

### Basic Information

Vorys  
Organization Size: 354  
Office Size: 358  
**Hiring Attorney:**  
Ms. Natalie McLaughlin

**Recruiting Contact:**  
Ms. Brittaney Schmidt  
Chief Legal Talent and Inclusion Officer  
52 East Gay Street  
Columbus, Ohio (OH) 43215  
United States  
**Phone:** 614-545-6746  
attorneys@vorys.com

### Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 130,000

**Summer Compensation**

2021 compensation for Post-3Ls (\$/week) 2,500  
2021 compensation for 2Ls (\$/week) 2,500  
2021 compensation for 1Ls(\$/week) 2,500

### Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track? 8  
How many years is the equity track? CBC

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	133	72	17	7	0
	Women	43	55	19	5	0
	Non-binary	NC	NC	NC	NC	0
	<b>Total</b>	<b>176</b>	<b>127</b>	<b>36</b>	<b>12</b>	<b>0</b>
<b>Latinx</b>	Men	3	3	0	0	UNK
	Women	0	2	0	0	UNK
	Non-binary	NC	NC	NC	NC	UNK
<b>White</b>	Men	128	62	15	7	UNK
	Women	38	45	17	5	UNK
	Non-binary	NC	NC	NC	NC	UNK
<b>Black or African American</b>	Men	1	2	1	0	UNK
	Women	0	3	0	0	UNK
	Non-binary	NC	NC	NC	NC	UNK
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	NC	NC	NC	NC	UNK
<b>Asian</b>	Men	1	2	0	0	UNK
	Women	1	4	2	0	UNK
	Non-binary	NC	NC	NC	NC	UNK
<b>Native American or Alaska Native</b>	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	NC	NC	NC	NC	UNK
<b>2 or More Races</b>	Men	0	1	0	0	UNK
	Women	2	1	0	0	UNK
	Non-binary	NC	NC	NC	NC	UNK
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC	UNK
	Women	1	NC	NC	NC	UNK
	Non-binary	NC	NC	NC	NC	UNK
<b>LGBTQ</b>	Men	UNK	1	1	UNK	UNK
	Women	2	2	UNK	UNK	UNK
	Non-binary	NC	NC	NC	NC	UNK
<b>Veteran</b>	Men	1	1	2	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	NC	NC	NC	NC	UNK

### Pro Bono/Public Interest

Rodney A. Holaday  
 Partner  
 614-464-8356  
 raholaday@vorys.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	9.33
Percent of associates participating last year	32
Percent of partners participating last year	23
Percent of other lawyers participating last year	17

### 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?	Yes

### HIRING & RECRUITMENT

LAWYERS	Began Work In		Expected	
	2019	Prior Summer Associates	2020	Prior Summer Associates
Entry-level				
Entry-level (non-traditional track)				
Lateral Partners				
Lateral Associates				
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	12		14	14
1Ls	5		4	4

Number of 2020 Summer 2Ls considered for associate offers 14

Number of offers made to summer 2L associates 14

General Hiring Criteria We look to hire law students and young attorneys who are committed to teamwork, have demonstrated leadership potential, are willing to work hard, and who bring diverse backgrounds and experiences to our law firm. A strong academic background is important with class rank criteria varying from school to school.

### 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
Banking, Finance	Corporate	22	3	6	1	0
Banking, Finance Energy Real Estate, Land Use	Finance, Energy and Real Estate	40	9	32	4	4

<b>Government, Regulatory, Administrative</b>	Health Care	6		3		2
<b>Labor and Employment</b>	Labor and Employment	22	6	15	1	2
<b>Litigation</b>	Litigation	50	6	37	5	3
<b>Tax Trusts and Estates</b>	Probate and Tax	15	5	8	1	1
<b>Intellectual Property</b>	Technology and I/P	11	5	7		0
<b>Business, Corporate Litigation</b>	eControl	10	2	21	1	

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## Diversity & Inclusion

**Diversity Contact:** Ms. Jolie Havens

**Diversity Website/URL:** <http://www.vorys.com/about-diversity.html>

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## Organization Narrative

Vorys is a special place to practice law. Our lawyers believe that our clients, across the nation and around the world, deserve the highest level of legal service. We understand that the quality of service our clients deserve can only be achieved through a culture of teamwork, dedication to excellence, and respect for our colleagues. Our compensation structure and approach to billable hours are products of this culture. Our compensation structure recognizes excellence, entrepreneurial spirit, and other intangible contributions to the success of the firm, rather than the application of a numbers-driven, formulaic approach. We do not have a minimum billable hours requirement because each one of us understands that the continued success of Vorys cannot be achieved simply by hitting billable hour targets, but, instead, only by making a commitment to work together to serve the needs of our clients and our communities.

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](http://www.nalpdirectory.com)

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