



Dan Binstock

PARTNER

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WHAT IT'S LIKE TO WORK WITH ME

You'll receive market intelligence, access to decision makers, protection of your confidentiality, and seasoned guidance based on 20 years in the market. Because the smallest details can make the biggest difference, my approach is discreet and exacting in a way that brings you confidence and calm. The lateral partner process involves unanticipated bumps and blind spots, and I'm at my best when counseling you through them. I'm an open book, and you'll hopefully feel more at ease by having a (proudly and slightly OCD) confidant and seasoned advocate in your corner at every stage.

OVERVIEW

Dan focuses on lateral partners and practice groups. A veteran legal recruiter based in Washington, DC, he's placed hundreds of attorneys and brokered many high-profile partner and practice group moves, as well as high-level government transitions to private practice. His clients range from top AmLaw firms to premiere boutiques in DC and throughout the US.

➤ HIGHLIGHTS:

- Ethics Chair and Past President, National Association of Legal Search Consultants (NALSC).
- Columnist, "Dear Dan: Demystifying Legal Recruiters" (The American Lawyer).
- Top 100 Global Legal Consultant and Strategist (LawDragon, 2017 – Present).
- Founding Editor, LateralPartners.com.
- Author, "The Attorney's Guide to Using (Or Not Using) Legal Recruiters" (2016).
- Advisor to top law schools on the DC market.

WORKING WITH CANDIDATES

“Dan is much more than a placement agent. He’s a strategic advisor about your career. That’s a distinguishing factor that puts him in a class of his own.”

– Corporate/Finance Partner, AmLaw 5 Firm

A lateral transition has unanticipated speed bumps, and Dan’s process helps you minimize disruption to your current practice while you navigate each step of your transition. He facilitates tailored interactions with the firms you are considering and anticipates potential sticking points, which provides a “two-steps ahead” perspective that generates sound counsel at each stage of the process. This includes:

- Sharing non-publicly available insight about different firms, including deep financial performance information as it relates to peers, track record of recent hires and departures, and other relevant information.
- Assisting with the confidential preparation and presentation of your materials.
- Coordinating and ensuring that you are well-prepared for meetings.
- Guiding you through and assisting with the often voluminous and complex Lateral Partner Questionnaires (LPQs) and other due diligence.
- Helping analyze competing offers and the pros/cons of each using proprietary comparison tools that help bring significant clarity to your decision-making process.
- Negotiating compensation terms on your behalf, which includes analysis of market norms for leverage.
- Strategizing notice to your current firm and helping you create a tailored transition plan, and helping connect you with ethics counsel when necessary.

WORKING WITH EMPLOYERS

“I wish Dan could be my recruiter for all of our 30+ offices. He is by far the best legal recruiter I have worked with in my 25 years...With Dan, I feel like I truly ‘get what I pay for.’”

– Chair, Partner Recruiting and Integration, AmLaw 100 Firm

Dan’s unique approach has led to firms hiring him on a retained and/or consulting basis. He has developed useful tools to help firms develop or update their narratives in a clear and comprehensive fashion that will resonate with today’s target partners.

Dan has also distinguished himself for his ability to bring candidates to the table for confidential discussions, especially those who are not on the market. As an AmLaw 10 partner on the hiring side recently shared, ***“Every partner we interviewed through you spent the first few minutes praising you as a recruiter and said they would not be here if not for you. We have worked with the largest search firms in the country and have never seen results like this.”***

CREDENTIALS AND PAST EXPERIENCE

Dan focuses on lateral partners and practice groups. A veteran legal recruiter based in Washington, DC, he's placed hundreds of attorneys and brokered many high-profile partner and practice group moves, as well as high-level government transitions to private practice. His clients range from top AmLaw firms to premiere boutiques in DC and throughout the US.

REPRESENTATIVE PLACEMENTS

Dan has placed hundreds of attorneys, and his expertise placing partners, groups, and high-level government attorneys covers a wide range of practice areas, which he has honed over the past 20 years. Recent examples include:

- Government investigations practice group into top-tier AmLaw firm
- Financial services and banking regulatory practice into top-tier AmLaw firm
- White collar/securities enforcement practice into top-tier AmLaw firm
- Privacy partner into mid-sized AmLaw firm
- High-level DOJ attorney from the Fraud Section into top-tier AmLaw firm
- Head of global clean energy practice into top-tier AmLaw firm
- Investment management partner into top-tier AmLaw firm
- High-level antitrust attorney from the FTC into top-tier AmLaw firm
- Banking regulatory/FinTech partner into top-tier AmLaw firm
- Copyright litigation partner into top-tier AmLaw firm
- High-level CFTC attorney as partner into mid-sized AmLaw firm
- Patent prosecution practice into mid-sized AmLaw firm
- CFIUS partner into top-tier AmLaw firm
- Health care practice into mid-sized AmLaw firm
- High level insurance litigation and regulatory firm into mid-sized AmLaw firm
- Structure finance practice into top-tier AmLaw Firm
- Global immigration practice into top-tier AmLaw firm
- Political law practice into mid-sized AmLaw firm
- Bankruptcy partner into top-tier Magic Circle firm
- Patent litigation practice into IP boutique
- Real estate/land use practice into mid-sized AmLaw firm
- FinTech/blockchain practice into top-tier AmLaw firm
- Energy practice into mid-sized AmLaw firm
- National security attorney from the DOJ as a partner into a technology boutique

TESTIMONIALS

"I've had the opportunity to work with many recruiters, and your acuity, professionalism and collegiality have set a new standard. I look forward to continuing to work with you."

– *Managing Partner, AmLaw 50 Firm*

"You achieved my objective, you were patient throughout, you corrected my missteps with grace, and you sorted out the best firms. But more than all that, you became my trusted counselor during a difficult economic and, yes, emotional time. I have never seen anyone in your business do that."

– *Partner and Former GC of Fortune 100 Company*

"I kept hearing Dan's name as the 'go to' recruiter for partners and now I know why. There is truly no one like him. Recruiter, Therapist, Spiritual Guide. He is all in one. Dan is an expert on the market and on the recruiting process, and has the unique insight of someone who knows everyone in the legal field and the directions in which things are moving. His process helps the candidate clarify their goals early and do the hard work of preparation on the front end. He holds your hand during the entire process so that you will never feel alone through the difficult stages. Dan is unfailingly honest and always encouraging. Law firms trust him also, so he is able to broker a great fit for all involved. I would never work with anyone else."

– *Co-Chair, Financial Services Practice, AmLaw 50 Firm*

"Dan transforms the experience of working with a recruiter. He is tough when he needs to be, but more importantly there for you when you need him the most. He is quite simply the best recruiter I have ever worked with."

– *Co-Head, Financial Regulatory Practice, AmLaw 25 Firm*

"Simple words on paper don't do justice to understanding and appreciating Dan Binstock. You have to speak to Dan to fully appreciate the kind of professional guide, mentor, and friend he can become."

– *Co-Chair, Government Contracts Practice, AmLaw 100 Firm*

"His advice is so well-reasoned, and he's masterful at recognizing the real issues and helping you navigate all the emotions."

– *Corporate/Finance Partner, AmLaw 5 Firm*

"Dan takes the time to understand law firms and lawyers on a deeper personal level that is meaningful, which translates into the genesis of a greater match when lawyers merge into a new law firm. The result is powerful because everyone is working in the same direction with common goals and methods of achieving those goals. In our case, Dan quickly assessed personalities and created a match that fits like a glove. The team could not be happier, and the law firm is thrilled. Both sides are stronger and thriving because of this match. We have Dan to thank for this."

– *Co-Chair, Health Care Practice, AmLaw 100 Firm*

"When my partners and I decided that our clients would be better served by combining with a firm with a national footprint, we were fortunate to have Dan Binstock by our side as we embarked on our search. He took the time to get to know us and understood what mattered most to us—finding a firm built on the principles that matched our own. Dan is, quite simply, a consummate professional and a fine person. We are so glad he was part of our team."

– *Former Managing Partner of a Chambers-ranked Boutique*

"I have now made three lateral moves in my 20 years of practicing law. Dan managed the last one, and it was by far the smoothest and most rewarding. Dan found a great match for me at a firm where I have doubled the size of my practice in just one year. I highly recommend Dan and have referred colleagues to him."

– *Partner, AmLaw 100 Firm*

"Dan's in-depth knowledge of the DC legal marketplace, particularly coupled with his caring attitude and superior negotiation skills, makes him the most effective placement professional I have yet to come in contact with. I would not have made the move to my new firm without him -- he truly helped make the transition a success for all involved."

– *Partner and Head of Trademark Practice at IP Boutique*

ACCOLADES AND LEADERSHIP

Named by LawDragon as one of the top 100 legal consultants and strategists for the past eight consecutive years (2017-Present).

Past President, National Association of Legal Search Consultants (NALSC), 2018-2021

Chair, Ethics Committee, NALSC, 2015-2018, 2023 - Present

Board Member, American Bar Association Legal Career Central, 2017-2018

MEDIA, WRITING, AND SPEAKING

Dan brings a wealth of experience and understanding of the complex world in which he and his clients function. He is always willing to share what he has learned over decades of practice and what he sees as important current trends through the articles and books he writes, as well as the many interviews he gives to journalists covering the legal industry.

➤ RECENT ARTICLES (AS INDUSTRY COMMENTATOR)

"After Strong 2024 Growth, US Firms Face Looming Uncertainty," Law360 ([June 5, 2025](#))

"The 2025 NLJ 500: After Head Count Growth Exploded Last Year, Law Firms Pull in the Reins," Law.com ([June 5, 2025](#))

"Partners Hesitant To Leave Biglaw Firms That Capitulated To Trump — Because What If The Next Firm Does It Too?" Above the Law ([May 12, 2025](#))

"Stay or Go? Some Partners and Associates Are Considering Exits at Law Firms Settling With Trump," The American Lawyer ([May 8, 2025](#))

"Exodus at DOJ Civil Rights Division Sends Attorneys on Job Hunt," National Law Journal ([May 7, 2025](#))

"What's Life Like For a Nonequity Partner? From Duties to Duration to Tax Status, the Answer Is Complicated," The American Lawyer ([May 6, 2025](#))

"Rich? Some Athletes Get Rich—These Law Firms Are Getting 'Super Rich,'" The American Lawyer ([April 15, 2025](#))

"From 'Micro Adjustments' to 'Scenario Planning,' Firms Look to Reevaluate 2025 Outlook," The American Lawyer ([April 15, 2025](#))

"BigLaw's 'Calculus' On Trump Orders Infused With Risk," Law360 ([March 28, 2025](#))

"Should Eight-Figure Lateral Partners Make It Rain Right Away?" The American Lawyer ([February 26, 2025](#))

"Under Trump, D.C. Faces More Federal Control, Fewer Federal Workers," The New York Times ([February 20, 2025](#))

"Trump's Exiting Government Lawyers Swamp DC Firms With Resumes," Bloomberg Law ([February 18, 2025](#))

"Staying Hungry, The Am Law 200 Took an Extra Serving of Lateral Hires Last Year," The American Lawyer ([February 18, 2025](#))

"Eight-Figure Outliers Aside, These Lateral Candidates Face a 'Buyer's Market' in Big Law," The American Lawyer ([February 13, 2025](#))

"'Work There Will Dry Up': White-Collar Defense Practices Poised to See Slow Downs," National Law Journal ([February 13, 2025](#))

"Government Attorneys Want OUT," Above the Law ([February 3, 2025](#))

"Government Attorneys are Scrambling to Leave the Federal Workforce," ABA Journal ([January 31, 2025](#))

"Weil Saw 20 People Leave in Partners' Lateral Move to Paul Weiss," The American Lawyer ([January 17, 2025](#))

“Law Firms Grapple With Nonequity Partner Pay ‘Friction,’” The American Lawyer [\(January 14, 2025\)](#)

“As Bonus Pools Expand, Challenges Grow in Partner Compensation,” The American Lawyer [\(January 13, 2025\)](#)

“Biggest DC Legal Industry News From 2024,” Law360 [\(December 20, 2024\)](#)

“Government Attorneys Are Flooding the Job Market, But Is There Room in Big Law?” National Law Journal [\(December 8, 2024\)](#)

“Congressional Inquiry Practices To Stay Hot With GOP Sweep,” Law360 [\(November 26, 2024\)](#)

“From ‘Deep Sadness’ to Little Concern, Gaetz’s Nomination Draws Sharp Reaction From Lawyers,” National Law Journal [\(November 20, 2024\)](#)

“‘Sharp and Profound’ Policy Shifts Prompt DC Law Firms to Evaluate Opportunities, Challenges,” National Law Journal [\(November 8, 2024\)](#)

“Where Will Partner Hiring Surge Under Trump?” The American Lawyer [\(November 7, 2024\)](#)

“Trump’s win brings new opportunities, challenges for US law firms,” Reuters [\(November 6, 2024\)](#)

“Trump’s Return to the White House: The Legal Industry Reacts,” Law.com [\(November 6, 2024\)](#)

“Freshfields, Paul Hastings, McDermott, Alston Hire in Core Practices, Amid Flurry of Q4 Lateral Moves,” The American Lawyer [\(November 4, 2024\)](#)

“Law Firm Seeks to Recoup Recruiter’s Fee From Ex-CFO Who Had Brief Tenure on Job,” New Jersey Law Journal [\(October 31, 2024\)](#)

“From Guaranteed Comp to Ethics Screens, How Big Law Navigates the Revolving Door,” National Law Journal [\(October 29, 2024\)](#)

“The Psychology Of Top Firms’ Growing Partner Pay Spreads,” Law360 [\(October 29, 2024\)](#)

“Guarantees Are Back, Whether Law Firms Want to Talk About Them or Not,” The American Lawyer [\(October 28, 2024\)](#)

“With Election in Sight, DOJ Moves to Law Firms Accelerate,” National Law Journal [\(October 17, 2024\)](#)

“Veteran DC Recruiter Joins Garrison From Lateral Link,” Law360 [\(October 16, 2024\)](#)

“Are Single-Tier Partnership Law Firms Fighting the Wind?” The American Lawyer [\(October 14, 2024\)](#)

“Big Law Making Top IP Partner Hires as ‘Demand Far Outweighs Supply’ of First-Chair Patent Litigators,” National Law Journal [\(October 9, 2024\)](#)

“Are Lead Attorney Relationships More Important Now Than Law Firm Brands?” The American Lawyer [\(September 25, 2024\)](#)

“‘Underwriting’ Laterals Stokes Tension Among Nonequity Partners,” The American Lawyer [\(September 13, 2024\)](#)

“Law Firm Leaders See Rapid Movement by Laterals as Red Flag,” Daily Report [\(September 6, 2024\)](#)

“Comp Offers for Lateral Partners Now Show Big Law’s Buying Power,” The American Lawyer [\(September 6, 2024\)](#)

“As Nonequity Tiers Give Greater ‘Compensation Flexibility,’ Other Law Firms Will Likely Follow Wilmer,” National Law Journal [\(August 23, 2024\)](#)

“Some Law Firms ‘Bullish’ a Trump Presidency Will Push M&A Activity, but Lawyers Aren’t Sitting on Deals Now,” National Law Journal [\(August 21, 2024\)](#)

“Skadden’s Reputation Remains Sterling. So Why Are Partners Leaving?” The American Lawyer [\(August 12, 2024\)](#)

“‘Harder to Justify’ Counsel Tiers in Big Law, Amid Focus on Nonequity Partners, Lateral Recruiting,” The American Lawyer [\(July 25, 2024\)](#)

“How DC Pay Transparency Law May Or May Not Impact Firms,” Law360 [\(July 12, 2024\)](#)

“Exit Strategy: The Return From Government to Big Law,” The American Lawyer [\(July 10, 2024\)](#)

“‘More Extensive’ Vetting: How Law Firms Are Picking Laterals,” New York Law Journal [\(July 3, 2024\)](#)

“Where Will Trump’s Prosecutors Land After Sentencing?” National Law Journal [\(June 26, 2024\)](#)

“BigLaw Talent Wars Reach Congressional Oversight Attys,” Law360 [\(June 12, 2024\)](#)

“How Attorney Titles in Big Law Can Mean Everything, and Nothing, All at Once,” The American Lawyer [\(June 10, 2024\)](#)

“How To Make The Leap From BigLaw To Legal Recruiter,” Law 360 [\(May 6, 2024\)](#)

“Morrison Cohen Leaders Tout Revised Pay for Firm Originators,” Bloomberg Law [\(April 25, 2024\)](#)

“FTC’s Noncompete Ban Could Encourage Mobility Among Legal Recruiters,” The American Lawyer [\(April 26, 2024\)](#)

“In Big Law Partner Hiring, Business Plans Become ‘Litmus Test’ For Government Hires,” National Law Journal [\(April 9, 2024\)](#)

“Government Lawyers, Particularly at DOJ, Are ‘Flooding’ the Job Market,” National Law Journal [\(April 3, 2024\)](#)

“Anticipating Transactional Rebound, Am Law 50 Steps Up Partner Hiring in Early 2024,” The American Lawyer [\(March 12, 2024\)](#)

“FisherBroyles Exodus Shows Rift Over Virtual Firm Profits, Taxes,” Bloomberg Law [\(January 8, 2024\)](#)

“Law Firms Seek Flexibility in Revised Partner Comp Systems, Balancing Seniority With Productivity,” The American Lawyer [\(December 28, 2023\)](#)

“Key Regulatory, Enforcement Practices Drove DC Law Firm Hiring in 2023,” National Law Journal [\(December 27, 2023\)](#)

“Law Firms Offer Income Partners ‘Skin in the Game’ With Partial Equity Status,” The American Lawyer [\(November 16, 2023\)](#)

“Ex-Arizona AG’s Ethics Probe Follows Him to Boies Schiller Job,” Bloomberg Law [\(November 6, 2023\)](#)

“Litigators Are ‘Scrambling’ to Staff Cases, Battling Rate, Revenue and Quality Challenges,” The American Lawyer [\(November 6, 2023\)](#)

“Stroock To Wind Down NY Office, Impacting 138,” Law 360 [\(November 3, 2023\)](#)

“What Should Law Firms Take Away From Stroock’s Demise?” Law 360 [\(November 1, 2023\)](#)

“Firms Confront Tough Questions About Single-Tier Partnerships in Wake of Surging Profits,” The American Lawyer [\(October 31, 2023\)](#)

“Big Law Attorneys Are Hitting the Lateral Market. Should Midsize Firms Hire Them?” Law.com [\(October 31, 2023\)](#)

“Law Firms Doing More ‘Tire-Kicking’ Before Hiring Lateral Partners,” The American Lawyer [\(October 23, 2023\)](#)

“Partner Pay Climbs in DC, as NY Firms and Lateral Market Drive Up Comp Packages,” National Law Journal [\(October 19, 2023\)](#)

“With Collections Push Underway, Some DC Law Firms Remain Optimistic About 2023 Profits,” National Law Journal [\(October 11, 2023\)](#)

“Longer Partnership Tracks Are Fueling Lateral Recruiting,” Law360 [\(October 5, 2023\)](#)

“Law Firm Hiring in DC Focuses on High-Demand Antitrust, Investigations Practices,” National Law Journal [\(September 22, 2023\)](#)

“Will Lateral Battle Between Kirkland and Paul Weiss Create ‘Ripple Effects’?” The American Lawyer [\(September 18, 2023\)](#)

“AI Will Raise Novel Issues in Insurance Litigation: The Morning Minute,” Law.com [\(August 28, 2023\)](#)

“One Big Advantage of Growth by Acquisition? Sticky Clients,” The American Lawyer [\(August 25, 2023\)](#)

“Comp Likely to Top \$10M for 3 Kirkland Laterals Jumping to Paul Weiss,” The American Lawyer [\(August 18, 2023\)](#)

“As Pressure Grows for In-Office Mandates, Washington Law Firms Likely to Face ‘Resistance,’” National Law Journal [\(August 7, 2023\)](#)

“Willkie’s Growth in DC Highlights Transition to Go Beyond a ‘DC Outpost of Wall Street Firm,’” National Law Journal [\(August 7, 2023\)](#)

“Cravath, Facing Fierce Competition, Builds Out DC Office With Top Government Hires,” National Law Journal [\(July 31, 2023\)](#)

“‘Universal’ Lateral Partner Questionnaire Seeks to Set Industry Standard,” The American Lawyer (June 22, 2023)

“Big Law Firms in DC ‘Struggling’ With How to Approach In-Office Policies,” National Law Journal (June 14, 2023)

“When Rainmakers Leave, Partners Ask ‘Should I Stay or Should I Go?’” The American Lawyer (June 5, 2023)

“Law Firm Hiring from DOJ and FTC Slows, Amid Uncertainty in Big Law,” National Law Journal (May 24, 2023)

“Antitrust Hiring Slows After Spree, but Demand Stays Steady,” Law360 (May 12, 2023)

“Where are All the Financial Regs Lawyers? Big Law Has a Need for More,” Law.com (April 24, 2023)

“DC Firms Have Strong Showing in Latest Am Law 100,” National Law Journal (April 21, 2023)

“DC Law Firms Invest in IP Practices, Amid ‘Consistent’ Demand in Patent Practices and ITC Work,” National Law Journal (April 11, 2023)

“DC Law Firms Entered 2023 on Solid Footing, but Rate Pressure Looms,” National Law Journal (April 7, 2023)

“As Antitrust Enforcement Booms, Attorneys Eye AI and ESG as Emerging Targets,” National Law Journal (February 28, 2023)

“Why BigLaw is Rushing to Get Bigger in 2023,” Law360 (January 30, 2023)

“4 Worries for managing Partners Heading into 2023,” Law360 (January 2, 2023)

RECENT ARTICLES (AS AUTHOR)

“Dear Dan: How Best to Assess a Firm’s Culture,” The American Lawyer (May 14, 2025)

“Beyond the Compensation: Advice from Top Law Firm Leaders to Lateral Partners,” The American Lawyer (February 13, 2025)

“Top Tips for Lateral Partners: Part Two,” The American Lawyer (December 10, 2024)

“Top Tips for Lateral Partners,” The American Lawyer (November 1, 2024)

“Lateral Partners and Ethics Landmines,” The American Lawyer (September 20, 2024)

“Dear Dan: Lateral Partners, Mixed Feelings, and Ghosting,” The American Lawyer (2024)

“Dear Dan: Blunt Advice from Top Law Firms About Legal Recruiters – Part Four: Bringing it All Together,” The American Lawyer (2024)

“Dear Dan: Blunt Advice from Top Law Firms About Legal Recruiters—Part Three,” The American Lawyer (2024)

“Dear Dan: Blunt Advice From Top Law Firms About Legal Recruiters—Part Two,” The American Lawyer (2024)

“Dear Dan: Blunt Advice from Top Law Firms About Legal Recruiters—Part One,” The American Lawyer (2024)

“Law Firm and In-House Recruiting Are Very Different: Here’s How,” The American Lawyer (2024)

“How Legal Recruiting (Really) Works,” The American Lawyer (2024)

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“Dear Dan: Demystifying Legal Recruiters,” The American Lawyer (2023)

“Using Integration Discussions During Lateral Partner Interviews,” The American Lawyer (2023)

“One Simple Strategy to Improve Lateral Partner Due Diligence,” The American Lawyer (2022) (as co-author)

“Repurposing of Associates During a Slowdown: Pros, Cons, and Unintended Consequences,” The American Lawyer (2022) (as co-author)

“High-Performing Partners Equally Plagued with Mental Health Struggles,” The American Lawyer (2021)

“Navigating the Ethical Maze When Moving from Government to Private Practice,” The American Lawyer (2019)

“Is Your Firm Guilty of Playing Lateral Partner Bingo?” The American Lawyer (2017)

“Making a Lateral Move? Here’s How to Get a Signing Bonus,” The American Lawyer (2015)

BOOKS

The Attorneys Guide to Using (Or Not Using) Legal Recruiters: Answers to Important Questions Most Attorney’s Don’t Know to Ask ... But Should, Amazon, 2015

OUTSIDE THE OFFICE

I love music, and during the pandemic I developed an online piano bar concept called Virtual Piano Party. I am known to my two teenage daughters and on Instagram and TikTok as @PianoDadDan, which has over one million followers who try to stump me with piano requests. My favorite music is the 80s.

I also serve as the President of a charitable giving foundation supporting a range of non-profits both locally and nationally.

I live in Potomac, Maryland (where I grew up) with my wife, two daughters, and two Cavapoos, Maggie and Tucker.