
WASHINGTON, DC LEGAL MARKET

Prepared for Columbia Law School

Prepared by

Dan Binstock

GARRISON & SISSON

Spring 2018

1627 I Street, NW, Suite 1230 | Washington, DC 20006
(202) 429-5630 | gs@g-s.com | www.g-s.com

20 TAKEAWAYS

WASHINGTON, DC MARKET PRESENTATION

-2018-

Prepared by Garrison & Sisson, Attorney Search Firm
Washington, DC

SECTION I: NUTS AND BOLTS OF THE DC MARKET

1. CREDENTIALS AND COMPETITIVENESS

Takeaway: DC is a very competitive legal market, arguably the most selective in the country.

2. HOURS/LIFESTYLE

Takeaway: Associates in large DC law firms work hard. In terms of hours, associates tend to start between 8:00 and 9:30 am and leave between 6:30 and 8:00 pm (although they often log-in from home in the evenings).

3. COMPENSATION

Takeaway: Large Washington, DC law firms (*i.e.*, AmLaw 50) are generally on par with other major legal markets. At the largest firms, first-year compensation usually starts at \$180,000 and proceeds in a lock-step fashion. Some firms are slowly beginning to experiment with alternatives to traditional lock-step compensation, although this currently remains the exception.

4. GOVERNMENT/REGULATORY FOCUS

Takeaway: Many practices in Washington, DC have regulatory elements. To the extent you are interested in a practice that is regulatory in nature and have taken regulatory law or administrative law courses in law school, or have prior government experience, you should highlight this on your resume, in your cover letter, and/or during your interview. Also, during interviews, do not say you want to practice “regulatory law,” because it is not a singular practice area, but an umbrella of practice areas (*i.e.*, antitrust, energy, communications, and health care practices have significant regulatory components). In the long term, regulatory practices seem to provide the most predictable work schedule.

5. LITIGATION- EXIT OPTIONS

Takeaway: Litigation is a large but crowded market in DC. For those students thinking 5-10 or more years down the road, keep in mind that it is difficult to transition litigation expertise to an in-house position. Litigation associates who do not make, or elect not to be considered for, partner at a firm are usually left with three options: transition to the government, join a smaller firm with a corresponding reduction in compensation, or relocate outside of DC.

6. **LITIGATION – ABSENCE OF COURT TIME**

Takeaway: When interviewing for litigation positions at large firms, be careful not to place too much emphasis on the expectation of obtaining “stand up” courtroom experience at an early stage in your career. Why? Because it rarely happens unless you are very fortunate. Instead, focus more on your persuasive writing and research skills as opposed to how much you enjoyed “standing up and arguing” during moot court. Highlight your analytical strengths, legal research and strong writing skills.

7. **LITIGATION VS. GOVERNMENT INVESTIGATIONS**

Takeaway: Most students do not realize that litigation and government investigations are quite different, even though they can fall under the category of litigation at some firms. In simplified terms, litigation involves more research and writing while government investigations involve more witness interviews and document review.

8. **CORPORATE ATTORNEYS**

Takeaway: The DC market offers sophisticated transactional practices and many provide an added regulatory component. The DC corporate market, however, does not compare to the breadth and depth of New York’s corporate practices. It is worth noting that the DC offices of New York firms often do not mirror the corporate practices of their home offices. Be careful to understand the distinctions between a firm’s corporate practice in New York and DC. It is not uncommon for students interviewing in New York and DC to assume that the “one firm” motto applies to all practices in all offices. This is often not true.

9. **GOVERNMENT RELATIONS/POLITICS**

Takeaway: Although DC is a government-centric city where politics and policy are in the forefront, you should realize that it is difficult to break into government relations practices in law firms without prior experience on Capitol Hill. While DC is a political town, law firms attract attorneys with diverse political views. Generally speaking, your political leanings rarely have an impact on your interview and therefore should not be discussed.

10. **THE CLASSROOM POLICY TRAP**

Takeaway: Many people drawn to DC are policy-focused; however, the day-to-day practice of law in most large DC firms has little to do with policy issues. Some students seek to go into areas of law with underlying policy implications about which they hold strong beliefs (e.g., health care, environmental, etc.) Such interests do not necessarily correspond with what attorneys do on a daily basis—or whether they enjoy the work that stems from those interests. Keep in mind that what you study or discuss in class is much different than day-to-day practice. When researching practice areas, focus on the actual day-to-day tasks and whether you will enjoy them. Don’t limit your interest to the higher-level subject matter or policy implications.

11. INTERNATIONAL LAW

Takeaway: International Law is not a practice area in DC law firms. The firm's clients may be international, or the matters they handle may have international issues, but international law is not—in itself—a practice area. Instead, for example, you will find corporate attorneys who handle cross-border transactions, project finance for international clients, or litigators who focus on international trade disputes. Similarly, international clients do not automatically mean an international law practice.

12. GOVERNMENT OPTIONS

Takeaway: The federal government is a great place to gain practical experience and training, and government practice generally affords a more predictable schedule than a law firm practice. For purposes of leaving the government to enter a DC law firm, firms are more likely to hire government attorneys with experience from the following agencies: (1) Department of Justice (DOJ) (i.e. the Antitrust Division or Criminal Division); (2) Securities and Exchange Commission (SEC) (i.e. Division of Corporation Finance, Division of Investment Management, Division of Enforcement, or Division of Trading and Markets); (3) Federal Trade Commission (FTC) (especially the antitrust/competition arm); (4) Food and Drug Administration (FDA); (5) Federal Energy Regulatory Commission (FERC); (6) International Trade Commission (ITC); (7) Federal Communications Commission (FCC); (8) Patent and Trademark Office (PTO); and (9) Department of Treasury.

13. GOVERNMENT/PRIVATE SECTOR INTERESTS

Takeaway: If you are starting in the government but want to keep your options open for a law firm in the future, here's a rule of thumb: the more expertise you develop in connection with issues that directly affect private sector clients, the more marketable you will be. For example, at the DOJ, attorneys coming from the Antitrust Division, Tax Division, or Criminal Division and/or U.S. Attorney's Office tend to have more market options in the private sector than those attorneys leaving the Civil Rights Division. Additionally, the SEC also tends to be a good platform for a future law firm practice since the experience is very relevant for clients requiring litigation, regulatory, and transactional support.

14. GOVERNMENT ↔ LAW FIRM

Takeaway: If you wish to work in government and maximize the likelihood of moving to a law firm at some point in your career, the following reflects a typical pathway:

Years 1-3: Law firm experience

Benefit: You receive training and substantive expertise. You also gain exposure to and experience with supporting the diverse needs of a range of private sector clients.

Years 3-6: Government experience with an agency or department that governs the activities of private sector clients facing specific regulatory issues.

Benefit: You develop an understanding of the agency or department's perspective on legal issues, which provides context and skills to re-apply to the private sector.

Years 6-8: Return to law firm as senior associate or counsel

Benefit: In addition to your government experience, law firm employers will value your prior firm experience with billing time, working with private sector clients, etc. In other words, you already "know how law firms work" and this provides a smoother transition back.

***Disclaimer:** This is a typical pathway but not a "one size fits all" approach. Many attorneys begin their careers in the government and then transition successfully to law firms. The three primary factors determining the ability to move from public to private sector are practice area expertise, market demand for that expertise, and seniority (due to the corresponding billing rate implications).

15. CONNECTIONS TO DC:

Takeaway #1: DC is a transient city with many out-of-towners, but law students with a connection to DC are considered more favorably as long term investments. If you have a connection to the city (for example, if you previously lived in DC, have family or friends here) or if you have an interest in a practice area that is specific to DC, you should highlight this in your cover letter, resume, and/or during your interview.

Takeaway #2: If you are interviewing for positions only in DC, mention this during your interview.

16. PRACTICE AREA SELECTION

Takeaway #1: As a rising 2L, you do not need to know the precise type of law you want to practice. After all, how could you *really* know this after just one year of law school? That said, the more you can explain your potential interest in a particular practice area, the better. Demonstrating that you have researched different practice areas—and which might be a fit with your prior professional experience, training, and interests—can go a long way. Taking the time now to assess different practice areas will help you feel more confident during interviews. If you are interested in multiple practice areas (e.g., corporate or international trade), that’s fine as long as you can discuss **why** you are interested in those areas.

Takeaway #2: Don't choose a practice area based on what is the “it” practice of the day. Choose it based on your DNA as a person, what you enjoy doing, what interests you intellectually, etc. How do you find this out? Talk to as many practicing attorneys as possible regarding their day-to-day activities and see what interests you.

17. CASTING THE BEST NET

Takeaway #1: To maximize your chances—or if you think you might have difficulty being competitive in the DC market—do not limit yourself to considering only firms that participate in on-campus interviews at your school. Numerous firms will consider your candidacy, even though they do not participate in on-campus interviews.

Takeaway #2: Do not rule out Northern Virginia, Baltimore, or Montgomery County, which have smaller offices of national and local firms. Those firms may be more flexible regarding grades.

18. COMMITMENT TO LAW FIRM PRACTICE

Takeaway #1: More than ever, law firms want to know that a student has a good-faith interest in practicing at their firm for more than one or two years. Firms avoid hiring, training, and investing in summer associates who signal that they only intend to stay for a short time.

Takeaway #2: If you are attending law school directly after completing your undergraduate degree and do not yet have work experience, it is challenging to make a compelling case during an interview as to why you are committed to something you have never tried. To help on this point, speak to as many law firm attorneys as possible, ask about their day-to-day activities, and what they enjoy (and don’t enjoy) doing. Based on these discussions, you should be able to provide a clearer, informed response.

19. MOCK INTERVIEWS

Takeaway: Failing to do a mock interview could be one of the costliest mistakes of your career. Mock interviews afford an opportunity to identify issues and perfect responses to questions regarding your background and interest in their firm or department.

20. RESEARCH BEFORE/DURING THE INTERVIEW

Takeaway #1: For law firm interviews, review the firm’s website carefully and pay attention to the following data points:

- What are the core practices? The more attorneys in a practice area, the higher odds they will need to continue hiring (assuming the practice area is busy).
- Lateral hiring – are there vacancies at the junior level in particular practice areas? If so, this could suggest a need for entry level attorneys.
- News stories and press releases – educate yourself on the recent cases/developments in certain practices and/or new hires in the DC office.

Takeaway #2: Call alumni, friends, or friends-of-friends to ask for any advice they might have for somebody interviewing at their firm. **Related outreach suggestion:** when contacting attorneys for advice/networking, do not be afraid to pick up the phone. Email can feel less intrusive, but students who make contact through the phone often have the best results because they make a stronger personal connection.

Takeaway #3: Good lawyers ask good questions. An interview is an opportunity to show your thoughtfulness and intellect with well-crafted questions. When in doubt, ask about the interviewer’s personal experience – what do they like most about practicing at the firm, what types of associates excel at the firm, what do they consider the strongest practices in the DC office, etc.

Takeaway #4: Do not ask administrative-type questions that often can be found online (e.g., information about hours, benefits, and salary). If you cannot find information you need, wait until you have an offer in hand (or ask the recruiting coordinator/manager directly instead of a partner or associate during an interview).

Takeaway #5: What firms use to sell you on the firm are not necessarily things you should ask about. For example, firms like to emphasize their commitment to pro bono. Pro bono is very important to law firms and the community, but firms are increasingly mindful of “becoming more like a business” where billable hours and profitability reign supreme. Feel free to discuss your interest in pro bono but do not make it the focus of a meeting because this could raise concern about your commitment to (or understanding of) practicing in a law firm

Practice Area and Market Guide Washington, DC Law Firms

Updated Spring 2018

Prepared by Garrison & Sisson, Attorney Search Firm
Washington, DC

CONTENTS

Introduction	3
Antitrust.....	4
Banking/Bank Regulatory.....	5
Bankruptcy/Restructuring	6
Communications/Telecommunications	7
Corporate.....	8
Corporate: Finance	8
Corporate: M&A and/or Securities	9
Corporate: Project Finance.....	10
Energy	11
Environmental	12
ERISA/Employee Benefits/Executive Compensation.....	13
Food & Drug (“FDA”)	14
Government Contracts.....	15
Government Relations/Lobbying/ Political Law	16
Health Care.....	17
Intellectual Property.....	18
Intellectual Property: Patent.....	18
Intellectual Property: Trademark/Copyright.....	19
International Trade.....	20
Investment Management.....	21
Labor & Employment	22
Litigation.....	23
Litigation: General.....	23
Litigation: Appellate	24
Litigation: Insurance Coverage	25
Litigation: International Arbitration (Including ICSID Disputes)	26
Litigation: White Collar.....	27
Privacy/Data Security.....	28
Real Estate.....	29
Securities (SEC) Enforcement and Investigations	30
Tax.....	31

INTRODUCTION

This guide provides you with an assessment of the current legal market in Washington, DC, with an emphasis on law firms. Organized by practice areas, this guide provides an insider's view of the market size, hiring demand, selectivity, and popularity of practice areas. The guide reflects Garrison & Sisson's 30 years of experience with associate-level lateral hiring in Washington, DC.

Definitions in the Market Snapshots

Market Size: Number of attorneys who practice in this area.

Hiring Demand: Among other things, the number of firms seeking to hire associates in this practice area and/or the shortage of qualified candidates.

Selectivity: How grade-focused firms tend to be in this practice area.

Popularity: The level of interest in or demand for access to this type of work. As you would expect, the higher the popularity, the more selective the firm.

A Few Considerations

This guide is a starting point. When determining which firms to list under a particular practice area, we considered, among other things, the firm's practice group size, the practice group's overall reputation/prestige in the field, and/or the level of recent growth experienced by the practice. To this mix we added our personal market knowledge; as such, we acknowledge the subjective nature of these perspectives.

This guide is comprehensive but not exhaustive. More importantly, it does not forecast firms' potential hiring needs because the market constantly changes.

Interviewing Tip: You will likely be asked about practice areas of interest. Most students focus only on *what* practice area(s) they are interested in. To the extent you can also articulate *why* you are interested in a particular practice area (or areas)—based on your prior experience and/or interests—you will gain an advantage.

ANTITRUST

Market Size: Large

Hiring Demand: High

Selectivity: Medium

Popularity: Medium

Comments: If you have an academic background in economics, emphasize this during your interview. Understand the differences between antitrust litigation and merger investigations/counseling.

Firms to consider include:

Alston & Bird
Arnold & Porter
Axinn Veltrop
Baker Botts
Boies, Schiller
Cleary Gottlieb
Constantine Cannon
Covington & Burling
Crowell & Moring
Dechert
Freshfields
Gibson Dunn
Hogan Lovells
Hunton Andrews Kurth
Jones Day
King & Spalding
Latham & Watkins
Linklaters
McDermott Will & Emery
Morrison & Foerster
Morgan Lewis
O'Melveny & Myers
Orrick
Paul Hastings
Paul Weiss
Ropes & Gray
Skadden, Arps, Slate, Meagher & Flom
Weil Gotshal
White & Case
WilmerHale
Wilson Sonsini Goodrich & Rosati

BANKING/BANK REGULATORY

Market Size: Small/Medium

Hiring Demand: Medium

Selectivity: Medium

Popularity: Low

Firms to consider include

Allen & Overy
Alston & Bird
Arnold & Porter
Buckley Sandler
Davis Polk
DLA Piper
Fried Frank
Goodwin
Hogan Lovells
Hudson Cook (boutique)
Kilpatrick Townsend
K&L Gates
Latham & Watkins
Mayer Brown
Morrison & Foerster
Sidley Austin
Skadden, Arps, Slate, Meagher & Flom
WilmerHale

BANKRUPTCY/RESTRUCTURING

Market Size: Small

Hiring Demand: Low

Selectivity: Low

Popularity: Low

Comments: This is not a large practice area in DC, and the bankruptcy attorneys are dispersed among a number of firms. It also tends to be a partner-level dominated practice.

Firms to consider include

Akin Gump

Arent Fox

Arnold & Porter

Caplin Drysdale (tax boutique w/ bankruptcy litigation)

Crowell & Moring

Orrick

LeClair Ryan

Linklaters

McGuire Woods

Stinson Leonard Street

Venable

Wiley Rein

WilmerHale

COMMUNICATIONS/TELECOMMUNICATIONS

Market Size: Medium

Hiring Demand: Low

Selectivity: Low/Medium

Popularity: Medium

Comments: A niche practice area that is very DC-centric in its regulatory application.

Firms to consider include:

Arnold & Porter

Davis Wright Tremaine

Cooley

Covington & Burling

Drinker Biddle

Harris Wiltshire & Grannis (boutique)

Hogan Lovells

Holland & Knight

Kelley Drye

Kellogg Hansen (boutique)

Latham & Watkins

Lerman Senter (boutique)

Morgan Lewis

Mintz Levin

Skadden, Arps, Slate, Meagher & Flom

Steptoe & Johnson

Wiley Rein

Wilkinson Barker Knauer (boutique)

Willkie Farr

WilmerHale

Wiltshire & Grannis (boutique)

CORPORATE

CORPORATE: FINANCE

Market Size: Small

Hiring Demand: Medium/High

Selectivity: Medium

Popularity: Medium

Comments: Finance encompasses lending transactions.

Firms to consider include:

Cadwalader (Structured)

Chapman & Cutler (Structured)

Cleary Gottlieb (Structured)

Cooley

Fried Frank

Hogan Lovells

Hunton Andrews Kurth (Structured)

Krooth & Altman (boutique)

Latham & Watkins

Mayer Brown

Morgan Lewis (Structured)

Morrison & Foerster

Paul Hastings (Structured)

Troutman Sanders (VA)

Venable

Vedder Price

WilmerHale

CORPORATE: M&A AND/OR SECURITIES

Market Size: Medium

Hiring Demand: Medium

Selectivity: Medium

Popularity: Medium

Comments: Washington's corporate practice tends to be less specialized than in NYC.

Firms to consider include:

Akin Gump

Arent Fox

Arnold & Porter

Baker Botts

Baker & McKenzie

Blank Rome

Cooley

Covington & Burling

Crowell & Moring

Dechert

DLA Piper

Eversheds Sutherland

Fried Frank

Gibson Dunn

Goodwin Procter

Hogan Lovells

Kirkland & Ellis

Latham & Watkins

Manatt

Mayer Brown

Morrison & Foerster

Nixon Peabody

Paul Hastings

Perkins Coie

Pillsbury

Sheppard Mullin

Skadden, Arps, Slate, Meagher & Flom

WilmerHale

Wilson Sonsini Goodrich & Rosati

Northern VA practices to consider include:

Cooley (Reston)

DLA Piper (Reston)

Greenberg Traurig Hogan Lovells

Holland & Knight

Morrison & Foerster

Pillsbury

Reed Smith

Womble Bond Dickinson

CORPORATE: PROJECT FINANCE

Market Size: Medium

Hiring Demand: Medium/High

Selectivity: Medium

Popularity: Medium/High

Comments: Foreign language proficiency is valued. Often overlaps with energy-related practices.

Firms to consider include:

Akin Gump

Baker Botts

Clifford Chance

DLA Piper

Haynes and Boone

Hogan Lovells (Baltimore Office)

Hunton Andrews Kurth

Kirkland & Ellis

Milbank

Morrison & Foerster

Norton Rose Fulbright

Skadden, Arps, Slate, Meagher & Flom

Vinson & Elkins

White & Case

ENERGY

Market Size: Large

Hiring Demand: Medium

Selectivity: Low

Popularity: Low/Medium

Comments: Energy is a large practice area in Washington, DC. There are different subsets of energy law including electrical, oil/gas, and nuclear practices. (Some firms also include project finance under the energy umbrella. “Energy” is considered a regulatory practice; project finance is considered a transactional practice.)

Firms to consider include:

Akin Gump
Baker Botts
Bracewell
Cadwalader
Eversheds Sutherland
Hogan Lovells
Hunton Andrews Kurth
Jenner & Block
Jones Day
King & Spalding
Latham & Watkins
Morgan Lewis
Morrison & Foerster
Norton Rose Fulbright
Orrick
Pillsbury
Reed Smith
Sidley
Skadden, Arps, Slate, Meagher & Flom
Spiegel & McDiarmid (boutique)
Steptoe & Johnson
Troutman Sanders
Van Ness Feldman (boutique)
Vinson & Elkins
White & Case
Wright & Talisman (boutique)

ENVIRONMENTAL

Market Size: Small

Hiring Demand: Low/Medium

Selectivity: Low/Medium

Popularity: Medium/High

Comments: On interviews, it is helpful if you can persuasively articulate your interest in this field based on what you understand environmental lawyers do on a day-to-day basis for private sector clients.

Firms to consider include:

Akin Gump

Arnold & Porter

Baker Botts

Beveridge & Diamond (boutique)

Bracewell

Crowell & Moring

Eversheds Sutherland

Hogan Lovells

Hunton Andrews Kurth

Jones Day

King & Spalding

Latham & Watkins

Morgan Lewis

Perkins Coie

Sidley Austin

Skadden, Arps, Slate, Meagher & Flom

Van Ness Feldman (energy boutique w/ environmental practice)

Venable

ERISA/EMPLOYEE BENEFITS/EXECUTIVE COMPENSATION

Market Size: Small

Hiring Demand: High

Selectivity: Low

Popularity: Low

Comments: Highly technical and an in-demand expertise.

Firms to consider include:

Alston & Bird

Arent Fox

Covington & Burling

Davis & Harman (boutique)

Eversheds Sutherland

Gibson Dunn

Groom Law Group (boutique)

Hogan Lovells

Hunton Andrews Kurth

Ivins, Phillips & Barker (boutique)

Jones Day

Kilpatrick Townsend & Stockton

McDermott Will & Emery

Miller & Chevalier

Morgan Lewis

Proskauer Rose

Seyfarth Shaw

Slevin & Hart (boutique)

Steptoe & Johnson

WilmerHale

Winston & Strawn

Venable

FOOD & DRUG (“FDA”)

Market Size: Medium

Hiring Demand: High

Selectivity: Low

Popularity: Medium

Comments: Students with prior industry experience or a science background (e.g., biology) have an advantage in this area. Few in-house options in DC area.

Firms to consider include:

Alston & Bird
Arent Fox
Arnold & Porter
Baker & Hostetler
Buchanan Ingersoll
Covington & Burling
Foley Hoag
Hogan Lovells
Hyman, Phelps & McNamara (boutique)
Keller & Heckman
King & Spalding
Kleinfeld Kaplan & Becker (boutique)
Latham & Watkins
McDermott Will & Emery
Morgan Lewis
Olsson Frank Weeda (boutique)
Ropes & Gray
Sidley Austin
Venable

GOVERNMENT CONTRACTS

Market Size: Medium

Hiring Demand: Medium/High

Selectivity: Low/Medium

Popularity: Low

Comments: This is a DC-specific practice area that has been active over the past decade. It incorporates litigation, transactional, and compliance work and provides access to a higher number of in-house opportunities in the DC and Northern Virginia regions.

Firms to consider include:

Akin Gump
Alston & Bird
Arent Fox
Arnold & Porter
Bass Berry
Blank Rome
Brown Rudnick
Cooley
Covington & Burling
Crowell & Moring
Dentons
DLA Piper
Fox Rothschild
Fried Frank
Gibson Dunn
Greenberg Traurig
Hogan Lovells
Holland & Knight
Jenner & Block
Kelley Drye
Mayer Brown
Morrison & Foerster
Perkins Coie
Pilieromazza (boutique)
Pillsbury (Northern Virginia)
Polsinelli
Reed Smith
Rogers Joseph O'Donnell
Sheppard, Mullin, Richter & Hampton
Smith Pachter (boutique)
Venable
Vinson & Elkins
Wiley Rein

GOVERNMENT RELATIONS/LOBBYING/ POLITICAL LAW

Market Size: Small

Hiring Demand: Low

Selectivity: High

Popularity: High

Comments: Government Relations is a high-profile practice area. It has been our experience that it is rare for a first-year associate to be hired directly into this practice absent prior hill work experience.

Firms to consider include:

Akin Gump
Allen & Overy
Alston & Bird
Arent Fox
Arnold & Porter
Covington
Cozen O'Connor
Dentons
Drinker Biddle
DLA Piper
Hogan Lovells
Holland & Knight
Kelley Drye
K&L Gates
King & Spalding
Manatt Phelps
Mayer Brown
Perkins Coie
Pillsbury
Skadden, Arps, Slate, Meagher & Flom
Squire Patton Boggs
Steptoe & Johnson
WilmerHale
Van Ness Feldman

HEALTH CARE

Market Size: Medium/Large

Hiring Demand: High

Selectivity: Low/Medium

Popularity: Medium

Comments: This is an in-demand field in DC, and if you have prior industry experience, you will have an advantage.

Firms to consider include:

Akin Gump
Alston & Bird
Arent Fox
Arnold & Porter
Baker Donelson
Crowell & Moring
Dentons
Drinker Biddle
Epstein Becker & Green
Hogan Lovells
Jones Day
King & Spalding
Latham & Watkins
Manatt Phelps
McDermott Will & Emery
Mintz Levin
Morgan Lewis
Norton Rose Fulbright
Polsinelli
Powers, Pyles
Reed Smith
Ropes & Gray
Sidley Austin

INTELLECTUAL PROPERTY

INTELLECTUAL PROPERTY: PATENT

Market Size: Large

Hiring Demand: Medium/High

Selectivity: Medium

Popularity: Low/Medium

Comments: Almost all firms looking for patent attorneys require a science or engineering degree. There is a high demand for attorneys with degrees in electrical engineering, computer science, or biotechnology. Patent litigation is active in DC, which includes Section 337 litigation before the International Trade Commission).

Firms to consider include:

Arent Fox	McDermott Will & Emery
Arnold & Porter	Morgan Lewis
Baker Hostetler	Morrison & Foerster
Banner & Witcoff (boutique)	Paul Hastings
Buchanan Ingersoll (Northern VA)	Quinn Emmanuel (patent litigation)
Cooley	Rothwell Figg
Covington & Burling	Sidley Austin (patent litigation)
Crowell & Moring	Sughrue Mion (boutique)
Finnegan Henderson (boutique)	Sterne, Kessler, Goldstein & Fox (boutique)
Fish & Richardson (boutique)	Vinson & Elkins
Foley & Lardner	Weil Gotshal (patent litigation)
Haynes & Boone	Wiley Rein (patent litigation)
Jones Day	WilmerHale
Kirkland & Ellis (patent litigation)	Wilson Sonsini
Kilpatrick Townsend & Stockton	Winston & Strawn
Mayer Brown (patent litigation)	

INTELLECTUAL PROPERTY: TRADEMARK/COPYRIGHT

Market Size: Small

Hiring Demand: Low

Selectivity: Medium

Popularity: Medium

Firms to consider include:

Arent Fox
Arnold & Porter
Buchanan Ingersoll (Northern VA)
Cooley
DLA Piper
Drinker Biddle
Finnegan Henderson
Hogan Lovells
Katten Muchin
Kelley Drye
Kelly IP
Kilpatrick Townsend & Stockton
McDermott Will & Emery
Morgan Lewis
Sterne Kessler
Venable
Wiley Rein

INTERNATIONAL TRADE

Market Size: Medium/Large

Hiring Demand: Medium/High

Selectivity: Medium

Popularity: Medium/High

Comments: Antidumping and countervailing duty matters are poised for growth over the next two years. Note: while Section 337 Litigation falls under the ITC, this is considered a type of patent litigation.

Firms to consider include:

Adduci Mastriani (boutique)

Akin Gump

Alston & Bird

Arent Fox

Arnold & Porter

Baker & Hostetler

Baker & McKenzie

Bryan Cave

Cassidy Levy (boutique)

Covington & Burling

Crowell & Moring

Curtis Mallet

Davis Polk

DLA Piper

Fried Frank

Gibson Dunn

Goodwin Procter

Hogan Lovells

Hughes Hubbard

Kelley Drye

King & Spalding

Latham

Miller & Chevalier

Morris Manning

Orrick

Paul Hastings

Pillsbury

Reed Smith

Sidley Austin

Skadden, Arps, Slate, Meagher & Flom

Steptoe & Johnson

Stewart & Stewart (boutique)

Vinson & Elkins

White & Case

Wiley Rein

WilmerHale

Wilson Sonsini

INVESTMENT MANAGEMENT

Market Size: Small/Medium

Hiring Demand: Medium

Selectivity: Low

Popularity: Low

Firms to consider include:

Dechert

Eversheds Sutherland

Goodwin Procter

K&L Gates

Mayer Brown

Morgan Lewis

Perkins Coie

Ropes & Gray

Seward Kissel

Stradley Ronon

Sullivan & Worcester

Willkie Farr

Wilson Sonsini

LABOR & EMPLOYMENT

Market Size: Small/Medium

Hiring Demand: Low/Medium

Selectivity: Medium

Popularity: High

Comments: Labor & Employment boutiques are becoming more popular with clients because they typically charge lower rates for what some might regard as “routine” matters. If you are interested in a compliance/counseling focused labor & employment practice (as opposed to large, class-action litigations), you should consider the boutiques where you may be able to have more consistent access to the work you desire. Note: most Labor & Employment practices in DC focus on employment-side issues and represent management (not individual plaintiffs or labor unions).

Firms to consider include:

Akin Gump
Arent Fox
Baker & Hostetler
Blank Rome
Bredhoff & Kaiser (boutique; labor-focus)
Cooley
Crowell & Moring
DLA Piper
Ford & Harrison (boutique)
Gibson Dunn
Greenberg Traurig (Northern Virginia)
Hunton Andrews Kurth
Jackson Lewis (VA, boutique)
Jones Day
Kirkland & Ellis
Littler Mendelson (VA, boutique)
Morgan Lewis
Ogletree Deakins (boutique)
Paul Hastings
Proskauer
Seyfarth Shaw
Venable
Winston & Strawn

LITIGATION

Comments: In the DC market, litigation is often subcategorized into specific fields, a few of which are included in the section below. As a law student, it is not necessary to know which particular type of litigation you wish to specialize in, but if you can articulate a preference, do it.

A Note on Boutiques: Most litigation boutiques (especially the appellate boutiques) do not have summer programs but do hire associates upon completion of their clerkships.

LITIGATION: GENERAL

Market Size: Large

Hiring Demand: Low/Medium

Selectivity: High

Popularity: High

There are many litigation practices in DC and some of the most prestigious include:

Arnold & Porter
Boies Schiller
Covington & Burling
Crowell & Moring
Gibson Dunn
Hogan Lovells
Jenner & Block
Jones Day
Kellogg Hansen (boutique)
Kirkland & Ellis
Latham & Watkins
Mayer Brown
O'Melveny & Myers
Paul Weiss
Quinn Emmanuel
Ropes & Gray
Sidley Austin
Skadden, Arps, Slate, Meagher & Flom
Steptoe & Johnson
Wiley Rein
Williams & Connolly
WilmerHale
Winston & Strawn
Zuckerman Spaeder (boutique)

LITIGATION: APPELLATE

Market Size: Small

Hiring Demand: Low

Selectivity: Very High

Popularity: Very High

Comments: This is an exclusive and difficult-to-break-into practice area. A number of appellate attorneys in DC have served as U.S. Supreme Court clerks. Even if you are interested in appellate litigation, be realistic with your expectations and articulate an interest in gaining access to general litigation assignments.

Firms to consider include:

Akin Gump

Arnold & Porter

Boies Schiller

Covington & Burling

Gibson Dunn

Hogan Lovells

Jenner & Block

Jones Day

Kellogg Hansen (boutique)

King & Spalding

Kirkland & Ellis

Latham & Watkins

Mayer Brown

Morrison & Foerster

O'Melveny & Myers

Orrick

Robbins Russell (boutique)

Sidley Austin

Winston & Strawn

Wiley Rein

Williams & Connolly

WilmerHale

LITIGATION: INSURANCE COVERAGE

Market Size: Medium

Hiring Demand: Medium

Selectivity: Low/Medium

Popularity: Low

Comments: Insurance coverage (not insurance defense, which involves much smaller firms typically in the suburbs) litigation is an active area in DC. **Note:** firms either represent insurers or policyholders, but not both.

Firms to consider include:

Clyde & Co.
Covington & Burling
Crowell & Moring
Eversheds Sutherland
Gilbert LLP (boutique)
Holland & Knight
Hollingsworth (boutique)
Lewis Baach
Lowenstein Sandler
McDermott Will & Emery
Morgan Lewis
Norton Rose
Perkins Coie
Pillsbury
Shipman & Goodwin
Steptoe & Johnson
Loss Judge & Ward (boutique)
Troutman Sanders
Wiley Rein

LITIGATION: INTERNATIONAL ARBITRATION (INCLUDING ICSID DISPUTES)

Market Size: Small

Hiring Demand: Low

Selectivity: High

Popularity: Medium

Comments: This is a highly specialized field and language skills are helpful.

Firms to consider include:

Arnold & Porter

Cleary Gottlieb

Clifford Chance

Covington & Burling

Crowell & Moring

Curtis Mallet

DLA Piper

Foley Hoag

Hogan Lovells

Hughes Hubbard

Jones Day

King & Spalding

Mayer Brown

Sidley Austin

Squire Patton Boggs

Steptoe

Weil Gotshal

White & Case

WilmerHale

LITIGATION: WHITE COLLAR

Market Size: Medium/Large

Hiring Demand: Low/Medium

Selectivity: Very High

Popularity: Very High

Comments: In demand and highly competitive. FCPA and internal investigations also are often categorized under the white-collar umbrella. This area may overlap with SEC enforcement investigations.

Firms to consider include:

Akin Gump
Arnold & Porter
Baker Botts
Baker & McKenzie
Cadwalader
Covington & Burling
Davis Polk
Debevoise & Plimpton
DLA Piper
Gibson Dunn
Hogan Lovells
Kirkland & Ellis
Kobre & Kim (boutique)
Latham & Watkins
McDermott Will & Emery
Orrick
Paul Hastings
Paul Weiss
Robbins Russell (boutique)
Sidley Austin
Skadden, Arps, Slate, Meagher & Flom
Steptoe & Johnson
White & Case
WilmerHale
Willkie Farr
Williams & Connolly
Zuckerman Spaeder (boutique)

PRIVACY/DATA/CYBER SECURITY

Market Size: Medium

Hiring Demand: High

Selectivity: Medium

Popularity: Medium

Comments: This is a growing practice area focusing on the privacy and security of data and information. Prior experience in the high tech/software field is beneficial. Some practices have an emphasis on privacy matters in certain industries, such as health care.

Firms to consider include:

Alston & Bird
Arnold & Porter
Covington & Burling
Crowell & Moring
Davis Wright
DLA Piper
Drinker Biddle
Harris Wiltshire
Hogan Lovells
Holland & Knight
Hunton Andrews Kurth
Jenner & Block
Kelley Drye
Mayer Brown
Morrison & Foerster
Orrick
Perkins Coie
Sidley Austin
Skadden, Arps, Slate, Meagher & Flom
Venable
Wiley Rein
Willkie Farr
Wilson Sonsini
WilmerHale
ZwillGen (boutique)

REAL ESTATE

Market Size: Small/Medium

Hiring Demand: Medium

Selectivity: Low/Medium

Popularity: Low

Comments: Real estate includes traditional real estate (such as buildings, developments, etc.) as well as real estate finance (lending, etc.).

Firms to consider include:

Arent Fox
Arnold & Porter
Ballard Spahr
Covington & Burling
Cozen O'Connor
DLA Piper
Goulston & Storrs
Hogan Lovells
Holland & Knight
Katten Muchin Rosenman
Krooth & Altman
Linowes & Blocher (boutique in Bethesda)
Mayer Brown
Miles & Stockbridge
Morgan Lewis
Morris Manning
Nixon Peabody (affordable housing*)
Pillsbury Winthrop
Reed Smith
Reno & Cavanaugh (affordable housing*)
Troutman & Sanders
Venable
Womble Bond Dickinson

***Affordable housing is a specialized subset of real estate with an appealing social component for some students.**

SECURITIES (SEC) ENFORCEMENT AND INVESTIGATIONS

Market Size: Medium/Large

Hiring Demand: Low/Medium

Selectivity: Medium

Popularity: Medium/High

Comments: In DC there is a distinction between securities enforcement/investigations (i.e., investigations initiated by the government) and securities litigation (i.e., shareholder suits).

Firms to consider include:

Allen & Overy

Arnold & Porter

Baker & McKenzie

Cleary & Gottlieb

Covington & Burling

Davis Polk

Debevoise & Plimpton

Dechert

DLA Piper

Eversheds Sutherland

Foley & Lardner

Freshfields

Gibson Dunn

Hughes Hubbard

Jones Day

King & Spalding

Kobre & Kim (boutique)

K&L Gates

Latham & Watkins

McDermott

McGuireWoods

Morgan Lewis

Orrick

Paul Hastings

Paul Weiss

Richards Kibbe (boutique)

Ropes & Gray

Schulte Roth

Sidley Austin

Skadden, Arps, Slate, Meagher & Flom

Squire Patton Boggs

Willkie Farr

WilmerHale

Zuckerman Spaeder (boutique)

TAX

Market Size: Medium

Hiring Demand: Medium

Selectivity: High

Popularity: Medium

Comments: Having an LL.M. in tax (or CPA qualification) is very beneficial.

Firms to consider include:

Alston & Bird
Arnold & Porter
Baker & McKenzie
Buchanan Ingersoll
Caplin & Drysdale (boutique)
Covington & Burling
Crowell & Moring
Eversheds Sutherland
Freshfields
Fried, Frank, Harris, Shriver & Jacobson
Gibson Dunn
Hogan Lovells
Hunton Andrews Kurth
Ivins, Phillips & Barker (boutique)
Jones Day
Katten Muchin
King & Spalding
Latham & Watkins
Linklaters
Mayer Brown
McDermott Will & Emery
Miles & Stockbridge
Miller & Chevalier
Morgan Lewis
Nixon Peabody
Norton Rose Fulbright
Pepper Hamilton
Ropes & Gray
Shearman & Sterling
Skadden, Arps, Slate, Meagher & Flom
Steptoe & Johnson
Venable
White & Case

LAW FIRMS/OFFICES IN WASHINGTON, DC
REPRESENTATIVE EXAMPLES BY SIZE (APPROXIMATIONS)

- * DC-only office
- ** DC-based firm with additional offices in other cities
- *** Firm not based in DC but has a DC office

400 - 499 Attorneys in DC

Arnold & Porter**
Covington & Burling**
Hogan Lovells**
WilmerHale**

300 - 399 Attorneys in DC

Crowell & Moring**
Steptoe & Johnson**

200 - 299 Attorneys in DC

Akin Gump**
Arent Fox**
Finnegan Henderson** (IP firm)
Jones Day***
K&L Gates***
Latham & Watkins***
McDermott Will & Emery***
Morgan Lewis***
Sidley Austin***
Skadden, Arps, Slate, Meagher & Flom***
Squire Patton Boggs**
Venable**
Wiley Rein**
Williams & Connolly*

100 - 200 Attorneys in DC

Baker Botts***
Baker Hostetler***
Baker & McKenzie***
Blank Rome**
Cooley***
Cleary Gottlieb***
Dentons***
DLA Piper***
Drinker Biddle***
Eversheds Sutherland***

Foley & Lardner***
Gibson Dunn***
Goodwin Procter***
Holland & Knight***
Hunton Andrews Kurth***
Kelley Drye**
King & Spalding***
Kirkland & Ellis***
K&L Gates***
Mayer Brown***
Miller & Chevalier*
Nixon Peabody***
O'Melveny & Myers***
Paul Hastings***
Pillsbury***
Sterne, Kessler, Goldstein & Fox* (IP boutique)
Sughrue Mion* (IP boutique)
White & Case***
Willkie Farr & Gallagher***
Winston & Strawn***
Wilson, Sonsini, Goodrich & Rosati***

50 - 99 Attorneys in DC

Alston & Bird***
Beveridge & Diamond**
Bracewell & Giuliani***
Bryan Cave***
Buchanan Ingersoll & Rooney***
Buckley Sandler**
Cadwalader ***
Caplin & Drysdale** (tax boutique)
Davis Wright Tremain***
Dechert***
Epstein Becker & Green***
Fish & Richardson*** (IP boutique)
Fried Frank ***
Greenberg Traurig***
Groom Law Group* (ERISA/employee benefits/tax boutique)
Hollingsworth*
Jackson & Campbell**
Jenner & Block***
Katten Muchin Rosenman***
Keller & Heckman**
Kellogg, Huber, Hansen, Todd, Evans & Figel*
Kilpatrick Townsend***
Mintz Levin***
Morrison & Foerster***

Norton Rose***
Orrick***
Reed Smith***
Ropes & Gray***
Seyfarth Shaw***
Troutman Sanders***
Van Ness Feldman* (energy boutique)
Vinson & Elkins***
Weil Gotshal***
Womble Carlyle***
Zuckerman Spaeder* (litigation boutique)

30 - 49 Attorneys in DC

Ballard Spahr***
Banner & Witcoff*** (IP boutique)
Boies, Schiller & Flexner***
Bonner Kiernan Trebach & Crociata**
Bredhoff & Kaiser*
Clifford Chance***
Cohen, Milstein, Sellers & Toll**Duane Morris***
Feldesman Tucker Leifer Fidell*
Gilbert LLP**
Hughes Hubbard & Reed***
Hyman, Phelps & McNamara* (FDA boutique)
Ivins, Phillips & Barker** (tax/ERISA/employee benefits boutique)
Jordan Burt***
Kaye Scholer***
McGuireWoods***
Milbank ***
Paul, Weiss, Rifkind, Wharton & Garrison***
Pepper Hamilton***
Perkins Coie***
Powers, Pyles, Sutter & Verville* (health care and education-focused boutique)
Proskauer***
Quinn Emanuel***
Rothwell, Figg, Ernst & Manbeck* (IP boutique)
Shearman & Sterling***
Sheppard, Mullin, Richter & Hampton***
Shook, Hardy & Bacon***
Sullivan & Cromwell***
Thompson Coburn***
Thompson Hine***
Wilkinson Barker Knauer* (telecommunications boutique)
Wiltshire Grannis* (telecommunications/litigation boutique)

15 - 29 Attorneys in DC

Adduci, Mastriani & Schaumberg* (international trade boutique)
Bass Berry
Brickfield Burchette Ritts & Stone* (energy boutique)
Butzel Long Tighe Patton**
Carr Maloney**
Chapman and Cutler***
Davis & Harman* (employee benefits and insurance tax boutique)
Debevoise & Plimpton***
Dickinson Wright*
Dykema Gossett***
Fitzpatrick Cella*
Fox Rothschild***
Friedlander, Mislner, Sloan, Kletzkin & Och*
Faegre Baker Daniels***
Garvey Schubert Barer*
Goulston & Storrs***
Gray Plant Mooty***
Greenstein DeLorme & Luchs*
Hausfeld LLP*
Haynes & Boone***
Kenyon & Kenyon*** (IP boutique)
Kobre Kim*** (litigation boutique)
Krooth & Altman* (real estate boutique)
Lewis Baach* (litigation boutique)
Littler Mendelson*** (labor and employment boutique)
Miller, Balis & O'Neil* (energy boutique)
Nelson Mullins***
Reno & Cavanaugh** (affordable housing boutique)
Robbins, Russell, Englert, Orseck, Untereiner & Sauber* (Litigation Boutique)
Roylance, Abrams, Berdo & Goodman* (IP boutique)
Sedgwick***
Shipman & Goodwin***
Shook Hardy & Bacon***
Simpson Thatcher***
Slevin & Hart* (pension and welfare funds boutique)
Spiegel McDiarmid* (energy boutique with public sector bent)
Stinson Morrison Hecker***
Stroock***
Stradley Ronon***
Vedder Price***
Weiner Brodsky* (financial services and transportation boutique)
Zuckert, Scoutt & Rasenberger* (aviation boutique)

LAW FIRMS/OFFICES IN NORTHERN VIRGINIA REPRESENTATIVE EXAMPLES BY SIZE (APPROXIMATIONS)

* Firm is based in Northern Virginia

** Northern Virginia office of firm that has a larger (or primary) presence in DC

100+ Attorneys in Northern Virginia

Oblon Spivak McClelland Maier & Neustadt* (IP boutique) (Alexandria)

50 - 100 Attorneys in Northern Virginia

Buchanan Ingersoll & Rooney (Alexandria- mainly IP) (also has a growing, DC office)

Cooley (Reston) (also has a growing, DC office)

McGuireWoods (Tysons Corner/McLean) (also has a smaller DC office)

Odin Feldman & Pittleman* (Fairfax)

Oliff & Berridge* (IP boutique) (Alexandria)

Squire Patton Boggs**

Watt Tieder Hoffar & Fitzgerald* (construction boutique) (Tysons Corner/McLean)

10 - 49 Attorneys in Northern Virginia

Akerman Senterfitt (Tysons Corner/McLean)

Bean Kinney & Korman* (Arlington)

Birch Stewart Kolasch & Birch* (IP boutique) (Falls Church)

Blankingship & Keith* (Fairfax)

DLA Piper** (Reston)

Finnegan Henderson** (IP boutique) (Reston)

Greenblum & Bernstein* (IP boutique) (Reston)

Greenberg Traurig** (Tysons Corner/McLean)

Hogan Lovells** (Tysons Corner/McLean)

Holland & Knight** (Tysons Corner/McLean)

Hunton Andrews Kurth** (Tysons Corner/McLean)

Isler Dare* (labor/employment boutique) (Vienna)

Jackson Lewis (labor/employment boutique) (Tysons Corner/McLean)

Little** (labor/employment boutique) (Tysons Corner/McLean)

Miles & Stockbridge (Tysons Corner/McLean) (firm is based in Baltimore)

Morrison & Foerster** (Tysons Corner/McLean)

Nixon & Vanderhye* (IP boutique) (Arlington)

Pillsbury** (Tysons Corner/McLean)

Reed Smith** (Falls Church)

Rees Broome* (Vienna)

Tramonte, Yeonas, Roberts & Martin* (real estate boutique) (Vienna)

Troutman Sanders** (Tysons Corner/McLean)

Venable** (Tysons Corner/McLean)

Walsh Colucci* (real estate boutique) (Arlington)

Whiteford Taylor (Falls Church) (also has a DC office)

Williams Mullen (Tysons Corner/McLean) (also has a DC office)

Womble Bond Dickinson** (Tysons Corner/McLean)

LAW FIRMS/OFFICES IN MONTGOMERY COUNTY, MD
REPRESENTATIVE EXAMPLES BY SIZE (APPROXIMATIONS)

- * Firm is based in Montgomery County
- ** National firm with office in Montgomery County

50 - 100 Attorneys in Montgomery County

Lerch Early & Brewer* (Bethesda)
Offit Kurman** (Bethesda)
Shulman Rogers* (Potomac)

10 - 49 Attorneys in Montgomery County

Anderson Quinn* (Rockville)
Armstrong Donohue* (Rockville)
Bregman, Berbert* (Bethesda)
Furey, Doolan & Abell* (Bethesda)
Gleason, Flynn, Emig & Fogleman* (Rockville)
Linowes & Blocher* (Bethesda)
McCarthy Wilson* (Rockville)
McMillan Metro* (Potomac)
Miles & Stockbridge (based in Baltimore)
Miller, Miller & Canby* (Rockville)
Paley Rothman* (Bethesda)
Selzer Gurvitch* (Bethesda)
Stein Sperling* (Rockville)
Tenenbaum & Saas* (Chevy Chase)
Venable** (Rockville)