

Basic Information

120 Broadway
Suite 300
Santa Monica, CA
90401
Organization Size: 1275
Office Size: 40
Hiring Attorney:
Ms. Jennifer A.
Jackson
Hiring Attorney #2:
Mr. Rosario L. Vizzie

Recruiting Contact:
Ms. Sheryl Jones
Legal Recruiting and Development
Manager
120 Broadway
Suite 300
Santa Monica, California (CA) 90401
United States
Phone: (310) 576-2303
sajones@bcplaw.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 14	8	9	2	1
	Women 4	9	3	0	1
	Total 18	17	12	2	2
Latinx	Men 0	0	1	0	0
	Women 0	1	0	0	0
White	Men 13	5	7	2	0
	Women 4	3	3	0	0
Black or African American	Men 0	0	0	0	0
	Women 0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 1	3	1	0	1
	Women 0	4	0	0	1
Native American or Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or More Races	Men 0	0	0	0	0
	Women 0	1	0	0	0
Persons with Disabilities	Men 0	0	0	0	0
	Women 0	0	0	0	0
LGBTQ	Men 2	1	1	0	0
	Women 0	0	0	0	0
Veteran	Men 0	0	0	0	0
	Women 0	0	0	0	0

For more details, visit www.nalpdirectory.com

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Pro Bono/Public Interest

Jed P. White
Partner
jed.white@bcplaw.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	44
Percent of associates participating last year	88
Percent of partners participating last year	44
Percent of other lawyers participating last year	58

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

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

Number of 2017 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

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
Government, Regulatory, Administrative International Litigation	Antitrust and Competition	4	1	2		
Banking, Finance Litigation	Bankruptcy, Restructuring and Creditors' Rights	1				
Litigation	Class and Derivative Actions	2		1		

Litigation	Commercial Litigation	4	3	9
Business, Corporate	Corporate Finance and Securities	1		
Banking, Finance	Financial Services			1
Intellectual Property	Intellectual Property	1	1	
International	International Trade	3	1	1
Labor and Employment	Labor and Employment		4	
Real Estate, Land Use	Real Estate	1		1
Business, Corporate	Technology, Entrepreneurial and Commercial Practice		1	2
Business, Corporate	Transactions	1		1
Litigation	White Collar Defense and Investigations		1	1

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 Los Angeles office will increase to \$170,000 and the weekly salary for summer associates in the Los Angeles office will increase to \$3,269.

The Los Angeles office, which overlooks the Pacific Ocean in Santa Monica, offers the world-class resources of a large international firm in a collegial and collaborative setting. The Firm boasts approximately 100 lawyers in its Southern California offices, who work closely with Bryan Cave lawyers around the globe, which allows Los Angeles lawyers to service a diverse base of local, national and international clients in such areas as litigation, corporate transactions, securities, business, media and technology, international trade, labor and employment, bankruptcy, real estate and banking, and estates and trusts. Attorneys from our office routinely participate in high-profile litigation matters involving class actions, claims against financial institutions, product liability, intellectual property and other complex commercial disputes. In addition, we regularly assist clients with respect to a variety of mergers and acquisitions, financings, stock offerings, joint ventures and other transactions, the combined annual value of which typically runs into the billions of dollars. Our team-oriented approach to practicing law allows new associates and established lawyers to engage in an ever-increasing variety of responsibilities and opportunities for case ownership, professional growth and business development.

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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