

Basic Information

One Market Plaza
Spear Tower, 24th Floor
San Francisco, CA 94105
Organization Size: 973
Office Size: 36
Hiring Attorney:

Recruiting Contact:
Ms. Nicole Raiman
Legal Recruitment Manager
601 Figueroa Street
Suite 2500
Los Angeles, California (CA) 90017
United States
Phone: 213-243-6008
nicole.raiman@dentons.com

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year)
Summer Compensation
2021 compensation for Post-3Ls (\$/week)
2021 compensation for 2Ls (\$/week) 3,942
2021 compensation for 1Ls(\$/week) 3,942

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	15	5	3	2	1
	Women	5	4	1	6	0
	Non-binary	0	0	0	0	0
	Total	20	9	4	8	1
Latinx	Men	0	1	0	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	12	3	2	2	2
	Women	5	3	1	2	0
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	NC	NC	NC	NC	0
	Non-binary	NC	NC	NC	NC	0
Asian	Men	2	1	0	0	0
	Women	0	0	0	2	1
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	1	1	1	0	0
	Women	0	0	0	2	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	1	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	1	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	UNK	UNK	UNK	UNK	0
	Women	UNK	UNK	UNK	UNK	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Ben Weinberg
 Pro Bono Partner
 312-876-3101
 benjamin.weinberg@dentons.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	3.68%
Average Hours per Attorney last year	56
Percent of associates participating last year	87%
Percent of partners participating last year	52%
Percent of other lawyers participating last year	60%

Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	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?	Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2019	Prior Summer Associates	2020	Prior Summer Associates	2021
Entry-level	1	1	0	0	2
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	0	0	0
Lateral Associates	5	0	0	0	0
All Other Laterals (non-traditional track)	0	0	2	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	0	0
2Ls	1	0	2	0	3
1Ls	2	0	1	0	2

Number of 2020 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

General Hiring Criteria There is no typical candidate for our Summer Associate Program. We look for bright, innovative and hard-working people with diverse backgrounds and experiences. We want to see a strong record of academic success and extracurricular achievement. It's equally important that our Summer Associates can work well in a team and have the drive and willingness to take on significant responsibilities.

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	Capital Markets	3	0	1		0
Labor and Employment	Employment & Labor	1	0	0		0
Environmental	Environmental	1	0	1		1
Government, Regulatory, Administrative	Health Care	2	0	3		0

Government, Regulatory, Administrative	Insurance	0	2	0	0
Intellectual Property	Intellectual Property & Technology	5	0	3	3
Litigation	Litigation	5	1	1	4
Litigation	Product Liability & Complex Torts	1	0	0	0
Real Estate, Land Use	Real Estate	1	1	0	0
Banking, Finance	Restructuring Insolvency & Bankruptcy Litigation	1	0	0	0

Diversity & Inclusion

Diversity Contact: Ms. Inga Masjule

Diversity Website/URL: <http://www.dentons.com/en/whats-different-about-dentons/as-diverse-as-you-are.aspx>

Organization Narrative

Dentons has been present in the Bay Area for nearly 30 years, servicing the legal and business needs of clients in San Francisco's financial district and throughout Northern California. The Firm has expanded its Bay Area presence with the opening of an office in Oakland at Lake Merritt Plaza. Our lawyers and professionals have years of experience providing creative, responsive and diverse solutions on behalf of clients across the region. Lawyers in our San Francisco and Oakland locations are experienced in real estate, commercial and civil litigation, insurance coverage, environmental matters, energy, product regulation, bankruptcy, insolvency, creditors' rights and intellectual property. Representative clients include commercial and residential developers, American Indian tribes, construction companies, financial institutions, financial services firms, insurance companies, franchisors, technology companies and court-appointed fiduciaries. Dentons is proud to support the Bay Area community in many different ways. We have provided pro bono assistance in matters related to landlord-tenant, family law, estate planning and nonprofit counseling—particularly in the areas of corporate law and labor and employment law—as well as handling matters relating to political amnesty and migrant farm workers' rights. Frequent coordination with our teams based in Silicon Valley, Los Angeles, San Diego and Orange County provides clients with significant resources in California. With a multidisciplinary approach and a global reach, we focus exclusively on providing you with the high-quality legal services you need to achieve your business objectives both in California and beyond. **About Dentons** Dentons is the world's largest law firm, delivering quality and value to clients around the globe. Dentons is a leader on the Acritas Global Elite Brand Index, a BTI Client Service 30 Award winner and recognized by prominent business and legal publications for its innovations in client service, including founding Nextlaw Labs and the Nextlaw Global Referral Network. Dentons' polycentric approach and world-class talent challenge the status quo to advance client interests in the communities in which we live and work. www.dentons.com

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