

### Basic Information

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

**Recruiting Contact:**  
Ms. Annie Johnston  
Senior Manager, Legal Recruitment  
Operations  
1999 Harrison Street  
Suite 1300  
Oakland, California (CA) 94612  
United States  
**Phone:** 415-882-5000  
annie.johnston@dentons.com

### Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year) 205,000

**Summer Compensation**  
2022 compensation for Post-3Ls (\$/week)  
2022 compensation for 2Ls (\$/week) 4,271  
2022 compensation for 1Ls(\$/week) 4,271

### 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	11	2	2	0
	Women	5	3	1	2
	Non-binary	0	0	0	0
	<b>Total</b>	<b>16</b>	<b>5</b>	<b>3</b>	<b>2</b>
<b>Latinx</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>White</b>	Men	12	3	2	2
	Women	5	3	1	2
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	0	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC
<b>Asian</b>	Men	2	0	0	0
	Women	0	0	1	2
	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	2	0	0	0
	Women	0	1	0	1
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
<b>LGBTQ</b>	Men	0	0	0	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
<b>Veteran</b>	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK

## 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	3.16%
Average Hours per Attorney last year	49
Percent of associates participating last year	85%
Percent of partners participating last year	51%
Percent of other lawyers participating last year	44%

## 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?	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
	2020	Prior Summer Associates	2021	Prior Summer Associates	2022
Entry-level	0	0	3	3	3
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	2	0	0
Lateral Associates	3	0	1	0	0
All Other Laterals (non-traditional track)	2	0	0	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
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	2	0	3	0	2
1Ls	1	0	2	0	1

Number of 2021 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

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	0		0
Labor and Employment	Employment & Labor	1	0	0		0
Government, Regulatory, Administrative	Health Care	1	0	2		0

<b>Intellectual Property</b>	Intellectual Property & Technology	5	0	1	3
<b>Litigation</b>	Litigation	4	2	2	1
<b>Litigation</b>	Product Liability & Complex Torts	1	0	0	0
<b>Real Estate, Land Use</b>	Real Estate	2	0	0	0
<b>Business, Corporate</b>	Corporate	0	1	0	0
<b>Tax</b>	Tax	1	0	0	0

## Diversity & Inclusion

**Diversity Contact:** Ms. Ada Ejikeme

**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](http://www.dentons.com)

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