

### Basic Information

Firmwide  
 Organization Size: 138  
 Office Size: 138  
**Hiring Attorney:** Mr. Collin Gannon  
**Hiring Attorney #2:** Ms. Kaitlyn Shannon

**Recruiting Contact:** Ms. Lindy Resh  
 Attorney Recruitment Manager  
 1900 N Street NW, Suite 100  
 Washington, District of Columbia (DC) 20036  
 United States  
**Phone:** (202) 789-6150  
 lresh@bdlaw.com

### Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 180,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week)  
 2024 compensation for 2Ls (\$/week) 3,400  
 2024 compensation for 1Ls(\$/week) 3,400

### Partnership & Advancement

Does the firm have two or more tiers of partner? No  
 If no, how many years is the partnership track? 7.5

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	47	17	12	1
	Women	27	27	5	2
	Non-binary	0	0	0	0
	<b>Total</b>	<b>74</b>	<b>44</b>	<b>17</b>	<b>3</b>
<b>Latin</b>	Men	1	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>White</b>	Men	44	14	12	1
	Women	24	17	3	2
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	2	1	0	0
	Women	0	4	0	0
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Asian</b>	Men	0	1	0	0
	Women	1	4	2	0
	Non-binary	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>2 or More Races</b>	Men	0	1	0	0
	Women	2	2	0	0
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>LGBTQ</b>	Men	1	3	1	0
	Women	2	5	0	0
	Non-binary	0	0	0	0
<b>Veteran</b>	Men	3	1	2	0
	Women	1	0	0	0
	Non-binary	0	0	0	0

## Pro Bono/Public Interest

Madeleine Boyer  
Pro Bono Committee Chair  
(202) 789-6020  
mboyer@bdlaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2%
Average Hours per Attorney last year	1413
Percent of associates participating last year	48%
Percent of partners participating last year	40%
Percent of other lawyers participating last year	43%

## Professional Development

Evaluations	Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	Yes
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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	5	4	6	1	6
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	10	1	5	0	8
All Other Laterals (non-traditional track)	0	0	4	0	6
Post-Clerkship	1	0	0	0	2
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	1	0	3
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	4	1	5	1	12
1Ls	2	0	2	0	2

Number of 2023 Summer 2Ls considered for associate offers 5

Number of offers made to summer 2L associates 5

General Hiring Criteria We prefer to hire students who have demonstrated superior academic (top 25%), writing, communication and interpersonal skills, and a strong background or interest in environmental law, land use, or litigation.

## 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
Environmental	Environmental	30	9	29	1	1
Litigation	Litigation	37	4	14	0	1
Real Estate, Land Use	Real Estate/Land Use	4	2	1	0	0
International	International	3	2	0	0	0

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## Diversity & Inclusion

**Diversity Contact:** Mr. Anthony Papetti

**Diversity Website/URL:** <https://www.bdlaw.com/diversity-inclusion>

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## Organization Narrative

Beveridge & Diamond's more than 130 lawyers in seven U.S. offices focus on environmental and natural resource law (including ESG, environmental justice, sustainability, and climate change), litigation and alternative dispute resolution (including toxic tort, white collar, enforcement, and internal investigations); and product and chemical regulation. We help clients around the world resolve critical environmental and sustainability issues relating to their products, facilities, and operations. Our team includes former in-house lawyers from the U.S. Environmental Protection Agency, U.S. Department of Justice, U.S. Department of the Interior, U.S. Department of Agriculture, U.S. Department of State, and other federal and state resource and environmental agencies.

B&D holds Tier 1 nationwide ratings for environmental law and environmental litigation from *Best Lawyers*®, *Chambers USA Guide to the Legal Profession*, and *Legal 500*.

Best Lawyers® named B&D "Law Firm of the Year" for Environmental Law in 2024 and "Law Firm of the Year" for Environmental Litigation in 2023. *Vault* has ranked B&D as the #1 law firm to work for in the area of Environmental Law annually since 2017.

Our associates get substantive and front-line responsibility, working directly with the firm's principals, clients, and technical consultants on unique and challenging environmental issues across the U.S. and globally. In the area of diversity, equity and inclusion (DE&I), B&D also leads the way. 44% of our principals are women, and 52% of our lawyers are diverse (women, minorities, or openly LGBTQ+). B&D is Mansfield 6.0 Plus Certified by the Diversity Lab, was named Bloomberg Law's DE&I Framework in 2023, was named aa "Compass Award winner by the Leadership Council on Legal Diversity in 2023, and received the Minority Corporate Counsel Association's Vashon Award for Innovation in in 2022 and 2023 (the firm also holds MCCA Bronze Certification for DE&I. Our Summer Program is the most important element of our recruiting efforts. We hire a small, but exceptional group of law students. We look for a high degree of initiative and the ability to take on substantial responsibility quickly. We expect to make an offer to every Summer Associate who performs well.

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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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For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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