

Basic Information

Firmwide
 Organization Size: 112
 Office Size: 112
Hiring Attorney: Mr. Peter Schaumberg
Hiring Attorney #2: Mrs. Jayni Lanham
Recruiting Contact: Ms. Lindy Resh
 Attorney Recruitment Manager
 1350 I Street, NW, Suite 700
 Washington, District of Columbia (DC) 20005
 United States
Phone: (202) 789-6150
 lresh@bdlaw.com

Compensation & Benefits

2018 compensation for entry-level lawyers (\$/year) 115,000
Summer Compensation
 2018 compensation for Post-3Ls (\$/week)
 2018 compensation for 2Ls (\$/week) 2,200
 2018 compensation for 1Ls(\$/week) 2,200

Partnership & Advancement

Does the firm have two or more tiers of partner? No
 If no, how many years is the partnership track? 7.5

Pro Bono/Public Interest

Harold L. Segall
 Chair, Pro Bono Committee
 (202) 789-6038
 hsegall@bdlaw.com
 Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
 % Firm Billable Hours last year 5%
 Average Hours per Attorney last year 70
 Percent of associates participating last year 84%
 Percent of partners participating last year 48%
 Percent of other lawyers participating last year 0

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? Yes
 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	42	25	6	2
	Women	20	14	2	1
	Total	62	39	8	3
Hispanic/Latino	Men	0	1	0	0
	Women	0	0	0	0
White	Men	40	20	5	1
	Women	17	13	1	0
Black/African American	Men	2	2	0	0
	Women	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	2	0	1
	Women	2	0	1	1
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	0	0	1	0
	Women	0	1	0	0
Persons with Disabilities	Men	0	0	0	0
	Women	0	0	0	0
Openly LGBT	Men	1	2	0	0
	Women	1	1	0	0
Veteran	Men	3	0	1	0
	Women	1	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
Environmental	Environmental	32	5	28	0
Litigation	Litigation	26	1	14	0
Real Estate, Land Use	Real Estate / Land Use	3	1	1	0

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2016	Prior Summer Associates	2017	Prior Summer Associates	2018
Entry-level	4	4	4	4	3
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	2	0	2	0	3
Lateral Associates	2	0	5	0	3
All Other Laterals (non-traditional track)	1	0	1	0	1
Post-Clerkship	1	1	0	0	0
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	0	0	0
2Ls	4	0	4	0	2
1Ls	1	0	1	0	1

Number of 2017 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 4

General Hiring Criteria We prefer to hire students who have demonstrated superior academic (top 25%), writing, communication and interpersonal skills, and a strong background or interest in environmental law, land use, or litigation.

Diversity & Inclusion

Diversity Contact: Ms. Nessa Coppinger

Diversity Website/URL: <http://www.bdlaw.com/firm-diversity.html>

Organization Narrative

Beveridge & Diamond, PC is the largest and oldest firm in the nation with a practice focused on environmental law and litigation. With over 100 lawyers in eight offices, we have a national practice whose size, sophistication, and diversity is renowned. Our associates have an opportunity to work in various subject areas with many different shareholders. We assign front-line responsibility early and provide opportunities for client contact and court appearances. Associates are evaluated semi-annually and have a voice in firm management and policies. Associates receive direct mentoring and are offered both in-house and outside training regularly.

Our Summer Program is the most important element of our recruiting efforts. We hire a small, but exceptional group of law students. We look for a high degree of initiative and the ability to take on substantial responsibility quickly. We expect to make an offer to every Summer Associate who performs well.

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.