

Basic Information

Van Ness Feldman LLP
 Organization Size: 88
 Office Size: 90
Hiring Attorney: Ms. Britt Fleming
Hiring Attorney #2: Mr. Dale Johnson

Recruiting Contact: Ms. Saira Rhodes
 Van Ness Feldman LLP
 2000 Pennsylvania Ave
 Washington, District of Columbia (DC) 20006
 United States
Phone: (202) 298-1800
 recruiting@vnf.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 165,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week)
 2024 compensation for 2Ls (\$/week) 3,200
 2024 compensation for 1Ls(\$/week) 3,200

Partnership & Advancement

Does the firm have two or more tiers of partner? No
 If no, how many years is the partnership track? 8-10

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	32	18	6	0	4
	Women	14	16	12	0	1
	Non-binary	0	0	0	0	0
	Total	46	34	18	0	5
Latinx	Men	0	1	0	0	0
	Women	0	4	0	0	0
	Non-binary	0	0	0	0	0
White	Men	31	0	0	0	2
	Women	13	0	0	0	1
	Non-binary	0	0	0	0	0
Black or African American	Men	0	1	0	0	1
	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	0	1	0	0	1
	Women	1	2	1	0	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	1	0	0	0
	Women	1	1	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	0	0	0	0
	Women	3	4	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	1	2	0	0	2
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	1	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Clara Park
Partner
206-623-9372
cpark@vnf.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
 % Firm Billable Hours last year
 Average Hours per Attorney last year 50
 Percent of associates participating last year
 Percent of partners participating last year
 Percent of other lawyers participating last year

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? Yes
 Is rotation mandatory? Case-by-case
 Does your organization have a dedicated professional development staff? Yes
 Does your organization have a coaching/mentoring program Yes

HIRING & RECRUITMENT

	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
LAWYERS					
Entry-level					4
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates			5		5
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls					4
1Ls					4

Number of 2023 Summer 2Ls considered for associate offers 3

Number of offers made to summer 2L associates 3

General Hiring Criteria

Van Ness Feldman's Summer Associate Program is designed to provide law students with diverse opportunities to develop, challenge, and broaden their skills while contributing to the innovative services and counsel delivered to our clients. Summer Associates join Van Ness Feldman's team of attorneys to provide nationally recognized legal counsel, thought leadership, and policy strategy to clients navigating the complex intersection between business and government.

The firm seeks accomplished, well-rounded, and motivated law students with a demonstrated interest in our core areas of practice. With professionals in Washington D.C., Seattle, the Bay Area, Houston, and Louisiana, we are renowned for providing strategic business advice, legislative and policy advocacy, legal and regulatory compliance counsel, representation in administrative proceedings and litigation, and support for project development, permitting, and transactions in the inter-related areas of energy, natural resources, environmental, real estate/land use, infrastructure, and government relations.

We foster an environment that is uniquely collaborative, rewarding and, we believe, truly different from our competitors. Our team is committed to the development and advancement of our summer associates through challenging assignments, training and mentoring programs, and networking opportunities to help students launch their career.

High academic credentials, journal/moot court experience, a growth mindset, and a great sense of humor required. We look forward to learning more about you and discussing how the Van Ness Feldman family of professionals can be part of your future.

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
Energy	Energy	46	12	18		
Environmental	Environment	36	8	11		
Government, Regulatory, Administrative	Government Relations & Policy	18	8	4		
General Practice	Native Affairs	4	2	4		
Real Estate, Land Use	Real Estate/Land Use	16	2	11		

Diversity & Inclusion

Diversity Contact: Ms. DiNoua Avery

Organization Narrative

With offices in Washington D.C., Seattle, the Bay Area, Houston, and Louisiana, Van Ness Feldman's lawyers, public policy advisors, and land use planners serve a diverse clientele which includes leading electric utilities, natural gas and oil production and pipeline interests, renewable energy project developers, real estate investors and developers, financial institutions, investment funds, clean technology companies, federal lands concessioners, municipal organizations, ports, trade associations, and coalitions.

We help clients design and comply with federal and state regulatory programs; develop new energy and real estate projects; address complex public and private land use issues; secure permits for project development and operations; advocate before federal and state governments, agencies, and the courts; close major acquisitions and divestitures; and assist in the development of federal and state policies regarding the use and protection of energy and environmental resources.

Van Ness Feldman's unwavering commitment to a focused practice, coupled with the extensive government service and industry experience of numerous firm professionals has resulted in an uncommon depth of perspective which informs creative and practical solutions to the complex issues faced by our clients.

Participants in our summer programs receive a wide variety of substantive assignments across practice disciplines and industries; mentoring and training by leading energy and environmental professionals, as well as the opportunity to get to let loose and have fun with the entire VNF team.

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

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