

## Basic Information

1550 Seventeenth Street  
Suite 500  
Denver, CO 80202  
Organization Size: 150  
Office Size: 150  
**Hiring Attorney:** Ms. Jackie Roeder  
**Hiring Attorney #2:** Mr. Lamont Larsen

**Recruiting Contact:**  
Ms. Emily Sheldon  
Director of Professional Development & Recruiting  
1550 17th Street  
Suite 500  
Denver, Colorado (CO) 80202  
United States  
**Phone:** (303) 892-7449  
emily.sheldon@dgslaw.com

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 190,000  
**Summer Compensation**  
2023 compensation for Post-3Ls (\$/week) 190,000  
2023 compensation for 2Ls (\$/week) 190,000  
2023 compensation for 1Ls(\$/week) 190,000

## Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 8.5

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	49	18	9	0	2
	Women	20	28	7	4	6
	Non-binary	0	0	0	0	0
	Total	69	46	16	4	8
Latinx	Men	2	0	0	0	0
	Women	0	4	0	0	0
	Non-binary	0	0	0	0	0
White	Men	44	16	9	0	2
	Women	17	22	8	3	3
	Non-binary	0	0	0	0	0
Black or African American	Men	0	2	0	0	0
	Women	0	1	0	0	0
	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	2	0	0	0	0
	Women	0	1	1	1	2
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	0	0	0	0
	Women	3	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Jim Henderson  
Partner  
303-892-9400  
jim.henderson@dgslaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	3%
Average Hours per Attorney last year	46
Percent of associates participating last year	96%
Percent of partners participating last year	70%
Percent of other lawyers participating last year	33%

## 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?	Case-by-case
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
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level					
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.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls					
1Ls					

Number of 2022 Summer 2Ls considered for associate offers 7

Number of offers made to summer 2L associates 7

General Hiring Criteria Strong academic performance, excellent research and writing skills, interpersonal skills, value diversity, initiative, willingness to assume responsibility, maturity, and judgement. Law review or moot court preferred.

## 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	Transactions	38	11	21		

Appellate Arbitration, Dispute Resolution, Mediation Government, Regulatory, Administrative Labor and Employment Litigation Environmental Antitrust	Advocacy	26	4	24
Banking, Finance Business, Corporate Energy Intellectual Property Real Estate, Land Use Tax Bankruptcy	Transactions	38	11	21

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## Diversity & Inclusion

**Diversity Contact:** Ms. Tess Hand-Bender

**Diversity Website/URL:** <https://www.dgslaw.com/who-we-are/diversity-inclusiveness>

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## Organization Narrative

Colorado is an exciting place to work, live, and play – with more than 300 days of sunshine per year, endless outdoor activities, and an exciting arts and culture scene. Denver is continually ranked as one of the best places to live in the country and thousands are flocking to the area each month to take advantage of our booming economy. For over a century, Davis Graham & Stubbs LLP has ranked among the region's most prominent law firms, consistently offering quality legal services to emerging and established businesses of the Rocky Mountain West. While the firm's Denver headquarters and intermediate size allow a close personal relationship with local and regional clients, our technology and broad experience allow us to partner effectively with businesses and their investors throughout the world.

DGS has a strong reputation for its corporate finance and natural resources practices, with emphasis on securities and M&A transactions, regulatory guidance, and complex commercial litigation. Our lawyers have experience working with companies in the hospitality, private equity, asset management, health care, manufacturing, mining, energy, and technology industries. As the exclusive member firm in Colorado for Lex Mundi, the world's leading network of independent law firms, DGS has access to in-depth experience in 100+ countries worldwide. For more information about the firm, its practices, and lawyers, please visit [dgslaw.com](http://dgslaw.com).

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