

## Basic Information

707 Virginia Street East  
Suite 1300  
Charleston, WV 25301  
Organization Size: 764  
Office Size: 22

### Hiring Attorney:

Mrs. Alicia A.  
Bond-Lewis

### Hiring Attorney #2:

Mr. Eric K. Combs, Tip  
Depp, and Christian  
Gonzalez

### Recruiting Contact:

Ms. Jennifer Stark  
Director of Recruiting and Legal  
Personnel  
255 E. Fifth Street  
Suite 1900  
Cincinnati, Ohio (OH) 45202  
United States  
**Phone:** 513-977-8200  
dinsmore.legalrecruiting@dinsmore.com

## Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 115,000

### Summer Compensation

2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 2,200  
2023 compensation for 1Ls(\$/week) 2,200

## 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	9	5	0	0	0
	Women	4	3	0	0	2
	Non-binary	0	0	0	0	0
	Total	13	8	0	0	2
<b>Latinx</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>White</b>	Men	9	4	0	0	0
	Women	4	3	0	0	2
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	1	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Reginald L. Staples, Jr.  
Partner  
(513) 639-9213  
reginald.staples@dinsmore.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2%
Average Hours per Attorney last year	47
Percent of associates participating last year	31%
Percent of partners participating last year	29%
Percent of other lawyers participating last year	19%

## 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
Is rotation mandatory?	No
Does your organization have a dedicated professional development staff?	No
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			1	1	1
Entry-level (non-traditional track)					
Lateral Partners	1				1-2
Lateral Associates	3				1-2
All Other Laterals (non-traditional track)					
Post-Clerkship			1	1	
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls	1	1	1	1	1
1Ls	1		1		1

Number of 2022 Summer 2Ls considered for associate offers 1

Number of offers made to summer 2L associates 1

General Hiring Criteria Candidates must be able to demonstrate high academic achievement, writing ability, significant extra-curricular involvement or employment history (preferably in leadership positions), maturity, ability to accept responsibility, and possess strong 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
Business, Corporate	Business, Acquisitions and Securities	1				
Banking, Finance Business, Corporate	Commercial Finance and Banking	1				
Intellectual Property	IP Litigation and Enforcement	1				

<b>Labor and Employment</b>	Employment	3	4	1
<b>Labor and Employment</b>	Labor	4	1	1
<b>Litigation</b>	Commercial Litigation	3	3	

## Diversity & Inclusion

**Diversity Contact:** Mr. Marty Dunn

**Diversity Website/URL:** <https://www.dinsmore.com/diversity-inclusion-overview/>

## Organization Narrative

For more than a century, Dinsmore has provided quality legal counsel to our clients. In recent years, our practice has grown to become a full service law firm with offices across the country. Driven in part by its lead role in cases of national prominence, the firm, currently comprised of more than 750 attorneys, has continued to grow substantially over the past several years. The firm has offices located in 29 cities throughout California, Colorado, Connecticut, Florida, Illinois, Indiana, Kentucky, Massachusetts, Michigan, Ohio, Pennsylvania, Washington, D.C., and West Virginia.

Dinsmore's practice is widely diversified, providing counsel for regional, national, and international clients. The firm is organized into five departments with many practice groups. The departments are: Corporate, Intellectual Property, Finance, Labor & Employment, and Litigation. The firm specializes in antitrust; banking; business, commercial, and fiduciary litigation; business reorganization; casualty and insurance defense; compensation and benefits; corporate; environmental law; estate planning; franchise and distribution; government and municipal law; health care; immigration; insurance coverage; intellectual property; labor and employment; mineral and energy; public finance; real estate; taxation; workers' compensation; and workout and bankruptcy.

As the primary source of new associates, the firm recruits first and second year law students for summer associate positions. The firm also welcomes judicial clerks, and recruits third year law students and lateral candidates as needed. To assist associates in their professional development and provide specific information as to their progress with the firm, Dinsmore has mentoring and training programs and an annual formal associate evaluation process. Associates are typically considered for partnership eight years after joining the firm, although partnership consideration is not limited to a fixed point in time. Associates have been promoted to partnership both before and after the "norm."

The firm prides itself on a friendly and open atmosphere, which we believe is compatible with our objectives of the highest professional competence and success in the practice of law. The firm also encourages and supports community service and *pro bono* legal representation according to the interests of our attorneys. Compensation and benefits for summer clerks, as well as new associates, are competitive with comparable firms in the region.

Dinsmore sponsors diversity scholarship programs to law students to work with The Procter & Gamble Company, Humana Inc., and Lockheed Martin. The scholarships are open to first-year law students with a demonstrated record of academic or professional achievement and leadership qualities. Applicants may be minorities or individuals who contribute meaningfully to diversity in their communities. Additional details can be found on our website, and additional information on our commitment to diversity and initiatives can be found under the "Diversity and Inclusion" section of this NALP form.

Dinsmore also offers a diversity fellowship program for students who clerk with the firm after their first year of law school. Based on performance during that summer, the firm may offer one or more students not only an offer of employment for the following summer, but an associate position following graduation. The firm pays scholarship funds to diversity fellows during their 2L Summer (in addition to their regular salary) and a stipend following law school graduation in addition to the stipend paid to all incoming associates.

Candidates interested in employment as an associate or summer associate with Dinsmore should submit a resume for consideration when our representative conducts virtual interviews or visits your campus. If the firm is not scheduled to visit your law school, we invite all interested students to submit a detailed resume with a law school transcript and a writing sample to the attention of Jennifer Stark, Director of Recruiting and Legal Personnel, Dinsmore & Shohl LLP, 255 East Fifth Street, Suite 1900, Cincinnati, Ohio 45202.

The recruiting process, summer associate program, diversity scholarship program, and the firm are described in more detail on our website, [www.dinsmore.com](http://www.dinsmore.com).

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](http://www.nalpdirectory.com)

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