

Boies Schiller Flexner LLP

(www.bsflp.com)



Basic Information

Firmwide
Organization Size: 163
Office Size: 167
Hiring Attorney: Ms. Sabria McElroy
Hiring Attorney #2: Mr. John Zach

Recruiting Contact: Ms. Alexandra Mai
Director of Attorney Recruiting and Development
1401 New York Ave, NW
Washington DC, District of Columbia (DC) 20005
United States
Phone: 202.237.9620
attorneyrecruiting@BSFLP.com

Compensation & Benefits

2023 compensation for entry-level lawyers (\$/year) 215,000

Summer Compensation

2023 compensation for Post-3Ls (\$/week)
2023 compensation for 2Ls (\$/week) 4,135
2023 compensation for 1Ls(\$/week) 4,135

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?

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	66	26	10	0	9
	Women	12	31	5	0	5
	Non-binary	0	0	0	0	0
	Total	78	57	15	0	14
Latinx	Men	2	4	0	0	0
	Women	0	5	0	0	2
	Non-binary	0	0	0	0	0
White	Men	48	19	9	0	5
	Women	9	19	5	0	3
	Non-binary	0	0	0	0	0
Black or African American	Men	2	0	0	0	0
	Women	1	4	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	2	0	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	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	UNK	UNK	UNK	0	UNK
	Women	UNK	UNK	UNK	0	UNK
	Non-binary	UNK	UNK	UNK	0	UNK
LGBTQ	Men	2	3	0	0	UNK
	Women	0	4	0	0	UNK
	Non-binary	0	0	0	0	UNK
Veteran	Men	UNK	UNK	UNK	0	UNK
	Women	UNK	UNK	UNK	0	UNK
	Non-binary	UNK	UNK	UNK	0	UNK

For more details, visit www.nalpdirectory.com

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Pro Bono/Public Interest

Sigrid McCawley
Partner
954 356 0011
smccawley@bsfllp.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

75%

Percent of partners participating last year

100%

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?

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?

Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	8	5	11	3	5
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	3	0	7	0	TBD
Lateral Associates	5	0	9	0	5
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	2	1	5	1	10
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	1	1	0	0	1
2Ls	10	0	12	2	15
1Ls	3	0	2	0	6

Number of 2022 Summer 12

2Ls considered for
associate offers

Number of offers made to
summer 2L associates 11

General Hiring Criteria

We are dedicated to being the best law firm in the country. To fulfill that mission, we recruit the most talented lawyers in the country, and we provide those lawyers superior compensation and professional opportunities they will not find elsewhere.

We concentrate on what matters – our clients and our work. So while a hardworking firm, we are also an informal one. The emphasis here is on excellence, not on artificial formalities or dress codes. We want lawyers who are passionate about their work and who want to learn and succeed.

For us, the best candidates combine two sets of talents: the intelligence and intellectual curiosity necessary to succeed at a top law school, and the passion for excellence and the motivation to succeed in the most competitive areas of private business. Our recruiting mission is to find those candidates, and to provide them with the strongest incentives and professional opportunities in the legal field.

Our firm is growing and looking toward the future, and provides enormous opportunities and rewards for outstanding new lawyers.

Additional information about the Firm, our lawyers and our individual offices can be found on our website: www.bsfllp.com.

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
Appellate Arbitration, Dispute Resolution, Mediation Banking, Finance Family General Practice Government, Regulatory, Administrative International Litigation Antitrust	General Practice Areas					

Diversity & Inclusion

Diversity Contact: Ms. Sabria McElroy

Diversity Website/URL: <https://www.bsfilp.com/diversity/overview.html>

Organization Narrative

Boies Schiller Flexner is a firm of trial lawyers, crisis managers, and strategic advisors known for creative, aggressive, and efficient pursuit of success for our clients. Taking on complex, groundbreaking, and cross-border matters in diverse circumstances and industries for many of the world's most sophisticated companies, we are recognized for prevailing when the odds are longest and the stakes highest. Based in New York City, Albany, Armonk, Washington D.C., London, Los Angeles, San Francisco, Miami, Fort Lauderdale, Hollywood, FL, and Milan, our lawyers include former United States Supreme Court, Circuit Court and District Court law clerks. Our talent extends to former top government officials from the White House, the Department of Justice, the Federal Trade Commission and the Securities and Exchange Commission, and experienced federal and state prosecutors. In addition to exposure to challenging and important litigation, the firm gives associates responsibility well beyond what they could expect at other leading firms. Associates participate in hearings and trials, prepare witnesses, take and defend important depositions, and take on primary responsibility for briefing and often arguing substantive motions. Base compensation is at or above market, and we also offer opportunities to earn performance bonuses that far exceed bonuses paid by our competitors. The firm also pays competitive clerkship bonuses.

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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