

## Basic Information

222 North LaSalle Street  
Suite 2600  
Chicago, IL 60601  
Organization Size: 315  
Office Size: 166  
**Hiring Attorney:**  
Ms. Shelby E. Parnes

**Recruiting Contact:**  
Ms. Pamela G. Masters  
Manager of Legal Recruiting  
222 North LaSalle Street  
Chicago, Illinois (IL) 60601-1003  
United States  
**Phone:** 312-609-4594  
pmasters@vedderprice.com

## Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 205,000

### Summer Compensation

2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 3,942  
2023 compensation for 1Ls(\$/week) 3,942

## Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 7

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	78	36	3	0	8
	Women	23	24	2	0	2
	Non-binary	0	0	0	0	0
	Total	101	60	5	0	10
Latinx	Men	1	1	0	0	0
	Women	1	1	0	0	0
	Non-binary	0	0	0	0	0
White	Men	73	30	3	0	0
	Women	21	18	2	0	0
	Non-binary	0	0	0	0	0
Black or African American	Men	1	0	0	0	0
	Women	0	2	0	0	0
	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	3	3	0	0	0
	Women	1	3	0	0	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	5	5	1	0	0
	Women	1	2	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	1	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Patrick W. Spangler and Michelle T. Olson  
Chairs, Pro Bono Committee  
312-609-7500  
pspangler@vedderprice.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

25

Percent of associates participating last year

63%

Percent of partners participating last year

42%

Percent of other lawyers participating last year

## 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

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?

No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	8	6	5	4	6
Entry-level (non-traditional track)					
Lateral Partners	1		2		
Lateral Associates	16	1	19		
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls	4		7		8
1Ls	1		1		2

Number of 2022 Summer 2Ls

6

considered for associate offers

Number of offers made to summer 2L associates

6

General Hiring Criteria

Vedder Price recruits candidates with strong academic credentials, excellent verbal and written communication skills, initiative and enthusiasm. Ideal summer associate candidates have a demonstrated interest in the practice area they are applying for, as evidenced by relevant course work and/or prior work experience. As summer associates will interact immediately with senior shareholders and clients, executive presence and maturity are valued.

## 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
Labor and Employment	Labor & Employment	16	0	7		

<b>Admiralty, Maritime, Aviation</b>	Global Transportation Finance	8	1	9
<b>Banking, Finance Business, Corporate</b>	Finance & Transactions	22	1	8
<b>Litigation</b>	Litigation	21	1	14
<b>Business, Corporate Intellectual Property Real Estate, Land Use Tax Trusts and Estates Bankruptcy</b>	Corporate	34	2	23

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## Diversity & Inclusion

**Diversity Contact:** Ms. Merisa Lima

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

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## Organization Narrative

Vedder Price is a business-focused law firm with a global reach and a proud tradition of maintaining long-term client relationships. With approximately 315 attorneys, the firm serves clients of all sizes and in virtually all industries from its offices in Chicago, New York, Washington, DC, London, San Francisco, Los Angeles, Singapore, Dallas and Miami.

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NALP Copyright 2023

## Basic Information

1633 Broadway  
31st Floor  
New York, NY 10019  
Organization Size: 315  
Office Size: 43  
**Hiring Attorney:**  
Ms. Shelby E. Parnes

**Recruiting Contact:**  
Ms. Elise H. Rippe  
Manager of Legal Recruiting  
1633 Broadway  
31st Floor  
New York, New York (NY) 10019  
United States  
**Phone:** (212) 407-6944  
erippe@vedderprice.com

## Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 205,000

**Summer Compensation**

2023 compensation for Post-3Ls (\$/week)

2023 compensation for 2Ls (\$/week) 3,942

2023 compensation for 1Ls(\$/week) 3,942

## Partnership & Advancement

Does the firm have two or more tiers of partner? No

If no, how many years is the partnership track? 7

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	20	4	0	0	3
	Women	2	16	1	0	0
	Non-binary	0	0	0	0	0
	Total	22	20	1	0	3
Latinx	Men	0	2	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
White	Men	20	2	0	0	0
	Women	2	13	1	0	0
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	0	0	0	0
	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	0	0	0	0	0
	Women	0	0	0	0	0
	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	0	0	0	0	0
	Women	0	2	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	1	0	0	0	0
	Women	0	2	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

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Chairs, Pro Bono Committee  
312-609-7500  
pspangler@vedderprice.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 25

Percent of associates participating last year 63%

Percent of partners participating last year 42%

Percent of other lawyers participating last year

## 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

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? No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	2	1	2		3
Entry-level (non-traditional track)					
Lateral Partners	3		1		
Lateral Associates	9		4		
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls	1		2		3
1Ls	1		1		

Number of 2022 Summer 2Ls 2

considered for associate offers

Number of offers made to summer 2L associates 2

General Hiring Criteria Vedder Price recruits candidates with strong academic credentials, excellent verbal and written communication skills, initiative and enthusiasm. Ideal summer associate candidates have a demonstrated interest in the practice area they are applying for, as evidenced by relevant course work and/or prior work experience. As summer associates will interact immediately with senior shareholders and clients, executive presence and maturity are valued.

## 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
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<b>Admiralty, Maritime, Aviation</b>	Global Transportation Finance	6	1	6
<b>Banking, Finance Business, Corporate</b>	Finance & Transactions	4	0	2
<b>Labor and Employment</b>	Labor & Employment	1	0	1
<b>Litigation</b>	Litigation	4	0	7
<b>Business, Corporate Real Estate, Land Use Tax Bankruptcy</b>	Corporate	7	0	3

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## Diversity & Inclusion

**Diversity Contact:** Ms. Merisa Lima

**Diversity Website/URL:** <https://www.vedderprice.com/diversity>

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## Organization Narrative

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NALP Copyright 2023

## Basic Information

1401 New York Avenue NW  
Suite 500  
Washington, DC, DC 20005  
Organization Size: 315  
Office Size: 24  
**Hiring Attorney:**  
Ms. Shelby E. Parnes

**Recruiting Contact:**  
Ms. Elise H. Rippe  
Manager of Legal Recruiting  
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31st Floor  
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**Phone:** (212) 407-6944  
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### Summer Compensation

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2023 compensation for 2Ls (\$/week) 3,942  
2023 compensation for 1Ls(\$/week) 3,942

## Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 7

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	9	2	0	0	0
	Women	5	6	0	0	0
	Non-binary	0	0	0	0	0
	Total	14	8	0	0	0
Latinx	Men	1	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	7	1	0	0	0
	Women	5	2	0	0	0
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	0	0	0	0
	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	0	0	0	0	0
	Women	0	2	0	0	0
	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	0	0	0	0
	Women	0	2	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

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pspangler@vedderprice.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

25

Percent of associates participating last year

63%

Percent of partners participating last year

42%

Percent of other lawyers participating last year

## 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

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?

No

## HIRING & RECRUITMENT

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

Number of 2022 Summer 2Ls

1

considered for associate offers

Number of offers made to summer 2L associates

1

General Hiring Criteria

Vedder Price recruits candidates with strong academic credentials, excellent verbal and written communication skills, initiative and enthusiasm. Ideal summer associate candidates have a demonstrated interest in the practice area they are applying for, as evidenced by relevant course work and/or prior work experience. As summer associates will interact immediately with senior shareholders and clients, executive presence and maturity are valued.

## 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
Labor and Employment	Labor & Employment	1	0	1		



<b>Admiralty, Maritime, Aviation</b>	Global Transportation Finance	2	0	2
<b>Litigation</b>	Litigation	5	0	3
<b>Business, Corporate</b>	Corporate	6	0	2

## Diversity & Inclusion

**Diversity Contact:** Ms. Merisa Lima

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

## Organization Narrative

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NALP Copyright 2023

## Basic Information

1 Post Street  
Suite 2400  
San Francisco, CA 94104  
Organization Size: 315  
Office Size: 7  
**Hiring Attorney:**  
Ms. Shelby E. Parnes

**Recruiting Contact:**  
Ms. Pamela G. Masters  
Manager of Legal Recruiting  
222 North LaSalle Street  
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**Phone:** (312) 609-4594  
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### Summer Compensation

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2023 compensation for 2Ls (\$/week) 3,942  
2023 compensation for 1Ls(\$/week) 3,942

## Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 7

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	2	1	0	0	0
	Women	2	2	0	0	0
	Non-binary	0	0	0	0	0
	Total	4	3	0	0	0
Latinx	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	2	1	0	0	0
	Women	2	0	0	0	0
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	0	0	0	0
	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	0	0	0	0	0
	Women	0	1	0	0	0
	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	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

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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

25

Percent of associates participating last year

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Percent of partners participating last year

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Percent of other lawyers participating last year

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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

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?

No

## HIRING & RECRUITMENT

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

Number of 2022

0

Summer 2Ls  
considered for  
associate offers

Number of offers made

0

to summer 2L  
associates

General Hiring Criteria

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Banking, Finance Business, Corporate	Finance & Transactions	1	0	0		

<b>Litigation</b>	Litigation	1	0	2
<b>Labor and Employment</b>	Labor & Employment	2	0	1

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NALP Copyright 2023

## Basic Information

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Suite 1900  
Los Angeles, CA 90067  
Organization Size: 315  
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Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 7

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	7	6	0	0	1
	Women	2	11	1	0	3
	Non-binary	0	0	0	0	0
	Total	9	17	1	0	4
Latinx	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	6	1	0	0	0
	Women	1	7	1	0	0
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	1	0	0	0
	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	0	5	0	0	0
	Women	1	2	0	0	0
	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	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

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Percent of partners participating last year

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Evaluations

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Does your organization have a dedicated professional development staff?

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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
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level			3	2	3
Entry-level (non-traditional track)					
Lateral Partners	1				
Lateral Associates	8		3		
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls	3		3		4
1Ls					

Number of 2022

3

Summer 2Ls  
considered for  
associate offers

Number of offers made

3

to summer 2L  
associates

General Hiring Criteria

Vedder Price recruits candidates with strong academic credentials, excellent verbal and written communication skills, initiative and enthusiasm. Ideal summer associate candidates have a demonstrated interest in the practice area they are applying for, as evidenced by relevant course work and/or prior work experience. As summer associates will interact immediately with senior shareholders and clients, executive presence and maturity are valued.

## 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
Business, Corporate	Finance & Transactions	1	0	4		

<b>Admiralty, Maritime, Aviation</b>	Global Transportation Finance	2	1	3
<b>Litigation</b>	Litigation	3	0	3
<b>Labor and Employment</b>	Labor & Employment	3	0	5
<b>Business, Corporate</b>	Corporate	0	0	1

## Diversity & Inclusion

**Diversity Contact:** Ms. Merisa Lima

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

## Organization Narrative

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

NALP Copyright 2023

## Basic Information

300 Crescent Court  
Suite 400  
Dallas, TX 75201  
Organization Size: 315  
Office Size: 17  
**Hiring Attorney:**  
Ms. Shelby E. Parnes

**Recruiting Contact:**  
Ms. Pamela G. Masters  
Manager of Legal Recruiting  
222 North LaSalle Street  
Chicago, Illinois (IL) 60601  
United States  
**Phone:** (312) 609 4594  
pmasters@vedderprice.com

## Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 205,000

### Summer Compensation

2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 3,942  
2023 compensation for 1Ls(\$/week) 3,942

## Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 7

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	4	4	0	0	0
	Women	4	5	0	0	0
	Non-binary	0	0	0	0	0
	Total	8	9	0	0	0
Latinx	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	4	4	0	0	0
	Women	4	2	0	0	0
	Non-binary	0	0	0	0	0
Black or African American	Men	0	0	0	0	0
	Women	0	2	0	0	0
	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	0	0	0	0	0
	Women	0	0	0	0	0
	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	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0



## Pro Bono/Public Interest

Patrick W. Spangler and Michelle T. Olson  
Chairs, Pro Bono Committee  
312-609-7500  
pspangler@vedderprice.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

25

Percent of associates participating last year

63%

Percent of partners participating last year

42%

Percent of other lawyers participating last year

## 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

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?

No

## HIRING & RECRUITMENT

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

Number of 2022

Summer 2Ls

considered for

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Number of offers made

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Banking, Finance Business, Corporate	Finance & Transactions	3	0	3		

<b>Admiralty, Maritime, Aviation</b>	Global Transportation Finance	0	0	3
<b>Litigation</b>	Litigation	3	0	3
<b>Labor and Employment</b>	Labor & Employment	1	0	0
<b>Business, Corporate</b>	Corporate	1	0	0

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NALP Copyright 2023

## Basic Information

600 Brickell Avenue Suite 1500  
Miami, FL 33131

Organization Size: 315  
Office Size: 1

**Hiring Attorney:**  
Ms. Shelby E. Parnes

**Recruiting Contact:**  
Ms. Elise H. Rippe  
Manager of Legal Recruiting  
1633 Broadway  
31st Floor  
New York, New York (NY) 10019  
United States  
**Phone:** (212) 407-6944  
erippe@vedderprice.com

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## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
	Total	1	0	0	0	0
<b>Latinx</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>White</b>	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
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	Women	0	0	0	0	0
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	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
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	Women	0	0	0	0	0
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	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
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	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

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Banking, Finance Business, Corporate	Finance & Transactions	1				

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