

Basic Information

111 N. Orange Ave.
Suite 1800
Orlando, FL 32802
Organization Size: 878
Office Size: 31
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 | 11 | 5 | 2 | NC | 0 |
| | Women | 5 | 3 | 0 | NC | 0 |
| | Non-binary | NC | NC | NC | NC | NC |
| | Total | 16 | 8 | 2 | 0 | 0 |
| Latinx | Men | 1 | 1 | 0 | NC | UNK |
| | Women | 0 | 0 | 0 | NC | UNK |
| | Non-binary | NC | NC | NC | NC | NC |
| White | Men | 10 | 4 | 2 | NC | UNK |
| | Women | 5 | 3 | 0 | NC | UNK |
| | Non-binary | NC | NC | NC | NC | NC |
| Black or African American | Men | 0 | 0 | 0 | NC | UNK |
| | Women | 0 | 0 | 0 | NC | UNK |
| | Non-binary | NC | NC | NC | NC | NC |
| Native Hawaiian or Other Pacific Islander | Men | 0 | 0 | 0 | NC | UNK |
| | Women | 0 | 0 | 0 | NC | UNK |
| | Non-binary | NC | NC | NC | NC | NC |
| Asian | Men | 0 | 0 | 0 | NC | UNK |
| | Women | 0 | 0 | 0 | NC | UNK |
| | Non-binary | NC | NC | NC | NC | NC |
| Native American or Alaska Native | Men | 0 | 0 | 0 | NC | UNK |
| | Women | 0 | 0 | 0 | NC | UNK |
| | Non-binary | NC | NC | NC | NC | NC |
| 2 or More Races | Men | 0 | 0 | 0 | NC | UNK |
| | Women | 0 | 0 | 0 | NC | UNK |
| | Non-binary | NC | NC | NC | NC | NC |
| Persons with Disabilities | Men | 0 | 0 | 0 | NC | UNK |
| | Women | 0 | 0 | 0 | NC | UNK |
| | Non-binary | NC | NC | NC | NC | NC |
| LGBTQ | Men | 0 | 0 | 1 | NC | UNK |
| | Women | 0 | 0 | 0 | NC | UNK |
| | Non-binary | NC | NC | NC | NC | NC |
| Veteran | Men | 1 | 0 | 0 | NC | UNK |
| | Women | 0 | 0 | 0 | NC | UNK |
| | Non-binary | NC | 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 | 1 | 1 | 2 | 2 | 0 |
| Entry-level (non-traditional track) | NC | NC | NC | NC | NC |
| Lateral Partners | 3 | NC | 0 | NC | UNK |
| Lateral Associates | 6 | NC | 1 | NC | UNK |
| All Other Laterals (non-traditional track) | 1 | 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 |
| SUMMER | | | | | |
| Post-3Ls | 0 | 0 | 0 | 0 | 0 |
| 2Ls | 2 | 0 | 0 | 0 | 2 |
| 1Ls | 0 | 0 | 0 | 0 | 0 |

Number of 2023 Summer 2Ls considered for associate offers

0

Number of offers made to summer 2L associates

0

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 | 9 | 2 | 3 | 1 | |

| | | | | | |
|------------------------------|-----------------------|---|---|---|---|
| Intellectual Property | Intellectual Property | 0 | 0 | 0 | 0 |
| Litigation | Litigation | 7 | 0 | 3 | 1 |

Diversity & Inclusion

Diversity Contact: Ms. Alexis Robertson

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

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. 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.

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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