

## Basic Information

Firmwide Form (All Offices)  
Organization Size: 400  
Office Size: 379  
**Hiring Attorney:**  
Ms. Monique DiSabatino

**Recruiting Contact:**  
Ms. Caitlin De La Rosa  
Manager of Attorney Recruiting  
161 N. Clark St.  
46th Floor  
Chicago, Illinois (IL) 60601  
United States  
**Phone:** 312-876-6658  
caitlin.delarosa@saull.com

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 190,000  
**Summer Compensation**  
2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 3,653  
2023 compensation for 1Ls(\$/week) 3,653

## 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	158	57	27	0	8
	Women	57	48	15	0	12
	Non-binary	0	0	0	0	0
	Total	215	105	42	0	20
<b>Latinx</b>	Men	6	4	1	0	0
	Women	6	3	0	0	1
	Non-binary	0	0	0	0	0
<b>White</b>	Men	147	48	26	0	5
	Women	44	39	14	0	7
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	1	1	0	0	1
	Women	4	1	1	0	0
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	4	1	0	0	1
	Women	2	4	1	0	0
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	0	3	0	0	0
	Women	1	1	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	2	1	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	5	4	0	0	0
	Women	2	3	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	8	1	3	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Robin Leone  
Counsel; Chair of Pro Bono Committee  
(410) 332-8794  
robin.leone@saul.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	.79
Average Hours per Attorney last year	11.7
Percent of associates participating last year	64
Percent of partners participating last year	38
Percent of other lawyers participating last year	30

## 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?	Yes

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	13	13	1		
Entry-level (non-traditional track)	0	0	0		
Lateral Partners	7	0	8		
Lateral Associates	26	0	18		
All Other Laterals (non-traditional track)	0	0			
Post-Clerkship	2	1	1		
LL.M.s (U.S.)	0	0			
LL.M.s (non-U.S.)	0	0			
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	12	0	17	0	14
1Ls	2	0	3	0	4

Number of 2022 Summer 2Ls considered for associate offers 17

Number of offers made to summer 2L associates 16

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
Litigation	Litigation	103	20	55		
Business, Corporate	Transactional	125	27	41		

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## Diversity & Inclusion

**Diversity Contact:** Ms. Julia James

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

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## Organization Narrative

Inspired People. Inspiring Trust.™ SAUL EWING -- is a full-service, national law firm with approximately 375 attorneys and a team of top-notch business professionals, all working together to deliver practical, proactive advice and excellent client service. Our diversity of thought, focus on innovation, cross-serving practices, and culture of coaching create a collegial and supportive environment that inspires us to deliver inspired solutions. This is The Saul Approach.

With sixteen offices in Pennsylvania, Maryland, Massachusetts, Minnesota, New Jersey, New York, Illinois, Florida, Delaware, and the District of Columbia, SAUL EWING serves 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 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 continuous process of creating an environment that allows the unique backgrounds, perspectives, talents, and skills of our entire workforce to flourish.

We provide a broad spectrum of legal services through attorneys who are focused on the needs of our clients. Our core services include: Bankruptcy and Restructuring; Corporate; Cybersecurity & Privacy; Intellectual Property; Labor & Employment; Litigation; Mergers & Acquisitions; Personal Wealth, Estates & Trusts; Private Equity; Public Finance; Real Estate; Tax; and Venture Capital, among other areas. Our core industry teams include: Cannabis, Construction; Energy; Food, Beverage & Agribusiness; Health Care; Higher Education; Insurance; and Sports & Entertainment.

SAUL EWING's success is founded upon our ability to attract outstanding lawyers at all levels of experience to practice in our 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, a formalized training program administered by the firm's Director of Professional 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 receive regular feedback from assigning attorneys on individual projects and 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. Our Director of Coaching and Well-being provides 1:1 career coaching and oversees group coaching efforts, as well as well-being programs.

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 our firm 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. Mid-summer and end-of-summer 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 our offices and practice areas. Hiring decisions are made shortly after the conclusion of the Summer Program.

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

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