

Basic Information

Firm Wide
 Organization Size: 363
 Office Size: 363
Hiring Attorney:
 Ms. Lauren Gaffney

Recruiting Contact:
 Ms. Katie McDaniel
 Student Programs Manager
 150 Third Ave S
 Suite 2800
 Nashville, Tennessee (TN) 37201
 United States
Phone: 615-259-6337
 katie.mcdaniel@bassberry.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 185,000-200,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week) 3,550-3,850
 2024 compensation for 2Ls (\$/week) 3,550-3,850
 2024 compensation for 1Ls(\$/week) 3,550-3,850

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track? 7-9
 How many years is the equity track? 7-9

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	47	68	14	10	12
	Women	110	78	10	16	24
	Non-binary	0	0	0	0	0
	Total	157	146	24	26	36
Latinx	Men	1	2	0	0	2
	Women	1	1	0	0	2
	Non-binary	0	0	0	0	0
White	Men	99	58	14	10	7
	Women	36	63	9	16	14
	Non-binary	0	0	0	0	0
Black or African American	Men	1	6	0	0	6
	Women	1	8	0	0	3
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
Asian	Men	0	1	0	0	1
	Women	1	3	1	0	1
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
2 or More Races	Men	0	1	0	0	UNK
	Women	1	2	0	0	UNK
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	1	2	1	0	1
	Women	1	5	0	0	1
	Non-binary	0	0	0	0	0
Veteran	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC

Pro Bono/Public Interest

David Esquivel
Pro Bono Committee Chair
615-742-6285
desquivel@bassberry.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	43.5
Percent of associates participating last year	72%
Percent of partners participating last year	44%
Percent of other lawyers participating last year	23.8%

Professional Development

Evaluations	Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
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	19	15	20	18	22
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	2	0	0	0	
Lateral Associates	22	0	16	0	
All Other Laterals (non-traditional track)	10	0	4	0	
Post-Clerkship	4	1	1	1	1
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	1	1	0
2Ls	23	8	21	9	17
1Ls	10	0	14	0	12

Number of 2023 Summer 2Ls considered for associate offers 21

Number of offers made to summer 2L associates 21

General Hiring Criteria Bass, Berry & Sims looks for candidates who possess high academic achievement and participation in law school activities, a professional desire to help clients, an ambitious nature, and a willingness to work in a collegial team environment. At our firm, we recognize that each attorney adds value through his or her diverse background, exceptional academic achievement, and outstanding 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	Corporate & Securities	41	4	47	9	3
Labor and Employment	Employee Benefits	5		4	0	

Business, Corporate Government, Regulatory, Administrative	Healthcare	31	3	28	4	5
Intellectual Property	Intellectual Property	11	2	11	1	
Arbitration, Dispute Resolution, Mediation Labor and Employment	Labor & Employment	5		4	0	1
Arbitration, Dispute Resolution, Mediation Litigation	Litigation	40	9	29	4	10
Banking, Finance Government, Regulatory, Administrative Real Estate, Land Use Public, Municipal	Public Finance	6	3		0	2
Banking, Finance Real Estate, Land Use	Real Estate and Debt Finance	20	3	20	3	4
Tax Trusts and Estates	Trusts & Estates	4		3	0	1

Diversity & Inclusion

Diversity Contact: Ms. Lee Watts

Diversity Website/URL: <http://www.bassberry.com>

Organization Narrative

About Us.

At Bass, Berry & Sims, delivering exceptional work is a critical part of what makes us successful. We stand apart because we respect the contributions that our people make to the firm. We create an inclusive environment where everyone can do complex work and give their all while being themselves, irrespective of role or background. Leaving a legacy for future generations matters to us, so we always go above and beyond to exceed expectations.

Our Core Attributes:

- I. Collaborative. We are open, accessible and help each other thrive by working together. We collaborate, work hard and empower our people to shape a career that works for them. We are compassionate and do the right thing for our team, our clients and our communities.
- II. Agile. We solve complex challenges in an agile and innovative way. Our clients have ever-changing needs, so we have to be entrepreneurial, adaptive and decisive while solving their legal issues.
- III. Tenacious. We are curious and driven to acquire knowledge and develop as professionals. Our tenacity enables us to solve problems, ask questions and challenge each other. We are open and direct.

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.

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