

### Basic Information

Firmwide	<b>Recruiting Contact:</b>
Organization Size: 304	Ms. Brandy Tulley
Office Size: 295	Director of Legal & Policy Recruiting
<b>Hiring Attorney:</b>	675 15th Street
Mx. N/A N/A	Suite 2900
<b>Hiring Attorney #2:</b>	Denver, Colorado (CO) 80202
Mx. N/A N/A	United States
	<b>Phone:</b> (303) 223-1442
	btulley@bhfs.com

### Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year)	180,000
<b>Summer Compensation</b>	
2024 compensation for Post-3Ls (\$/week)	--
2024 compensation for 2Ls (\$/week)	3,460
2024 compensation for 1Ls(\$/week)	3,460

### Partnership & Advancement

Does the firm have two or more tiers of partner?	Yes
How many years is the non-equity track?	7.5
How many years is the equity track?	--

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	113	37	15	1	9
	Women	53	51	8	3	5
	Non-binary	0	0	0	0	0
	<b>Total</b>	<b>166</b>	<b>88</b>	<b>23</b>	<b>4</b>	<b>14</b>
<b>Latinx</b>	Men	1	0	1	0	0
	Women	0	3	2	0	2
	Non-binary	0	0	0	0	0
<b>White</b>	Men	109	28	14	1	7
	Women	46	41	6	2	2
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	2	5	0	0	0
	Women	0	1	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	1	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	0	2	0	0	1
	Women	3	1	0	1	1
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	1	1	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	1	1	0	0	1
	Women	3	4	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	2	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	4	2	0	0	2
	Women	2	2	0	0	1
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	6	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Jayme Ritchie  
Director of Pro Bono & Community Impact  
303.223.1516  
jritchie@bhfs.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.9%
Average Hours per Attorney last year	44.2
Percent of associates participating last year	92%
Percent of partners participating last year	69%
Percent of other lawyers participating last year	80%

## Professional Development

Evaluations	Semi-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?	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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	11	8	13	11	
Entry-level (non-traditional track)	0	0	0	0	
Lateral Partners	5	0	9	0	
Lateral Associates	21	0	6	0	
All Other Laterals (non-traditional track)	6	0	5	0	
Post-Clerkship	2	2	1	1	
LL.M.s (U.S.)	0	0	0	0	
LL.M.s (non-U.S.)	0	0	0	0	
<b>SUMMER</b>					
Post-3Ls	3	0	0	0	0
2Ls	13	1	12	2	15
1Ls	2	0	2	0	1

Number of 2023 Summer 12

2Ls considered for  
associate offers

Number of offers made to  
summer 2L associates 11

General Hiring Criteria We are looking for people who want to make a difference. We value an entrepreneurial spirit and offer the opportunity for you to develop and determine your career path. Ideal candidates should have an excellent academic performance, law journal and law review preferred, strong writing and analytical skills, interpersonal skills and the ability to work in a team environment.

## 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	Corporate	38	3	25	4	0
Government, Regulatory, Administrative	Government Relations	20	6	4	0	0
Intellectual Property	Intellectual Property	9	4	4	0	1
Litigation	Litigation	39	3	22	3	0

<b>Environmental</b>	Natural Resources	27	1	12	2	2
<b>Real Estate, Land Use</b>	Real Estate	33	5	21	3	1

---

## Diversity & Inclusion

**Diversity Website/URL:** <https://www.bhfs.com/diversity-and-inclusion>

---

## Organization Narrative

With 12 offices across the U.S., Brownstein Hyatt Farber Schreck is where business, law and politics converge. Founded in 1968, Brownstein provides its clients a value that no other western law firm can match—an integrated approach that combines sensible legal and business solutions with more than 20 years of Capitol Hill perspective. The firm's 300+ lawyers and policy professionals have built a reputation for providing multidisciplinary counsel that drives results and connects business leaders to the information they need to make decisions.

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)

NALP Copyright 2024