

Basic Information

Cole Schotz P.C.
 Organization Size: 171
 Office Size: 181
Hiring Attorney:
 Mr. Michael Yellin
Hiring Attorney #2:
 Ms. Mary Browning

Recruiting Contact:
 Ms. Gayle Englert
 Chief Human Resources Officer
 25 Main Street
 Court Plaza North
 Hackensack, New Jersey (NJ) 07601
 United States
Phone: 201-525-6307
 genglert@coleschotz.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 170,000
Summer Compensation
 2024 compensation for Post-3Ls (\$/week)
 2024 compensation for 2Ls (\$/week) 3,200
 2024 compensation for 1Ls(\$/week)

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track? 7-10
 How many years is the equity track? 10-12+

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	89	32	2	3
	Women	27	28	5	4
	Non-binary	0	0	0	0
	Total	116	60	7	7
Latinx	Men	1	1	0	0
	Women	0	4	0	3
	Non-binary	0	0	0	0
White	Men	83	25	2	3
	Women	24	21	5	0
	Non-binary	0	0	0	0
Black or African American	Men	0	0	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Asian	Men	4	4	0	0
	Women	3	2	0	0
	Non-binary	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
2 or More Races	Men	0	1	0	0
	Women	0	0	0	1
	Non-binary	0	0	0	0
Persons with Disabilities	Men	1	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
LGBTQ	Men	1	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Veteran	Men	0	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0

Pro Bono/Public Interest

Wendy F. Klein
Member
201-525-6266
wklein@coleschotz.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	0.38%
Average Hours per Attorney last year	1606.00
Percent of associates participating last year	25.91
Percent of partners participating last year	28.13
Percent of other lawyers participating last year	17.33

Professional Development

Evaluations	Semi-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?	No
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	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	4	4	7	4	5
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	5	0	5	0	5
Lateral Associates	14	4	8	1	6
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	2	0	3	0	1
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	4	1	6	1	4
1Ls	1	0	1	0	1

Number of 2023 Summer 2Ls considered for associate offers 5

Number of offers made to summer 2L associates 5

General Hiring Criteria The firm has no specific criteria, however, we seek to hire students who have distinguished themselves academically and in their personal and professional pursuits.

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
Bankruptcy	Bankruptcy	24	1	8	0	8
Business, Corporate	Corporate	11	1	5	1	0
Environmental	Environmental	7	0	4	1	0
Litigation	Litigation	40	3	22	5	0
Real Estate, Land Use	Real Estate	20	1	9	1	0
Tax Trusts and Estates	Tax, Trust & Estates	14	1	12	1	0

Diversity & Inclusion

Diversity Contact: Mr. James Lewis

Diversity Website/URL: <https://www.coleschotz.com>

Organization Narrative

Cole Schotz P.C. is a mid-sized regional law firm with offices in New York City, Delaware, Maryland, Texas and Florida. Our principal office is located in New Jersey, where we, rank among the fifteen largest firms in the State. The firm presently consists of one hundred sixteen members, fifty-nine associates, two of counsel and five special counsel. A number of prominent law schools are represented among our lawyers, including Baylor Law, Cornell, Delaware Law School, Fordham, Georgetown, George Washington, New York University, Rutgers, Seton Hall, Southern Methodist University, Texas A&M, University of Baltimore School of Law, University of Chicago, University of Maryland Francis King Carey School of Law, University of Miami School of Law, University of Pennsylvania and Widener University. A staff of law clerks, paralegals, legal practice assistants and specialists in technology and document production assist us.

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