

### Basic Information

Firmwide US  
 Organization Size: 973  
 Office Size: 771  
**Hiring Attorney:** Ms. Sonia Martin

**Recruiting Contact:** Ms. Christina Pappas  
 Recruitment Director  
 1900 K Street NW  
 Suite 5300  
 Washington, District of Columbia (DC) 20006  
 United States  
**Phone:** 202-496-7500  
 christina.pappas@dentons.com

### Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 135,000-215,000

**Summer Compensation**  
 2024 compensation for Post-3Ls (\$/week)  
 2024 compensation for 2Ls (\$/week) 2,813-4,479  
 2024 compensation for 1Ls(\$/week) 2,813-4,479

### 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	263	141	54	14	12
	Women	101	150	35	13	16
	Non-binary	0	0	0	0	0
	<b>Total</b>	<b>364</b>	<b>291</b>	<b>89</b>	<b>27</b>	<b>28</b>
<b>Latinx</b>	Men	9	9	0	1	1
	Women	6	17	0	0	1
	Non-binary	0	0	0	0	0
<b>White</b>	Men	227	108	51	11	10
	Women	76	91	29	11	7
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	8	7	3	0	0
	Women	3	14	0	0	4
	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	15	12	0	1	1
	Women	12	21	5	2	3
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	4	5	0	1	0
	Women	3	6	1	0	1
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	11	11	5	2	0
	Women	8	13	2	1	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	4	7	0	2	0
	Women	4	13	0	1	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	12	4	5	2	0
	Women	1	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	2.6%
Average Hours per Attorney last year	29
Percent of associates participating last year	74%
Percent of partners participating last year	41%
Percent of other lawyers participating last year	38%

## 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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	22	15	26	25	28
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	15	0	24	0	7
Lateral Associates	80	0	58	0	12
All Other Laterals (non-traditional track)	10	0	8	0	2
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
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	30	4	22	3	24
1Ls	5	0	3	0	4

Number of 2023 Summer 22  
2Ls considered for  
associate offers

Number of offers made to 22  
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
General Practice	Administration	8	2	0		1
Banking, Finance	Capital Markets	35	2	33		0
General Practice	Conflicts & New Matter Intake	1	0	0		0
Business, Corporate	Corporate	40	8	23		2

<b>Labor and Employment</b>	Employee Benefits & Executive Compensation	4	1	1	0
<b>Labor and Employment</b>	Employment & Labor	11	2	9	1
<b>Energy</b>	Energy	10	4	5	0
<b>Government, Regulatory, Administrative</b>	Federal Regulatory & Compliance	15	8	12	0
<b>Government, Regulatory, Administrative</b>	Government Contracts	6	0	8	0
<b>Government, Regulatory, Administrative</b>	Health Care	20	1	10	0
<b>Business, Corporate</b>	Hotels & Leisure	6	1	6	0
<b>Intellectual Property</b>	Intellectual Property & Technology	17	4	9	9
<b>Litigation</b>	Litigation	105	32	111	1
<b>Government, Regulatory, Administrative</b>	Public Policy	11	3	2	11
<b>Real Estate, Land Use</b>	Real Estate	37	10	37	2
<b>Banking, Finance</b>	Restructuring Insolvency & Bankruptcy Litigation	12	4	5	0
<b>Business, Corporate</b>	Venture Technology and Emerging Growth	26	7	20	0

## Diversity & Inclusion

**Diversity Contact:** Ms. Ada Ejikeme

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

## Organization Narrative

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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