

## Basic Information

Firm Wide  
Organization Size: 944  
Office Size: 992  
**Hiring Attorney:**  
Ms. Jessica Zaiger

**Recruiting Contact:**  
lawstudentrecruiting@polsinelli.com

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 180,000-200,000

### Summer Compensation

2023 compensation for Post-3Ls (\$/week) 3,460-3,845  
2023 compensation for 2Ls (\$/week) 3,460-3,845  
2023 compensation for 1Ls(\$/week) 3,460-3,845

## Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track? 8  
How many years is the equity track? Case-by-Case

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	427	167	38	8	22
	Women	162	153	31	6	36
	Non-binary	NC	NC	NC	NC	NC
	Total	589	320	69	14	58
<b>Latinx</b>	Men	13	9	1	0	3
	Women	2	6	2	0	3
	Non-binary	NC	NC	NC	NC	NC
<b>White</b>	Men	377	130	31	5	13
	Women	137	109	23	6	20
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	10	12	2	1	2
	Women	3	12	0	0	5
	Non-binary	NC	NC	NC	NC	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	1	0	1	0	0
	Women	1	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Asian</b>	Men	11	6	1	1	1
	Women	8	16	3	0	2
	Non-binary	NC	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>2 or More Races</b>	Men	11	9	1	0	3
	Women	9	10	3	0	6
	Non-binary	NC	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	1	1	0	0	0
	Women	2	3	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	7	12	4	1	2
	Women	2	10	1	0	2
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	4	4	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC

## Pro Bono/Public Interest

Ms. Kristen Getto  
Special Projects Manager  
816-572-4735  
kgetto@polsinelli.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

Average Hours per Attorney last year

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

## 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?

No

Is rotation mandatory?

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	30	24	32	22	
Entry-level (non-traditional track)					
Lateral Partners	55		46		
Lateral Associates	117		67		
All Other Laterals (non-traditional track)	5		29		
Post-Clerkship	1				
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls			2		1
2Ls	22	3	46	4	56
1Ls	4		10		3

Number of 2022 Summer 2Ls considered for associate offers 46

Number of offers made to summer 2L associates 44

General Hiring Criteria Superior academic credentials; strong work ethic; exceptional writing and analytical skills; demonstrated leadership ability in prior work and academic experience; well-rounded, personable individuals who are self-motivated and confident in their abilities.

## 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
<b>Privacy and Data Security</b>	BU Tech Transactions & Data Privacy	19	1	17	3	1
<b>Business, Corporate</b>	BU Corporate & Transactional	81	5	40	5	0
<b>Business, Corporate</b>	BU Employee Benefits & Executive Compensation	10	1	1	0	0
<b>Energy</b>	BU Energy	7	1	2	0	0

<b>Business, Corporate</b>	BU Global Franchise & Supply Network	3	0	1	0	0
<b>Business, Corporate Government, Regulatory, Administrative</b>	BU Government Contracts	3	0	1	0	0
<b>Business, Corporate Government, Regulatory, Administrative</b>	BU Insurance Business & Regulatory Law	4	0	0	0	0
<b>Business, Corporate</b>	BU Nonprofit Organizations	3	0	1	0	0
<b>Business, Corporate</b>	BU Securities & Corporate Finance	18	0	5	2	0
<b>Tax</b>	BU Tax	11	0	3	1	0
<b>Business, Corporate</b>	BU Tech Transactions & Data Privacy	19	1	17	3	1
<b>Trusts and Estates</b>	BU Trusts & Estates	8	1	2	0	0
<b>Business, Corporate</b>	BU Venture Capital & Emerging Growth Companies	7	0	9	1	0
<b>Banking, Finance Bankruptcy</b>	FR Bankruptcy & Restructuring	13	1	6	0	0
<b>Banking, Finance</b>	FR Capital Markets / Commercial Lending	20	4	15	3	0
<b>Real Estate, Land Use</b>	FR Construction	7	0	2	0	0
<b>Real Estate, Land Use</b>	FR Environmental	1	0	0	0	0
<b>Banking, Finance Litigation</b>	FR Financial Services Litigation	16	6	11	0	0
<b>Real Estate, Land Use</b>	FR Real Estate	69	6	44	7	0
<b>Banking, Finance Real Estate, Land Use</b>	FR Real Estate Finance	35	8	19	3	2
<b>Banking, Finance Real Estate, Land Use Tax</b>	FR Tax Credit	3	2	3	0	0
<b>Business, Corporate</b>	Health Care Alignment & Organizations	26	2	9	0	1
<b>Government, Regulatory, Administrative</b>	Health Care FDA Law	2	1	2	0	0
<b>Litigation</b>	Health Care Litigation & Disputes	26	0	15	2	0
<b>Business, Corporate</b>	Health Care Operations	27	5	15	0	0
<b>Government, Regulatory, Administrative</b>	Health Care Public Policy	2	0	0	0	6
<b>Intellectual Property</b>	IP Biotech/Life Science Patent Prosecution	7	1	1	0	0
<b>Intellectual Property</b>	IP Chemical Science Patent Prosecution	5	0	1	0	0
<b>Intellectual Property</b>	IP Electrical Engineering/Computer Science Patent Prosecution	20	6	10	1	0
<b>Intellectual Property</b>	IP Hatch Waxman	4	2	0	0	0
<b>Government, Regulatory, Administrative Intellectual Property</b>	IP Litigation and Trade Remedies Practice	5	0	2	1	0
<b>Intellectual Property Litigation</b>	Intellectual Property Litigation	12	1	5	1	0
<b>Intellectual Property</b>	IP Medical Devices & Mechanical Engineering Patent Prosecution	11	1	3	1	0
<b>Intellectual Property</b>	IP Patent Post Grant	4	0	0	0	0
<b>Intellectual Property</b>	IP Product Design and User Interface Patent Prosecution	2	0	2	0	0
<b>Intellectual Property</b>	IP Trademark, Copyright and Branding	4	1	1	0	0
<b>Labor and Employment</b>	LE Employment Advice & Investigations	10	0	2	0	0
<b>Labor and Employment Litigation</b>	LE Employment Litigation	19	0	13	1	0
<b>Labor and Employment</b>	LE Immigration & Global Mobility	1	0	1	0	0
<b>Labor and Employment</b>	LE Management Labor Relations	5	0	2	0	0
<b>Litigation Antitrust</b>	LI Antitrust	6	0	0	0	0

<b>Litigation</b>	LI Commercial Litigation	37	7	19	0	1
<b>Litigation</b>	LI Health Care Professional Liability	3	1	0	0	1
<b>Litigation</b>	LI Pro Bono	0	0	0	0	2
<b>Litigation</b>	LI Products Liability & Toxic Tort	13	5	3	0	0

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## Diversity & Inclusion

**Diversity Contact:** Mr. Philip Hampton

**Diversity Website/URL:** <http://www.polsinelli.com/careers/diversity>

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## Organization Narrative

Polsinelli is an Am Law 100 firm with more than 950 attorneys in 23 offices nationwide. Recognized by legal research firm BTI Consulting as one of the top firms for excellent client service and client relationships, the firm's attorneys provide value through practical legal counsel infused with business insight and focus on health care, financial services, real estate, intellectual property, middle-market corporate, labor and employment and business litigation. Polsinelli PC, Polsinelli LLP in California.

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