

**Basic Information**

1000 Louisiana Street  
Suite 3400  
Houston, TX 77002  
Organization Size: 878  
Office Size: 77  
**Hiring Attorney:**  
Mr. Robert Scher

**Recruiting Contact:**  
Ms. Amy Moynihan  
Director, Legal Recruiting  
321 North Clark Street  
Suite 3000  
Chicago, Illinois (IL) 60654-5313  
United States  
**Phone:** (312) 832-4318  
amoynihn@foley.com

**Compensation & Benefits 333**

2024 compensation for entry-level lawyers (\$/year) 225,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week) 4,327

2024 compensation for 2Ls (\$/week) 4,327

2024 compensation for 1Ls(\$/week) 4,327

**Partnership & Advancement**

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

If no, how many years is the partnership track?

**Lawyer Demographics**

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	23	4	6	NC
	Women	5	9	4	NC
	Non-binary	NC	NC	NC	NC
	Total	28	13	10	0
<b>Latinx</b>	Men	1	2	0	NC
	Women	1	1	1	NC
	Non-binary	NC	NC	NC	NC
<b>White</b>	Men	19	1	5	NC
	Women	4	4	2	NC
	Non-binary	NC	NC	NC	NC
<b>Black or African American</b>	Men	0	1	0	NC
	Women	0	0	0	NC
	Non-binary	NC	NC	NC	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	NC
	Women	0	0	0	NC
	Non-binary	NC	NC	NC	NC
<b>Asian</b>	Men	3	0	1	NC
	Women	0	3	1	NC
	Non-binary	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	0	0	0	NC
	Women	0	0	0	NC
	Non-binary	NC	NC	NC	NC
<b>2 or More Races</b>	Men	0	0	0	NC
	Women	0	1	0	NC
	Non-binary	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	0	0	0	NC
	Women	0	0	0	NC
	Non-binary	NC	NC	NC	NC
<b>LGBTQ</b>	Men	1	0	1	NC
	Women	1	0	0	NC
	Non-binary	NC	NC	NC	NC
<b>Veteran</b>	Men	0	0	0	NC
	Women	0	0	0	NC
	Non-binary	NC	NC	NC	NC

## Pro Bono/Public Interest

Mr. Lawrence Kraus  
Pro Bono Services Committee Chair  
(617) 342-4070  
lkraus@foley.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.6
Average Hours per Attorney last year	44.1
Percent of associates participating last year	90.2%
Percent of partners participating last year	75.6%
Percent of other lawyers participating last year	73%

## 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?	N/A
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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	2	2	3	3	4
Entry-level (non-traditional track)	NC	NC	NC	NC	NC
Lateral Partners	0	NC	1	NC	UNK
Lateral Associates	1	NC	1	NC	UNK
All Other Laterals (non-traditional track)	0	NC	0	NC	UNK
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	NC	NC	NC	NC	UNK
LL.M.s (non-U.S.)	NC	NC	NC	NC	UNK
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	4	1	4	2	4
1Ls	2	0	2	0	1

Number of 2023 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 4

General Hiring Criteria  
Foley's hiring process is not formula driven. We are looking for summer associates with an entrepreneurial spirit who bring diverse life and work experiences, embrace a team-oriented approach where everyone is treated with mutual support and respect, and willingly accept new challenges and significant responsibilities. To meet the needs of our sophisticated clients, key attributes also include intellect and academic achievement, judgment and leadership abilities, and excellent communication and interpersonal skills. Foley & Lardner is an Affirmative Action/Equal Opportunity Employer/M/F/Vet/Disabled.

## 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	Business Law	12	3	3	1	

<b>Intellectual Property</b>	Intellectual Property	1	0	0	0
<b>Litigation</b>	Litigation	15	7	8	2

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## Diversity & Inclusion

**Diversity Contact:** Ms. Alexis Robertson

**Diversity Website/URL:** <http://www.foley.com/en/about-us/diversity-and-inclusion>

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## Organization Narrative

Foley & Lardner LLP is a preeminent law firm that stands at the nexus of the energy, health care and life sciences, innovative technology, and manufacturing sectors. We look beyond the law to focus on the constantly evolving demands facing our clients and act as trusted business advisors to deliver creative, practical, and effective solutions. Our 1,100 lawyers across 25 offices worldwide partner on the full range of engagements from corporate counsel to IP work and litigation support, providing our clients with a one-team solution to all their needs. For nearly two centuries, Foley has maintained its commitment to the highest level of innovative legal services and to the stewardship of our people, firm, clients, and the communities we serve.

Foley is a law firm with a long history of excellence – and one that's relentlessly focused on the future. We put our people first and empower them to bring new and innovative thinking to help our clients achieve their most important objectives. Our core values of clients first, citizenship, diversity, integrity, trust and respect, stewardship, and professional satisfaction set us apart and create an organization that is successful today and will be even more significant tomorrow.

We invite our people into a truly inclusive, values-based, performance culture grounded in a one-team mindset and fueled by active collaboration. We are committed to fostering their professional growth. We believe that successful professional development results from a career met with structure and opportunity. We offer development programs to our attorneys at all levels, including new associate orientation, individual mentoring for all associates, peer advisors for all first-year associates, and career and business development coaching with a certified coach, just to name a few.

If you are a student with an entrepreneurial spirit and diverse life and work experiences to share; are eager to confront new challenges and responsibilities; take satisfaction in developing practical, winning solutions; value an environment where everyone is treated with mutual support and respect; and do your best work when functioning as part of a team, then Foley's Summer Associate Program is ideal for you.

For more detailed information about our firm, please visit our website at [www.foley.com](http://www.foley.com). To hear from some of our own people and why they are #HappyatFoley, visit the Foley Career Perspectives Blog and listen to The Path & The Practice podcast, which explores the professional origin stories of our attorneys.

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

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