

Basic Information

Vorys, Sater, Seymour and Pease LLP

Organization Size: 358

Office Size: 358

Hiring Attorney:

Mrs. 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

2023 compensation for entry-level lawyers (\$/year) 165000-190000

Summer Compensation

2023 compensation for Post-3Ls (\$/week) 3173-3653

2023 compensation for 2Ls (\$/week) 3173-3653

2023 compensation for 1Ls(\$/week) 3173-3653

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	141	52	18	6	10
	Women	56	55	22	3	12
	Non-binary	NC	NC	NC	NC	NC
	Total	197	107	40	9	22
Latinx	Men	3	3	0	0	1
	Women	0	3	0	0	2
	Non-binary	NC	NC	NC	NC	NC
White	Men	133	43	16	6	UNK
	Women	51	39	20	2	UNK
	Non-binary	NC	NC	NC	NC	NC
Black or African American	Men	2	8	1	0	1
	Women	0	3	1	0	4
	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	0	0	0	UNK
	Women	2	4	0	1	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	1	0	UNK
	Women	3	4	1	0	1
	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	1	1	UNK	1
	Women	2	2	UNK	UNK	1
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	2	UNK	UNK	UNK	1
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	NC	NC	NC	NC	NC

Pro Bono/Public Interest

Rodney A. Holaday
Partner
614-464-8356
raholiday@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

14.71

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

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
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		16		30
1Ls	4		6		5

Number of 2022 Summer 16

2Ls considered for associate offers

Number of offers made to summer 2L associates 16

General Hiring Criteria We hire law students who have outstanding academic credentials, diverse backgrounds, and a strong desire to become excellent attorneys. Our goal is to recruit, retain and develop colleagues that will contribute to our firm culture of teamwork, mutual support, and a commitment to excellence in the practice of law.

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
Business, Corporate Litigation	eControl	12	2	17	2	0
Banking, Finance Energy Real Estate, Land Use	Finance, Energy and Real Estate	50	9	24	3	3

Government, Regulatory, Administrative	Health Care	4	1	1		1
Labor and Employment	Labor and Employment	28	5	16	4	1
Litigation	Litigation	56	5	33	2	2
Tax Trusts and Estates	Probate and Tax	17	10	3		2
Intellectual Property	Technology and I/P	14	3	5	1	0
Business, Corporate	Corporate	16	5	6	3	

Diversity & Inclusion

Diversity Contact: Ms. Jolie Havens

Diversity Website/URL: <https://www.vorys.com/about-diversity-equity-inclusion>

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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