

Basic Information

Firmwide Form (All Offices) **Recruiting Contact:**
 Organization Size: 400 Ms. Tina DeAngelis
 Office Size: 379 Recruitment Coordinator
Hiring Attorney: 1500 Market Street
 Mr. Gregory Wartman 38th Floor
 Philadelphia, Pennsylvania (PA) 19102
 United States
Phone: 215-972-7776
 tdeangelis@saul.com

Compensation & Benefits

2016 compensation for entry-level lawyers (\$/year) 145,000
Summer Compensation
 2016 compensation for Post-3Ls (\$/week)
 2016 compensation for 2Ls (\$/week) 2,788
 2016 compensation for 1Ls(\$/week) 2,788

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?

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 101	43	33	0	4
	Women 37	36	16	0	6
	Total 138	79	49	0	10
Latinx	Men 0	1	0	0	0
	Women 1	0	0	0	1
White	Men 101	34	33	0	3
	Women 33	29	11	0	3
Black or African American	Men 0	3	0	0	1
	Women 3	1	2	0	1
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 2	0	0	0	1
Asian	Men 0	5	0	0	0
	Women 0	3	3	0	0
Native American or Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or More Races	Men 0	0	0	0	0
	Women 0	3	0	0	0
Persons with Disabilities	Men 0	0	0	0	0
	Women 0	0	0	0	0
LGBTQ	Men 2	2	1	0	0
	Women 2	2	0	0	0

For more details, visit www.nalpdirectory.com

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Pro Bono/Public Interest

Frederick D. Strober
Firm Partner & Chair of Pro Bono Committee
(215) 972-1985
fstrober@saul.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.22
Average Hours per Attorney last year	31.6
Percent of associates participating last year	63
Percent of partners participating last year	57
Percent of other lawyers participating last year	78

Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	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

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2014	Prior Summer Associates	2015	Prior Summer Associates	2016
Laterals	8	0	12	0	12
Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	1	0	1	0	
Entry-level	7	5	8	8	7
Entry-level (non-traditional track)	0	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	9	1	9	0	10
1Ls	1	0	1	0	1

Number of 2015 Summer 2Ls considered for associate offers: 9
 Number of offers made to summer 2L associates: 9

General Hiring Criteria: We seek highly-motivated individuals with strong academic performance, demonstrated leadership, excellent communication skills, entrepreneurial spirit, and ties to the office of interest.

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
Admiralty, Maritime, Aviation Appellate Arbitration, Dispute Resolution, Mediation Banking, Finance Business, Corporate Civil Rights, Human Rights, Constitutional Energy General Practice Government, Regulatory,	Litigation	42	9	45		

Administrative Intellectual Property International Labor and Employment Litigation Real Estate, Land Use Tax Trusts and Estates Public, Municipal				
Admiralty, Maritime, Aviation Appellate Arbitration, Dispute Resolution, Mediation Banking, Finance Business, Corporate Civil Rights, Human Rights, Constitutional Energy General Practice Government, Regulatory, Administrative Intellectual Property International Labor and Employment Litigation Real Estate, Land Use Tax Trusts and Estates Public, Municipal	Real Estate, Environmental and Energy	33	16	7
Admiralty, Maritime, Aviation Appellate Arbitration, Dispute Resolution, Mediation Banking, Finance Business, Corporate Civil Rights, Human Rights, Constitutional Energy General Practice Government, Regulatory, Administrative Intellectual Property International Labor and Employment Litigation Real Estate, Land Use Tax Trusts and Estates Public, Municipal	Bankruptcy and Reorganization	7	2	4
Admiralty, Maritime, Aviation Appellate Arbitration, Dispute Resolution, Mediation Banking, Finance Business, Corporate Civil Rights, Human Rights, Constitutional Energy General Practice Government, Regulatory, Administrative Intellectual Property International Labor and Employment Litigation Real Estate, Land Use Tax Trusts and Estates Public, Municipal	Business & Finance	56	22	23

Diversity & Inclusion

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

Organization Narrative

With eleven offices in Pennsylvania, Maryland, Massachusetts, New Jersey, New York, Delaware, and the District of Columbia, SAUL EWING LLP is a full service law firm serving national and international businesses, as well as startups, nonprofits, educational institutions, and individuals.

SAUL EWING is dedicated to the core values of excellence in our legal services and is committed to a workplace that reflects the increasingly diverse nature of the legal profession and the clients we serve. We view diversity as a defining feature of our professional excellence and are fully engaged in the long-term process of creating an environment that allows the unique backgrounds, perspectives, talents, and skills of our entire workforce to flourish. We recognize that the

ever-changing needs of the business community in the 21st century's global economy demand recognition of these different experiences as well as new and creative approaches to problem-solving.

We provide a broad spectrum of legal services through attorneys who are focused on the needs of our clients. Our Departments include Bankruptcy and Reorganization; Business and Finance (including Employee Benefits, Health Law, Labor & Employment, Personal Wealth Estates and Trusts, Public Finance, Securities, Tax, Technology, Emerging Companies, Capital, and Intellectual Property practices, among others); Litigation (including Antitrust, Higher Education, and White Collar/Government Enforcement practices, among others); and Real Estate, Environmental and Energy. Our Industry Service Teams include Construction, Health, Insurance, Life Sciences, Marcellus Shale, Technology & Manufacturing, and Telecommunications. The use of state of the art technologies enhances our ability to provide exceptional service to our clients.

SAUL EWING's success is founded upon our ability to attract outstanding lawyers at all levels of experience to practice with us in a supportive and collegial environment that emphasizes excellence in service, personal integrity, teamwork and professional growth and satisfaction. Associates are assigned both a Partner Mentor and an Associate Mentor, and receive training and career guidance through the Moving Ahead Program (MAP), a formalized orientation, mentoring and training program administered by our Career Development Committee in coordination with the Firm's Director of Career Development. In all practice areas, our Firm encourages rapid development and strives to ensure that associates receive meaningful responsibility and client contact early in their careers. Associates work with different attorneys both within and beyond their Departments, and are not "assigned" to a specific partner or senior associate. Associates receive regular feedback from assigning attorneys on individual projects and receive annual formal performance evaluations. An Associates Committee made up of elected representatives from each of the Firm's offices, serves as a formal conduit between associates and the Executive Committee. Associates are also encouraged to approach partners and Executive Committee members on an informal basis with questions, concerns and ideas.

SAUL EWING's Summer Program represents a vital source of talented new associates for the Firm. By design, the program is small and collegial. We offer summer associates the widest possible exposure to our Firm's practices and provide a reliable and realistic sense of what full-time associate life at SAUL EWING is like. While the Summer Program involves traditional responsibilities such as legal research and brief writing, our summer associates are also encouraged to attend "observational opportunities" such as trials, depositions, transaction closings and client meetings. Summer associates' legal writing skills are sharpened through an intensive writing program and through the guidance of a Writing Advisor assigned to each student. Regular performance evaluations provide valuable feedback to summer associates. Our summer associates also attend a wide range of social, cultural and civic activities designed to enable them to interact with lawyers from all of SAUL EWING's offices and practice areas. Hiring decisions are made shortly after the conclusion of the Summer Program.

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.

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