

Basic Information

Firmwide
Organization Size: 220
Office Size: 220
Hiring Attorney:
Mr. Mike Showalter

Recruiting Contact:
Mrs. Jill Attkisson
Chief Talent Officer
233 S. Wacker Drive
Suite 7100
Chicago, Illinois (IL) 60606
United States
Phone: 3122585500
recruiting@schiffhardin.com

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 180,000
Summer Compensation
2021 compensation for Post-3Ls (\$/week)
2021 compensation for 2Ls (\$/week) 3,450
2021 compensation for 1Ls(\$/week)

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	77	36	33	0	1
	Women	32	28	12	2	4
	Non-binary	0	0	0	0	0
	Total	109	64	45	2	5
Latinx	Men	1	1	0	0	1
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
White	Men	68	28	31	0	0
	Women	28	20	11	2	3
	Non-binary	0	0	0	0	0
Black or African American	Men	1	1	1	0	0
	Women	1	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	6	1	0	0	0
	Women	1	5	1	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	5	1	0	0
	Women	2	1	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	1	0	0
	Women	2	1	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	3	1	0	0
	Women	1	2	1	0	1
	Non-binary	0	0	0	0	0
Veteran	Men	4	1	3	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Paula M. Ketcham
 Attorney, Pro Bono Partner
 312258500

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	4.88
Average Hours per Attorney last year	74.49
Percent of associates participating last year	89
Percent of partners participating last year	54
Percent of other lawyers participating last year	37

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?	Yes
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
	2019	Prior Summer Associates	2020	Prior Summer Associates	2021
Entry-level	11	11	1	1	9
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	3	0	4	0	0
Lateral Associates	5	0	5	0	0
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	0	0	1	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	14	0	5	0	5
1Ls	0	0	0	0	0

Number of 2020 Summer 2Ls considered for associate offers 5

Number of offers made to summer 2L associates 5

General Hiring Criteria We look for candidates with varied backgrounds and experiences who have demonstrated strong analytical, interpersonal, and communication skills; outstanding academic achievement; engagement and leadership in school, work, and extracurricular and community activities; the ability to work independently and on a team; and the drive to gain experience and succeed in a client service business.

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
General Practice	Construction	1	0	0	0	0
Environmental	Environmental	14	4	5	1	0
Banking, Finance	Finance	10	5	4	1	0
Business, Corporate	General Corporate and Securities	22	8	5	0	1

Intellectual Property	Intellectual Property	7	5	6	0	0
Labor and Employment	Labor and Employment	2	1	3	1	0
Litigation	Litigation and Dispute Resolution	26	11	17	2	0
Trusts and Estates	Private Clients, Trusts and Estates	11	5	8	0	0
General Practice	Product Liability	9	2	9	2	0
Real Estate, Land Use	Real Estate	7	3	3	0	0
General Practice	Undesignated	0	1	5	0	1

Diversity & Inclusion

Diversity Contact: Ms. Jill Attkisson

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

Organization Narrative

THE FIRM: Schiff Hardin is unique because it combines top-quality work with a small firm environment. Schiff is a general practice law firm with a breadth of expertise, substantial resources, and talented lawyers who do sophisticated and complex work for our clients, and at the same time, a place that maintains a small firm feel. Here, you will find a community of people who enjoy practicing law and working together. And we will help you become the lawyer you want to be and provide the support you need to get there. We have many leading practice areas, including middle market corporate; trust and estates; litigation; white collar criminal investigations; environmental; and intellectual property. Our lawyers represent U.S. and international clients and are consistently recognized for their skills and achievements by organizations like Chambers and U.S. News and World Report's Best Lawyers in America.

EARLY OPPORTUNITIES: Schiff is the right size for you to get the experience you need. Our teams are small, and typically one partner and one associate work together. That means associates have early exposure both to clients and to important, substantive work, including appearing in court and participating in negotiations. You'll get high-level experience right away, and we'll help you learn and develop skills you can take with you throughout your career. We do not hire associates into practice groups but instead encourage them to explore multiple practice areas and to seek out work that interests and challenges them before they choose a practice group based on both their interests and the firm's needs.

TRAINING & DEVELOPMENT: Schiff takes associates' professional development – both informal and formal – seriously. We provide training and mentoring to help our associates become the lawyers they want to be and to ensure that they are ready for the opportunities we provide them. Unlike most other firms, we focus early on business development skills, knowing that they are critical to long-term success. Also unlike most other firms, we employ a dedicated legal writing coach who hosts workshops and works one-on-one with our newest lawyers to improve their legal writing and communication skills.

SUMMER AT SCHIFF: Summer at Schiff is a time for you to get to know us and for us to get to know you. Our lawyers look forward to summer all year long! Our summer associates choose their own assignments from a wide range of options and work with Schiff lawyers from different practice groups and difference offices. Summers also participate in litigation, corporate, business development, and writing trainings. And of course there's time for fun. We plan a mix of low-key social activities so that our summer associates and attorneys get to know each other as people. By the end of the summer, our summer associates have a good feel for the firm's friendly culture.

DIVERSITY, EQUITY, AND INCLUSION: We are committed to increasing diversity of all types in our firm and in the legal profession and to making Schiff an equitable and inclusive workplace where everyone feels welcome and where they can be and progress as their authentic selves. Our Diversity, Equity, and Inclusion Committee works closely with firm leadership to develop and fulfill our diversity, equity, and inclusion goals, including making policy recommendations and coordinating firmwide diversity trainings. Additionally, our Inclusion Networks, principally led by associates, help create connection and foster an inclusive culture through programming and initiatives. Recent programs included a remote cooking demonstration with chef Kia Damon for Black History Month and a conversation about mental health as we continue to navigate the challenging events of the past year. Also, our LGBTQ+ Inclusion Group advocated for and the firm adopted a policy so that all firm attorneys and staff can include their pronouns in their signature lines and self-identify with expanded categories for gender identity and sexual orientation in our HR system. If you'd like more information, please view our *2020 Diversity, Equity, and Inclusion Annual Report*:

<https://www.schiffhardin.com/Templates/media/files/Flipbooks/Diversity/2020/mobile/index.html>

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

NALP Copyright 2021