

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
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caitlin.delarosa@saul.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 190,000
Summer Compensation
2024 compensation for Post-3Ls (\$/week)
2024 compensation for 2Ls (\$/week) 3,653
2024 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	179	50	42	0	5
	Women	65	53	29	0	10
	Non-binary	0	0	0	0	0
	Total	244	103	71	0	15
Latinx	Men	5	4	3	0	0
	Women	5	6	3	0	0
	Non-binary	0	0	0	0	0
White	Men	158	37	34	0	3
	Women	53	35	23	0	5
	Non-binary	0	0	0	0	0
Black or African American	Men	2	1	0	0	2
	Women	1	1	1	0	2
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	5	1	0	0	0
	Women	2	5	1	0	3
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	1	2	1	0	0
	Women	1	1	1	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	5	0	2	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	4	4	1	0	0
	Women	2	6	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	3	0	3	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Katie Barrett Wiik
Partner; Chair of Pro Bono Committee
612-225-2621
katie.barrettwiik@saul.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.0
Average Hours per Attorney last year	11.7
Percent of associates participating last year	68
Percent of partners participating last year	32
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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	1	0	11	11	18
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	8	0	11	0	0
Lateral Associates	18	0	22	0	0
All Other Laterals (non-traditional track)	0	0	2	0	0
Post-Clerkship	1	0	0	0	5
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	17	0	14	1	12
1Ls	3	0	4	0	3

Number of 2023 Summer 2Ls considered for associate offers 14

Number of offers made to summer 2L associates 14

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	109	29	57	27	2
Business, Corporate	Transactional	135	42	46	18	2

Diversity & Inclusion

Diversity Contact: Ms. Julicia James

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

Organization Narrative

Inspired People. Inspiring Trust.™ SAUL EWING – is a full-service, national law firm with more than 400 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 18 offices in Pennsylvania, Maryland, Massachusetts, Minnesota, New Jersey, New York, Illinois, Florida, California, Delaware, and the District of Columbia, SAUL EWING serves national and international businesses, as well as startups, nonprofits, educational institutions, and individuals.

Diversity, equity and inclusion are core values at SAUL EWING. We are committed to fostering a culture where each attorney and business professional feels comfortable being their true self and focusing on what really matters – serving our clients. We recognize that embracing diverse perspectives, providing fair and equitable opportunities, and offering firmwide, ongoing diversity, equity, and inclusion training enriches the quality of the legal services we provide to our clients.

We provide a broad spectrum of legal services through attorneys who are focused on the needs of our clients. Our core services include: Bankruptcy & Restructuring; Corporate; Cybersecurity & Privacy; Intellectual Property; Labor & Employment; Litigation; Mergers & Acquisitions; ; Private Equity; Public Finance; Real Estate; Tax; Trusts & Estates; 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.

At SAUL EWING, we are invested in our people. We provide firm members with sophisticated, interesting work and support their development through ongoing skill-building, feedback, mentoring, and career planning resources. Our Professional Development team is dedicated to helping our people develop the relationships and skills that provide opportunities for continual growth throughout their careers. We recognize that diversity, equity and inclusion are integral to professional development, so we build DEI into all aspects of our work.

We offer our first year associates a robust onboarding program each fall, including pairing them with associate and partner mentors; offering numerous in-person and virtual training programs designed to help them get up to speed on the firm and their legal practice; and providing meaningful opportunities for interacting with our firm leaders and each other. In our annual New Associate Challenge, first year associates compete on teams to earn points doing activities that help them meet colleagues and learn about firm resources and practice areas.

Our administrative teams meet with lateral attorneys regularly to check in on their onboarding and offer helpful resources and solutions. Through our Lateral Roundtables, we provide associates and counsel who have joined us over the past few months a chance to connect with other new colleagues. Our goal is to provide a warm welcome to the firm and to help our newest attorneys feel at home here as quickly as possible.

All new attorneys are also matched with an associate mentor immediately to facilitate their onboarding to the firm.

We pride ourselves on the significant time and resources we devote to working collaboratively with our attorneys to establish career development goals and provide clear and meaningful feedback throughout the year. Our Associate Expectations framework lays out competencies specific to associates at every level, so they clearly understand their performance expectations. Depending on their level, associates meet with their assigned mentors to create either a Career Development Plan or a Business Development Plan each year. As part of our annual performance review process, associates receive individualized recommendations and coaching to help them continue to grow in their careers.

The focus of SAUL EWING's coaching initiative is Career Well-Being, which is led by a CliftonStrengths/ICF certified internal coach. Career Well-Being Coaching is a talent management tool that creates a space for our people to explore how they do their best work, with the goal of designing a plan to optimize future performance and enhance well-being.

The Professional Development team offers a variety of trainings, seminars, and on-demand resources. We collaborate with Practice Groups and Departments on substantive legal trainings and with our Marketing, DEI, Coaching, and Well-Being professionals to provide professional skills courses. We also design meaningful learning opportunities for in-person attorney retreats.

Our Litigation and Transactional Departments offer a variety of legal training opportunities to grow and develop our associates across our 18 offices. For example, the Litigation Department periodically offers comprehensive skill-building opportunities, such as a writing program and deposition and trial training. The Associate Trial Training Program offers our litigators at all associate levels mentoring from our top trial litigators and the opportunity for on-their-feet trial experience in a mock trial. Our Litigation 101 chat series focuses on the lifecycle of a typical litigation matter and offers our junior associates an opportunity to hear practical tips, best practices, and lessons learned from our experienced partners. Our Litigation Support Team educates attorneys at all levels through the firm's eDiscovery Training Series. Our Transactional practices offer practice-specific trainings and workshops, including a Corporate Foundations series and a quarterly Real Estate webinar series.

In addition to our in-house training, we support substantive education for our attorneys through our privileged membership with the Practising Law Institute (PLI). Through partnerships with digital learning platforms such as Prakzio and Hotshot Legal, we offer on-demand training to help our attorneys advance their skills.

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.

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.

For more details, visit www.nalpdirectory.com

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