participate in a number of practice group programs geared towards developing skills required for their specific legal areas, as well as in-house CLE programs. To further advance our associates' business savvy and to immerse associates in our relationship culture, the Firm hosts the Business Academy, which includes interactive business simulations, team-building exercises, and programs aimed to incorporate associates in the business of law. Additionally, the Firm hosts a New Associate Orientation Retreat for entry-level lawyers, a Trial Advocacy program for litigation associates, and a Corporate & Transactional boot camp. These training series are complimented by our mentor programs, through which associates have opportunities to nurture ongoing relationships with partners and counsel.

We seek bright, well-rounded leaders, whose top-tier grades from premier law schools as well as professional experience and community activities demonstrate an ability to thrive in an innovative, diverse, ever-changing, and sophisticated practice. We are committed to recruiting and retaining the highest caliber associates. Bryan Cave Leighton Paisner will be increasing associate salaries in all of our U.S. offices effective January 1, 2019. The annual salary for entry-level lawyers in the Chicago office will increase to $170,000 and the weekly salary for summer associates in the Chicago office will increase to $3,269.

The Summer Program in our Chicago office is designed to help our summer associates really know our lawyers, work, firm culture, clients, and provides an outstanding opportunity for law students to see for themselves what it's like to be an Associate at BCLP. Summer associates complete work assignments across departments which are distributed through a Work Assignment Coordinator to ensure the quality of the summer's job experience. Evaluations are completed on each project, and summers receive feedback throughout the program. Summers also have the opportunity to accompany our attorneys on numerous out-of-office legal activities and are provided on-going training throughout the summer. Our summer program includes many enjoyable social activities such as Cubs games, a boat tour, and happy hours.

To learn more about Bryan Cave Leighton Paisner LLP please visit our website at www.bclplaw.com.

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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