

### Basic Information

77 West Wacker  
Chicago, IL 60601-1692  
Organization Size: 2500  
Office Size: 162  
**Hiring Attorney:**  
Ms. Trisha Mowbray

**Recruiting Contact:**  
Ms. Tammy Eggesfield  
Interim Recruiting Manager  
77 West Wacker  
Chicago, Illinois (IL) 60601-1692  
United States  
**Phone:** 312-269-4206  
tegglesfield@jonesday.com

### Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year) 225,000

**Summer Compensation**

2022 compensation for Post-3Ls (\$/week) 4,326  
2022 compensation for 2Ls (\$/week) 4,326  
2022 compensation for 1Ls(\$/week) 4,326

### 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	40	27	4	0	13
	Women	24	57	8	1	12
	Non-binary	0	1	0	0	0
	<b>Total</b>	<b>64</b>	<b>85</b>	<b>12</b>	<b>1</b>	<b>25</b>
<b>Latinx</b>	Men	2	2	0	0	0
	Women	0	4	0	0	2
	Non-binary	0	0	0	0	0
<b>White</b>	Men	36	21	4	0	11
	Women	21	44	6	1	7
	Non-binary	0	1	0	0	0
<b>Black or African American</b>	Men	0	1	0	0	2
	Women	1	4	2	0	2
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	1	3	0	0	0
	Women	2	3	0	0	0
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	1	0	0	0	0
	Women	0	2	0	0	1
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	2	1	0	0	1
	Women	0	2	0	0	1
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	1	0	0	0
	Women	2	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Laura K. Tuell  
 Firmwide Pro Bono Partner  
 202-879-7648  
 ltuell@jonesday.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	
Percent of associates participating last year	62%
Percent of partners participating last year	47%
Percent of other lawyers participating last year	58%

## 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?	Other
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
	2020	Prior Summer Associates	2021	Prior Summer Associates	
Entry-level	16	16	13	12	14
Entry-level (non-traditional track)					
Lateral Partners	3	2	1		
Lateral Associates			6		
All Other Laterals (non-traditional track)			0		
Post-Clerkship			3	3	2
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	15	2	16	2	20
1Ls	4	0	2	0	5

Number of 2021 Summer 2Ls considered for associate offers 16

Number of offers made to summer 2L associates 16

General Hiring Criteria We seek well-rounded, motivated students with the potential to develop into exceptional lawyers and leaders in the profession, and who will embrace Jones Day's principles, values and mission. To this end, we look for a record of academic excellence, demonstrated leadership, superior written and analytical abilities, strong interpersonal skills, and interest in our Firm.

## 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
Litigation	Antitrust & Competition		1	2		
Banking, Finance	Financial Markets	3	1	8	2	
Litigation	Business & Tort Litigation	15	2	19	7	1
Bankruptcy	Business Restructuring & Reorganization	2		3		

<b>Tax</b>	Employee Benefits & Executive Compensation	4		5	1
<b>Energy</b>	Energy	1			
<b>Government, Regulatory, Administrative</b>	Government Regulation		1		
<b>Government, Regulatory, Administrative</b>	Health Care	2		3	1
<b>Intellectual Property</b>	Intellectual Property	8	2	7	1
<b>Litigation</b>	Investigations & White Collar Defense	3	1		
<b>Appellate</b>	Issues & Appeals		2	1	
<b>Labor and Employment</b>	Labor & Employment	8		7	
<b>Business, Corporate</b>	Mergers & Acquisitions	1		1	
<b>General Practice</b>	New Lawyers Group			16	16
<b>Business, Corporate</b>	Private Equity	6		6	3
<b>Real Estate, Land Use</b>	Real Estate	7	1	6	2
<b>Tax</b>	Tax	2	1		
<b>Litigation</b>	State Attorney General Enforcement, Investigations & Litigation	2			

## Diversity & Inclusion

**Diversity Contact:** Ms. Jennifer Shumaker

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

## Organization Narrative

### WHY JONES DAY?

Our commitment to each other and serving our clients set us apart. Our principles and values and our lawyers' energy, authenticity, conviction, and integrity differentiate us from other law firms. We are One Firm Worldwide, meaning we are seamlessly integrated, across the globe, to achieve a common set of goals: superior client service and client satisfaction; and developing formidable talent across practices and jurisdictions. We promote and nurture a culture of respect and accept nothing less. First-year lawyers, as part of our New Lawyers Group, are given up to one year to experience different practice areas and explore their options before joining a practice group.

### RECORD OF EXCELLENCE ACROSS THE FIRM AND AROUND THE WORLD

Our dedication to delivering the best of the Firm in every client engagement is continually recognized, earning Jones Day industry awards and honors year-after-year.

### BTI Consulting Group (an organization that monitors client satisfaction with legal services)

- Client Service A-Team Report 2022 – ranked #1 in client service for the sixth consecutive year and the 14th time since BTI has been publishing its results. Our consistent high rankings have earned the Firm a place among the elite firms elected to The BTI Client Service Hall of Fame.
- Litigation Outlook 2022 – recognized as among BTI's "Fearsome Foursome" – the law firms that clients would least like to see as opposing counsel and "Litigation Powerhouse" by in-house counsel in all nine of its litigation categories, including IP, Class Actions, Cybersecurity, Securities & Finance, Complex Employment, Employment, Product Liability, Complex Commercial and Commercial.
- M&A Outlook - identified as an M&A Powerhouse law firm, one of "the leading law firms best suited to meet the transactional needs of clients." Ranked in all eight deal categories identified by BTI in its report, Jones Day was one of only three firms to earn the "Powerhouse" ranking (BTI's highest ranking), in six of the eight categories, Transformative Deals, Difficult Deals, Deals Attracting Regulatory Scrutiny, Cross Border Deals, Public Deals, Straightforward Deals.

### Chambers Global 2022

- 111 practices recognized, seven Band 1 rankings across seven practice areas, nine global-wide rankings, and 16 rankings in Chambers' International & Cross Border Capabilities tables in Australia, Belgium, France, Germany, Japan, Italy, Mexico, Singapore, Spain, Taiwan, UK, and USA.

### The Best Lawyers in America© 2022

- 381 lawyers recognized in 71 practice areas from across all of Jones Day's 18 U.S. offices.

### U.S. News – Best Lawyers® "Best Law Firms" Survey 2022

- Earned National Tier 1 rankings for 35 practices.

### Law360 Ceiling Smasher

- For the second consecutive year, Law360 has named Jones Day a "Ceiling Smasher," as measured by the Firm's percentage of female partners.

### STABILITY

In an industry where consolidations, defections, and other signals of instability are frequent, Jones Day has just marked its 129th year of operation. Our stability derives from Jones Day's long-term outlook for and commitment to focused and thoughtful growth of the Firm and development of our lawyers. Our refusal to lay off our associates (and partners), rescind offers to summer associates, or defer the start dates of our incoming associates during weak economies increasingly resonates at a very fundamental level with many law students. This decision to stay the course through difficult times speaks to our stability and strong management; virtues that students value in a potential employer.

While other firms shortened or even cancelled their summer program in 2020, Jones Day moved forward with a full 10-week virtual program. Our summer program in 2020 presented us with the opportunity to take a fresh approach to the summer experience and shape it in the true Jones Day fashion with collaboration, teamwork, professionalism, and fun. The full 10-week virtual summer program had all the hallmarks of the Jones Day summer associate experience – including orientation, legal skills programs, work assignments, and social programming. Summers were able to meet one another and meet our lawyers as they became acquainted with the Firm. Due to our success in 2020, planning for our summer program in 2021 was seamless. We were able to incorporate in-person and remote activities for our 10-week summer associate program successfully. We look forward to the return of in-person programming in summer 2022.

To hear testimonials from our lawyers, and to learn more about the Firm's history, values, and vision, please visit [www.jonesday.com/careers](http://www.jonesday.com/careers) and follow the Jones Day channel on YouTube at [www.youtube.com/JonesDayLawFirm](http://www.youtube.com/JonesDayLawFirm).

#### **SUMMER PROGRAM**

The consistently high rate of acceptance of our offers to summer associates to rejoin the Firm after law school graduation is one of the best measures of the quality and success of our program. In addition to research and writing projects, summer associates attend meetings, depositions, hearings, and closings. Performance feedback and training are an integral part of our Summer Program. Summer associates receive challenging assignments across a range of practices, including pro bono work.

#### **NEW LAWYERS**

Entry-level associates are assigned to Jones Day's distinctive New Lawyers Group (NLG), rather than a specific practice group. The NLG allows entry-level associates time to explore a variety of substantive areas before joining a practice, participate in specialized training and mentoring programs tailored to new lawyers, and benefit from both frequent informal feedback and formal evaluations. The program provides an excellent transition from law school to law firm practice. The experience is especially valuable for new lawyers who value the opportunity to make a more informed choice of practice area, by exploring different assignments in a variety of practice areas during their first year in the profession.

#### **TRAINING AND DEVELOPMENT**

Summer associates from the U.S. offices have the opportunity to meet and hear from Firm leaders at the National Summer Event held in the Washington office. Summer associates attend associate training programs and customized training sessions designed just for summer associates. Pro bono assignments provide hands-on experience and skills development for summer associates and new lawyers. In addition to our training programs, we have an Associate Development Program designed to promote thoughtful career planning and structured career development.

The launching point of our new lawyer training is the New Lawyer Academy, an annual event that brings together all new lawyers from our offices around the world for a comprehensive four-day training and networking retreat. The Academy introduces new lawyers to Jones Day and teaches them about what it means to be One Firm Worldwide. New lawyers hear from leaders of the Firm about our principles and values at the foundation of the success of the Firm, the unmatched client service we provide, Jones Day's various practices, and various legal training programs.

We provide a curriculum of training programs both in the offices and in Firmwide multiday skills training programs. Each year, our dedicated CLE and training staff plan training programs for associates. Some training is practice-based and some is more general.

Associates are heavily involved in business development. They assist with writing client alerts, practice blogs, and planning business development activities. They also are included in planning associate-only business development events.

#### **FOLLOW JONES DAY**

We offer a variety of ways to learn more about Jones Day. Follow us on Facebook @JonesDayLawFirm and on LinkedIn at <https://www.linkedin.com/company/jones-day>. Hear our stories: <https://www.jonesday.com/careers#stories> and watch our videos <https://www.youtube.com/JonesDayLawFirm>.

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