

### Basic Information

Firmwide  
Organization Size: 65  
Office Size: 63  
**Hiring Attorney:**  
Ms. Kirsten  
Burmester

**Recruiting Contact:**  
Ms. Nawel Moreno  
Attorney & Paralegal Recruitment Manager  
One Thomas Circle, NW  
Suite 1100  
Washington, District of Columbia (DC) 20005  
United States  
**Phone:** 202-862-5010  
nmoreno@capdale.com

### Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year) 175,000-195,000

**Summer Compensation**

2022 compensation for Post-3Ls (\$/week) 3,400  
2022 compensation for 2Ls (\$/week) 3,400  
2022 compensation for 1Ls(\$/week) 3,400

### Partnership & Advancement

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

### Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	22	8	10	0	0
	Women	8	9	5	0	3
	Non-binary	NC	NC	NC	NC	1
	<b>Total</b>	<b>30</b>	<b>17</b>	<b>15</b>	<b>0</b>	<b>4</b>
<b>Latinx</b>	Men	1	0	0	0	0
	Women	0	0	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>White</b>	Men	21	7	10	0	0
	Women	8	8	5	0	2
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Asian</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	1
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>2 or More Races</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	1	1	3	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	1	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC

## Pro Bono/Public Interest

Ann McMillan  
Firm President  
202-862-5000  
amcmillan@capdale.com

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

## 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?	N/A
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?	Yes

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2020	Prior Summer Associates	2021	Prior Summer Associates	2022
Entry-level	0	0	0	0	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	1	0	1
Lateral Associates	4	0	5	1	3
All Other Laterals (non-traditional track)	2	0	0	0	1
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	1	0	0	0	1
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	2	2	1	1	1
1Ls	3	0	3	0	3

Number of 2021 Summer 2Ls considered for associate offers	1
Number of offers made to summer 2L associates	1
General Hiring Criteria	Excellent academic credentials and/or applicable experience in related practice group.

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Bankruptcy	Bankruptcy	6	3	7	0	0
Tax	Business, Investment & Transactional Tax	6	3	3	0	0
Litigation	Complex Litigation	5	3	7	0	0
Business, Corporate	Corporate Law	1	0	0	0	0
Business, Corporate Labor and Employment	Employee Benefits	1	1	0	0	0
Government, Regulatory, Administrative Tax	Exempt Organizations	9	3	1	0	0

<b>International Tax</b>	International Tax	11	6	5	0	0
<b>Government, Regulatory, Administrative</b>	Political Law	3	0	1	0	0
<b>International Tax Trusts and Estates</b>	Private Client	8	2	3	0	0
<b>Banking, Finance International Tax</b>	Tax Controversies	15	10	5	0	0
<b>Tax</b>	Tax Crimes	3	1	0	0	0
<b>Litigation Tax</b>	Tax Litigation	8	3	0	0	0
<b>Tax</b>	White Collar Defense	2	1	0	0	0

## Diversity & Inclusion

**Diversity Contact:** Mrs. Nawel Moreno

**Diversity Website/URL:** <http://caplindrysdale.com/Diversity-and-Sustainability>

## Organization Narrative

With offices in Washington, DC and New York City, Caplin & Drysdale prides itself on staying lean and maintaining a laser-like focus. Caplin remains a nimble, boutique firm in an era when other law firms try to provide all services to all clients. We are not only proud of the high level of technical skills our lawyers bring to resolving client matters, but also of the firm's enduring collegial environment. An associate commented, "C&D's values of excellence, scholarship, community, and family are, in fact, expressed on a daily basis by the Members, associates and support staff."

Caplin & Drysdale is recognized as one of the nation's top tax practices. National and international rankings list Caplin & Drysdale's tax practice along side those of firms 10 and 20 times Caplin's size. The firm's lawyers are often quoted in leading industry publications such as Tax Notes Today, The Wall Street Journal, The Economist, and Bloomberg BNA. Although the firm only has two offices, it has a global footprint. Caplin attorneys speak as experts – "lawyers' lawyers" – at conferences worldwide.

Caplin & Drysdale, which celebrated its 50th anniversary in 2014, was founded by Mortimer Caplin, former commissioner of the Internal Revenue Service under Presidents Kennedy and Johnson. He also once graced the cover of Time Magazine in an issue dedicated to taxation. The firm's co-founder, Douglas Drysdale, had been a student of Caplin's at the University of Virginia School of Law and he himself went on to teach tax law at the school for more than 20 years. Starting with only six lawyers, Caplin & Drysdale has grown purposefully and now boasts a team of 65 lawyers. The tax practice encompasses tax planning, tax controversies, tax-exempt organizations, employee benefits, estate planning, and criminal tax defense work.

In addition to its tax-oriented practices, we are home to a vigorous and accomplished litigation practice centered on insolvencies, corporate reorganizations in bankruptcy, and other complex financial and commercial disputes, including matters that cross national boundaries. Caplin & Drysdale also boasts a national political law practice that provides businesses, trade associations, nonprofits, candidates, and activists with timely, concise counsel on the high-stakes legal issues that involve "pay-to-play" restrictions, lobbying regulations, campaign finance laws, and ethics rules. Much like our tax attorneys, the litigators and political law attorneys are highly ranked in Chambers USA, Best Lawyers, and other top rankings.

Please visit our website at [www.caplindrysdale.com](http://www.caplindrysdale.com) for more information.

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For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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