

Basic Information

601 Massachusetts Ave,
NW
Washington, DC 20001
Organization Size: 859
Office Size: 460
Hiring Attorney:
Mr. Darren Skinner

Recruiting Contact:
Mrs. Jennifer Kraemer Gewertz
Senior Manager of Attorney Recruitment
601 Massachusetts Avenue, NW
Washington, District of Columbia (DC)
20001
United States
Phone: 202-942-5000
recruitingdc@aporter.com

Compensation & Benefits

2016 compensation for entry-level lawyers (\$/year) 180,000
Summer Compensation
2016 compensation for Post-3Ls (\$/week)
2016 compensation for 2Ls (\$/week) 3,465
2016 compensation for 1Ls (\$/week)

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track? 8.5

Pro Bono/Public Interest

Marsha Tucker
Social Worker
202-942-5315
marsha.tucker@aporter.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year 7.56%

Average Hours per Attorney last year 124

Percent of associates participating last year 89%

Percent of partners participating last year 86%

Percent of other lawyers participating last year 81%

Professional Development

Evaluations Annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? Yes

Rotation for junior associates between departments/practice groups? Case-by-case

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

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	110	92	34	16	4
	Women	28	96	22	23	13
	Total	138	188	56	39	17
Hispanic/Latino	Men	3	7	1	2	0
	Women	1	3	1	0	0
White	Men	95	68	32	11	3
	Women	23	67	19	17	10
Black/African American	Men	3	5	0	2	1
	Women	2	10	1	2	1
Native Hawaiian/Other Pacific Islander	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
Asian	Men	7	9	0	0	0
	Women	2	12	1	3	2
American Indian/Alaska Native	Men	0	0	1	0	0
	Women	0	0	0	0	0
2 or more races	Men	2	3	0	1	0
	Women	0	4	0	1	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	1
Openly LGBT	Men	2	5	0	1	0
	Women	0	3	0	2	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
Government, Regulatory, Administrative Litigation	Antitrust	9	3	16	2
Bankruptcy	Bankruptcy	2	1	1	0
Business, Corporate	Corporate & Securities	14	3	10	0
Government, Regulatory, Administrative Litigation	Environmental	9	0	8	0
Government, Regulatory, Administrative	FDA-Healthcare	9	2	12	0
Banking, Finance	Financial Services	8	5	5	0
Government, Regulatory, Administrative	Government Contracts & Public Policy	12	6	10	0
Intellectual Property	Intellectual Property	11	6	15	0
Arbitration, Dispute Resolution, Mediation International Litigation	Litigation & International Arbitration	42	19	89	36
Real Estate, Land Use	Real Estate	5	2	7	0
Tax Trusts and Estates	Tax & Estates	6	3	6	0
Government, Regulatory, Administrative	Telecommunications	6	1	5	0
Appellate	Appellate and Supreme Court	1	2	0	0
Government, Regulatory, Administrative	Legislative	3	2	4	0
Labor and Employment	Labor & Employment	0	1	0	0

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2014	Prior Summer Associates	2015	Prior Summer Associates	2016
Laterals	19	2	35	2	TBD
Laterals (non-traditional track)	1	0	0	0	TBD
Post-Clerkship	2	2	5	4	TBD
Entry-level	17	17	18	16	TBD
Entry-level (non-traditional track)	0	0	0	0	
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	17	0	16	0	17
1Ls	0	0	0	0	0

Number of 2015 Summer 2Ls considered for associate offers 16

Number of offers made to summer 2L associates 16

General Hiring Criteria Academic excellence; professionally related activities and experience; references; participation in law review, journal or clinical legal work.

Diversity & Inclusion

Diversity Contact: Ms. Emilie Lawson

Diversity Website/URL: <http://www.arnoldporter.com/en/about/diversity>

Organization Narrative

Arnold & Porter LLP offers a highly sophisticated and diverse legal practice in an environment that is comfortably informal. Our legal work is varied and interesting, often involving major economic and public policy issues for both commercial and pro bono clients. The Firm offers specialized practices in virtually every area of business, finance, and commercial law, both domestic and international.

Arnold & Porter LLP is defined by four core values: (1) a commitment to excellence in the practice of law; (2) adherence to the highest standards of ethics and professionalism in everything we do; (3) a profound appreciation and respect for diversity and individuality among our colleagues; and (4) a deep commitment to public service and pro bono work.

Every law firm has a "style." Ours is both spirited and open. We are a collection of independent, diverse personalities who share a common devotion to first-class legal work. Intelligence, originality, initiative, and independent judgment are highly respected. The Firm encourages all attorneys, irrespective of experience level, to freely express their views on substantive and firm matters. In addition to doing research and drafting documents, junior associates prepare and examine witnesses in depositions, write briefs, participate in trials, attend meetings with clients, and participate in negotiations.

The Firm's attorneys are organized into practice groups. A new attorney's interests are taken into account in initial practice group assignments, subject to the needs of the groups. Thereafter, with approval, associates may be able to work in other areas. Some of our attorneys may work in two areas but with a concentration in one group. Associates typically work on several matters at one time.

The Firm has an important tradition of pro bono service extending back to the Firm's defense of government employees and leading academics during the McCarthy era. Our Firm has been responsible for precedent-setting constitutional litigation (for example, *Gideon v. Wainwright* and the Nixon presidential papers case) and maintains its strong commitment to pro bono work in all our offices.

New attorneys participate in an extended orientation and integration program, the A&P Academy, which includes a multi-day retreat during their first year at the Firm. For all attorneys, the Firm offers comprehensive professional development programs which include introductory and advanced training in multiple areas of the law; skills training in the areas of communication, business, management, leadership, and technology; a "real-time" training program that allows junior attorneys to shadow and observe more senior attorneys in daily practice during activities such as client meetings, depositions, and hearings; and a mentoring program that pairs new associates with senior associates and experienced associates with partners to aid in the attorneys' integration into the Firm on a professional and social basis. The Firm also has two career development counselors who work one-on-one with attorneys to assist in the development and advancement of their careers.

The Firm's summer associate program offers second-year law students exposure to the diversity of our attorneys and practice. Because of the high caliber of our summer associates, most have received offers of full-time employment.

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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