

### Basic Information

707 Virginia Street East  
Suite 1300  
Charleston, WV 25301  
Organization Size: 637  
Office Size: 25  
**Hiring Attorney:**  
Mr. Alan H. Abes  
**Hiring Attorney #2:**  
Mr. Brian C. Judkins

**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

2017 compensation for entry-level lawyers (\$/year) 97,000

#### Summer Compensation

2017 compensation for Post-3Ls (\$/week)  
2017 compensation for 2Ls (\$/week) 1,700  
2017 compensation for 1Ls(\$/week) 1,700

### 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?

### Pro Bono/Public Interest

Alan H. Abes  
Partner  
513-977-8200  
alan.abes@dinsmore.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide  
% Firm Billable Hours last year 3%  
Average Hours per Attorney last year 56  
Percent of associates participating last year 65%  
Percent of partners participating last year 56%  
Percent of other lawyers participating last year 31%

### 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

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	7	5	3	0
	Women	5	2	2	0
	Total	12	7	5	0
<b>Hispanic/Latino</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>White</b>	Men	7	4	3	0
	Women	5	2	2	2
<b>Black/African American</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Native Hawaiian/Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Asian</b>	Men	0	1	0	0
	Women	0	0	0	0
<b>American Indian/Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>2 or more races</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	1	0
	Women	1	0	0	0
<b>Openly LGBT</b>	Men	0	0	0	0
	Women	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0
	Women	0	0	0	0

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Banking, FinanceBusiness, Corporate	Commercial Finance	1	1	1	
Business, CorporateTaxTrusts and Estates	Tax, Benefits and Wealth Planning		2		
Intellectual Property	IP Licensing and Enforcement	1			
Labor and Employment	Employment	3	1	1	
Labor and Employment	Labor	4	1	2	
Litigation	Commercial Litigation	2		1	
Litigation	Environmental	1		1	
Litigation	Mass Tort			1	

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2015	Prior Summer Associates	2016	Prior Summer Associates	2017
Entry-level	1	1			1
Entry-level (non-traditional track)					
Lateral Partners	4				
Lateral Associates	1				1-2
All Other Laterals (non-traditional track)	1		1		
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls			2	1	1
1Ls	1				1

Number of 2016 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

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.

## Diversity & Inclusion

Diversity Contact: Mr. Marty Dunn

Diversity Website/URL: <http://www.dinsmore.com/diversity/>

## Organization Narrative

For more than a century, Dinsmore & Shohl LLP has been providing quality legal counsel to our clients. In recent years, our practice has grown to be one of the largest full service law firms in the region. Driven in part by its lead role in cases of national prominence, the firm, currently comprised of more than 650 attorneys, has continued to grow substantially over the past several years. The firm has offices located in 21 cities throughout California, Colorado, Connecticut, Illinois, Kentucky, 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, Employment, Labor & Benefits, 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. Practice groups are flexible, and attorneys engage in a varied and interesting practice.

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 procedure. 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 two diversity scholarship programs, one of which is offered to law students to work with The Procter & Gamble Company and the second to work exclusively in one of our office locations. The scholarships are open to current first- and second-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 was named sixth in the nation for Women Equity Partners by The American Lawyer in 2015, and ranked 57th in the nation in Law 360's Best Law Firms for Female Attorneys list in 2016.

Candidates interested in employment as an associate or summer associate with Dinsmore should submit a resume for consideration when our representative 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).

(March 2017)

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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