

Basic Information

Vorys, Sater, Seymour and Pease LLP
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

2022 compensation for entry-level lawyers (\$/year)	150,000
Summer Compensation	
2022 compensation for Post-3Ls (\$/week)	2,884
2022 compensation for 2Ls (\$/week)	2,884
2022 compensation for 1Ls(\$/week)	2,884

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	140	55	16	9	8
	Women	50	54	19	5	10
	Non-binary	NC	NC	NC	NC	NC
	Total	190	109	35	14	18
Latinx	Men	3	2	0	0	UNK
	Women	0	2	0	0	UNK
	Non-binary	NC	NC	NC	NC	NC
White	Men	132	48	15	9	UNK
	Women	45	40	19	4	UNK
	Non-binary	NC	NC	NC	NC	NC
Black or African American	Men	2	8	1	0	UNK
	Women	0	2	0	0	UNK
	Non-binary	NC	NC	NC	NC	NC
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	NC	NC	NC	NC	NC
Asian	Men	1	1	0	0	UNK
	Women	2	7	0	0	UNK
	Non-binary	NC	NC	NC	NC	NC
Native American or Alaska Native	Men	0	0	0	0	UNK
	Women	0	0	0	0	UNK
	Non-binary	NC	NC	NC	NC	NC
2 or More Races	Men	2	0	0	0	UNK
	Women	3	3	0	1	UNK
	Non-binary	NC	NC	NC	NC	NC
Persons with Disabilities	Men	NC	NC	NC	NC	UNK
	Women	1	NC	NC	NC	UNK
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	UNK	UNK	1	UNK	UNK
	Women	2	2	UNK	UNK	UNK
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	1	UNK	2	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	NC	NC	NC	NC	NC

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 12.41
 Percent of associates participating last year
 Percent of partners participating last year
 Percent of other lawyers participating last year

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

	Began Work In				Expected
	2020	Prior Summer Associates	2021	Prior Summer Associates	2022
LAWYERS					
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.)					
SUMMER					
Post-3Ls					
2Ls	14		14		
1Ls	4		4		

Number of 2021 Summer 2Ls considered for associate offers 19

Number of offers made to summer 2L associates 15

General Hiring Criteria We look to hire law students and 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	21	4	6	2	0
Business, Corporate Litigation	eControl	11	1	15	1	0

Banking, Finance Energy Real Estate, Land Use	Finance, Energy and Real Estate	42	7	29	2	5
Government, Regulatory, Administrative	Health Care	5	1	2	1	1
Labor and Employment	Labor and Employment	26	6	12	2	1
Litigation	Litigation	59	4	37	5	4
Tax Trusts and Estates	Probate and Tax	16	8	7	1	3
Intellectual Property	Technology and I/P	14	3	4	0	0

Diversity & Inclusion

Diversity Contact: Ms. Jolie Havens

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

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.

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