

Basic Information

Firm Wide
 Organization Size: 340
 Office Size: 314
Hiring Attorney:
 Ms. Shelley Thomas

Recruiting Contact:
 Ms. Katie McDaniel
 Student Programs Manager
 150 Third Ave S
 Suite 2800
 Nashville, Tennessee (TN) 37201
 United States
Phone: 615-259-6337
 katie.mcdaniel@bassberry.com

Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year) 185,000

Summer Compensation

2022 compensation for Post-3Ls (\$/week) 3,550
 2022 compensation for 2Ls (\$/week) 3,550
 2022 compensation for 1Ls(\$/week) 3,550

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track? 7-9
 How many years is the equity track? 7-9

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	111	55	14	7	10
	Women	39	69	10	9	15
	Non-binary	0	0	0	0	0
	Total	150	124	24	16	25
Latinx	Men	2	2	0	0	0
	Women	1	2	0	0	0
	Non-binary	0	0	0	0	0
White	Men	106	45	14	7	7
	Women	35	53	9	8	12
	Non-binary	0	0	0	0	0
Black or African American	Men	1	2	0	0	3
	Women	1	5	0	0	3
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	0	1	0	0	0
	Women	1	4	1	0	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	1	0	0	NC
	Women	0	4	0	1	NC
	Non-binary	0	0	0	0	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	4	1	1	0
	Women	1	1	0	0	2
	Non-binary	0	0	0	0	0
Veteran	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC

Pro Bono/Public Interest

David Esquivel
 Pro Bono Committee Chair
 615-742-6285
 desquivel@bassberry.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	
Average Hours per Attorney last year	30
Percent of associates participating last year	69
Percent of partners participating last year	41
Percent of other lawyers participating last year	39

Professional Development

Evaluations	Semi-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
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 2022
	2020	Prior Summer Associates	2021	Prior Summer Associates	
Entry-level	0	0	28	16	17
Entry-level (non-traditional track)	0	0	0		n/a
Lateral Partners	0	0	10	n/a	n/a
Lateral Associates	3	0	21	n/a	n/a
All Other Laterals (non-traditional track)	4	0	9	n/a	n/a
Post-Clerkship	0	0	3	1	1
LL.M.s (U.S.)	0	0	0	n/a	n/a
LL.M.s (non-U.S.)	0	0	n/a	n/a	n/a
SUMMER					
Post-3Ls	0	n/a	0	n/a	1
2Ls	21	12	16	4	21
1Ls	6	n/a	9	n/a	10

Number of 2021 Summer 2Ls considered for associate offers 16

Number of offers made to summer 2L associates 16

General Hiring Criteria Bass, Berry & Sims looks for candidates who possess high academic achievement and participation in law school activities, a professional desire to help clients, an ambitious nature, and a willingness to work in a collegial team environment. At our firm, we recognize that each attorney adds value through his or her diverse background, exceptional academic achievement, and outstanding interpersonal skills.

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
Privacy and Data Security	Intellectual Property	11	2	12	3	0
Banking, Finance Real Estate, Land Use	Real Estate and Commercial Finance	16	3	13	3	3

Business, Corporate	Corporate & Securities	43	4	32	10	3
Tax	Trusts & Estates	3	0	3	0	1
Trusts and Estates	Public Finance	6	1	1	0	1
Banking, Finance						
Government, Regulatory, Administrative	Healthcare	22	4	25	6	4
Real Estate, Land Use	Intellectual Property	11	2	12	3	0
Public, Municipal	Labor & Employment	10	1	6	0	2
Business, Corporate	Litigation	41	9	28	6	3
Government, Regulatory, Administrative						
Intellectual Property						
Arbitration, Dispute Resolution, Mediation						
Labor and Employment						
Arbitration, Dispute Resolution, Mediation						
Litigation						

Diversity & Inclusion

Diversity Contact: Ms. Michele Bendekovic

Diversity Website/URL: <http://www.bassberry.com>

Organization Narrative

About Us.

At Bass, Berry & Sims, delivering exceptional work is a critical part of what makes us successful. We stand apart because we respect the contributions that our people make to the firm. We create an inclusive environment where everyone can do complex work and give their all while being themselves, irrespective of role or background. Leaving a legacy for future generations matters to us, so we always go above and beyond to exceed expectations.

Our Core Attributes:

I. Collaborative. We are open, accessible and help each other thrive by working together. We collaborate, work hard and empower our people to shape a career that works for them. We are compassionate and do the right thing for our team, our clients and our communities.

II. Agile. We solve complex challenges in an agile and innovative way. Our clients have ever-changing needs, so we have to be entrepreneurial, adaptive and decisive while solving their legal issues.

III. Tenacious. We are curious and driven to acquire knowledge and develop as professionals. Our tenacity enables us to solve problems, ask questions and challenge each other. We are open and direct.

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.

For more details, visit www.nalpdirectory.com

NALP Copyright 2022