

### Basic Information

50 Fremont Street, 20th Floor  
San Francisco, CA 94105  
Organization Size: 600  
Office Size: 28  
**Hiring Attorney:**  
Mr. Matthew Smith

**Recruiting Contact:**  
Ms. Nadine Ott  
Professional Recruitment Coordinator  
Drinker Biddle & Reath LLP  
191 N. Wacker Drive, Suite 3700  
Chicago, Illinois (IL) 60606  
United States  
**Phone:** 312-569-1810  
nadine.ott@dbr.com

### Compensation & Benefits

2018 compensation for entry-level lawyers (\$/year) 190,000  
**Summer Compensation**  
2018 compensation for Post-3Ls (\$/week)  
2018 compensation for 2Ls (\$/week) 3,654  
2018 compensation for 1Ls(\$/week) 3,654

### 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

Vincent E. Gentile  
Partner  
(609) 716-6619  
Vincent.Gentile@dbr.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide  
% Firm Billable Hours last year 2.4  
Average Hours per Attorney last year 35  
Percent of associates participating last year 62  
Percent of partners participating last year 45  
Percent of other lawyers participating last year 44

### 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? 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

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	10	4	0	1	0
	Women	3	6	1	3	0
	Total	13	10	1	4	0
<b>Hispanic/Latino</b>	Men	0	1	0	0	0
	Women	0	1	0	0	0
<b>White</b>	Men	10	3	0	1	0
	Women	3	2	1	2	0
<b>Black/African American</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
<b>Native Hawaiian/Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
<b>Asian</b>	Men	0	0	0	0	0
	Women	0	1	0	1	0
<b>American Indian/Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
<b>2 or more races</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
<b>Openly LGBT</b>	Men	0	2	0	0	NC
	Women	0	0	0	0	NC
<b>Veteran</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC

## 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
Business, Corporate	Corporate & Securities	2	1	0	0
Labor and Employment	Employee Benefits & Executive Compensation	0	0	0	0
Government, Regulatory, Administrative	Government & Regulatory Affairs	0	0	0	0
Government, Regulatory, Administrative	Health Care	0	0	0	0
Litigation	Insurance Litigation	0	0	0	0
Intellectual Property	Intellectual Property	0	0	0	0
Banking, Finance	Investment Management	0	0	0	0
Labor and Employment	Labor & Employment	1	0	2	1
Litigation	Litigation	1	0	1	0
Trusts and Estates	Private Client	0	0	0	0
Litigation	Products Liability	8	0	6	3
Real Estate, Land Use	Real Estate	1	0	1	0
Bankruptcy	Corporate Restructuring	0	0	0	0

## HIRING & RECRUITMENT

	Began Work In				Expected
	2016	Prior Summer Associates	2017	Prior Summer Associates	
<b>LAWYERS</b>					
Entry-level	0	0	1	1	0
Entry-level (non-traditional track)	0	0	0	0	
Lateral Partners	0	0	2	0	
Lateral Associates	1	0	3	0	
All Other Laterals (non-traditional track)	0	0	2	0	
Post-Clerkship	0	0	0	0	
LL.M.s (U.S.)	0	0	0	0	
LL.M.s (non-U.S.)	0	0	0	0	
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	
2Ls	1	0	0	0	1
1Ls	0	0	0	0	0

Number of 2017 Summer 2Ls considered for associate offers 0

Number of offers made to summer 2L associates 0

**General Hiring Criteria** For our summer program, we seek outstanding students who are motivated to be excellent lawyers. For lateral associates, we seeks candidates with a proven track record for producing top quality work. For both students and laterals, superior academic achievement in law school and undergraduate studies is required, and strong writing and analytical skills are necessary as well. Relevant prior work experience is a plus.

## Diversity & Inclusion

**Diversity Contact:** Ms. Maria Lewis

**Diversity Website/URL:** <https://www.drinkerbiddle.com/>

## Organization Narrative

For more than 165 years, Drinker Biddle has been providing the best in service and value to its clients. It is a commitment that requires innovative practices and young lawyers of extraordinary ability. We were the first AmLaw 100 firm to feature a highly structured training program for first year associates. The program features intensive "learning by doing," much the same way lawyers were trained before the rise of the billable hour, and increases the focus on providing the skills, quality and value that our clients demand in today's vibrant and volatile economy. The program also continues our longstanding commitment to meritocracy, diversity and equality of opportunity for all associates, with a tradition of early delegation of substantial responsibility to new lawyers. We also offer frequent opportunities for professional development and personal advancement.

We have earned a reputation for successfully handling bet-the-company cases and difficult transactions public and private corporations, multinational Fortune 100 companies and start-ups. Our lawyers are leaders in serving clients in areas such as complex litigation and class actions, products liability, telecommunications, intellectual property, biotechnology and information technology, mergers and acquisitions, health care, labor and employment, employee benefits, corporate restructuring, environmental, investment management, insurance, real estate and government relations. We combine a comprehensive range of legal services with significant national roles in industries, including health care, financial services, insurance, retail, education, and pharma and life sciences.

Our Summer Associate Program begins with a firm-wide orientation at which summer associates from across our various offices gather in Philadelphia for several days to meet each other, meet firm leaders, and learn about our firm. Once they return to their home offices, our summer associates begin receiving assignments on client matters. Assignments are made available in a variety of ways: some are made available via an online portal (which enables our summer associates to identify projects of interest to them), and others are directed to specific summer associates based on their interests. Our summer associates are also encouraged to seek out assignments in practice areas of interest to them.

We also conduct sophisticated assignment modules. The modules are designed to prepare our summer associates for the practice of law in a large law firm. The modules are short case studies (based on real-life client issues) that combine theory (provided by partners) and practice (with help from associates) to ensure that all of our summer associates have the opportunity to tackle complicated issues across different practice areas. Because of the modules, upon completion of our Summer Associate Program, every summer associate will have drafted a motion to dismiss, drafted a letter of intent, and conducted due diligence.

At our firm, regular feedback for associates is the norm, and summer associates are no different. We encourage our summer associates to solicit informal feedback and encourage our lawyers to provide it. Summer associates also receive more formal feedback in the form of mid-summer and end-of-summer evaluations.

Our firm is committed to mentoring across all levels, and we demonstrate that commitment in our summer program by assigning two mentors to each summer associate: an associate and a partner. The associate gives the summer associate a comfortable outlet to ask questions and gather information. The partner serves as an adviser, providing the summer associate with guidance on professional goals and input on work product.

Our Summer Associate Program also includes a variety of social gatherings, ranging from dinners, shows and sporting events to pro bono clinics and community service projects. A detailed description of the firm, our lawyers, our practice and our commitment to quality and diversity is available at [www.drinkerbiddle.com](http://www.drinkerbiddle.com).

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)

NALP Copyright 2018