

Basic Information

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

Recruiting Contact:
Ms. Marianne Coon
Legal Recruitment Coordinator
1999 Harrison Street
Suite 1300
Oakland, California (CA) 94612
United States
Phone: 415-882-5000
kelsey.hancock@dentons.com

Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 215,000

Summer Compensation

2023 compensation for Post-3Ls (\$/week)
2023 compensation for 2Ls (\$/week) 4,479
2023 compensation for 1Ls(\$/week) 4,479

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	13	8	1	2	0
	Women	8	6	3	4	0
	Non-binary	0	0	0	0	0
	Total	21	14	4	6	0
Latinx	Men	1	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	10	6	1	2	0
	Women	7	3	1	1	0
	Non-binary	0	0	0	0	0
Black or African American	Men	0	1	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	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	1	1	0	0	0
	Women	0	1	2	1	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	1	0	0	0	0
	Women	0	2	0	2	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	1	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	0	0	0	0
	Women	1	0	0	2	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	1	0	0	0
	Women	0	0	0	0	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	2.3%
Average Hours per Attorney last year	31
Percent of associates participating last year	72%
Percent of partners participating last year	53%
Percent of other lawyers participating last year	41%

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
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	3	3	3	3	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	2	0	2	0	0
Lateral Associates	1	0	5	0	1
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	1	1	0
1Ls	1	0	1	0	0

Number of 2022 Summer 1
2Ls considered for
associate offers

Number of offers made to 1
summer 2L associates

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	1		0
Government, Regulatory, Administrative	Health Care	3	0	2		0

Intellectual Property	Intellectual Property & Technology	3	0	4	5
Litigation	Litigation	7	3	6	1
Litigation	Product Liability & Complex Torts	1	0	0	0
Real Estate, Land Use	Real Estate	2	0	0	0
Business, Corporate	Corporate	1	1	1	0
Government, Regulatory, Administrative	Federal Regulatory & Compliance	1	0	0	0

Diversity & Inclusion

Diversity Contact: Ms. Ada Ejikeme

Diversity Website/URL: <https://www.dentons.com/en/about-dentons/inclusion-and-diversity>

Organization Narrative

Dentons Bay Area

For over 30 years, Dentons has been servicing the legal and business needs of clients in San Francisco's financial district and throughout Northern California. With offices in San Francisco and Oakland, our Bay Area lawyers and professionals have provided creative and efficient solutions to our clients' most complex legal challenges and helped them identify vulnerabilities, threats and risks. Our diverse team brings experience across a number of practice areas and sectors, including intellectual property protection, enforcement and monetization; complex civil and commercial litigation; health care regulatory and transactions; real estate acquisitions, dispositions, development and financing; employment and labor issues; corporate formation, governance and transactional matters; and all types of capital markets legal work.

Dentons takes seriously our commitment to the communities in which we live and work—and our pro bono work reflects that commitment. We have provided pro bono assistance to underserved communities in the Bay Area in matters relating to landlord-tenant; family law; estate planning; nonprofit formation, governance and employment relations; political amnesty; and migrant farm workers' rights.

About Dentons

Dentons is designed to be different.

What makes Dentons different? We are polycentric. Dentons has no single headquarters or dominant national culture. Our polycentric, in-and-of-the community approach means we are always a local firm as well as a global firm.

We are global. With offices in more than 200 locations across 80 countries, Dentons can support you everywhere you do business.

We are the largest law firm in the world. With more than 20,000 people in 80+ countries around the world, we have unique breadth, depth and diversity of talent to serve the needs of our clients.

We are purpose-driven. Dentons was the first global law firm to unveil a purpose statement. Guided by our purpose we commit to pioneering change and innovation and to bringing the best out of local and global.

We redefine what is possible and shape the future. Together. Everywhere. We do this every day by connecting the power of our people, our clients and our communities.

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