

### Basic Information

Harter Secrest & Emery LLP  
 Organization Size: 122  
 Office Size: 116  
**Hiring Attorney:**  
 Mr. Edward Townsend

**Recruiting Contact:**  
 Ms. Lucille Dadd  
 Chief Legal Talent & Development Officer  
 1600 Bausch & Lomb Place  
 Rochester, New York (NY) 14604  
 United States  
**Phone:** 585-231-1292  
 ldadd@hsela.com

### Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 110,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week)

2024 compensation for 2Ls (\$/week) 2,000

2024 compensation for 1Ls(\$/week) 1,800

### Partnership & Advancement

Does the firm have two or more tiers of partner? No

If no, how many years is the partnership track? 9-10

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	43	17	10	0	3
	Women	11	21	10	0	4
	Non-binary	0	0	0	0	0
	<b>Total</b>	<b>54</b>	<b>38</b>	<b>20</b>	<b>0</b>	<b>7</b>
<b>Latin</b>	Men	1	1	0	0	0
	Women	0	2	1	0	0
	Non-binary	0	0	0	0	0
<b>White</b>	Men	41	13	10	0	2
	Women	11	17	9	0	2
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	1	1	0	0	1
	Women	0	1	0	0	1
	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	2	0	0	0
	Women	0	0	0	0	1
	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	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	1	2	0	0	1
	Women	0	5	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Lauren Mendolera  
Pro Bono Partner  
716.844.3758  
lmendolera@hsela.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

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

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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	6	2	7	6	
Entry-level (non-traditional track)					
Lateral Partners	1		1		
Lateral Associates	3		2		
All Other Laterals (non-traditional track)	5		1		
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls	6	2	5	2	5
1Ls	2		2		2

Number of 2023 Summer 2Ls considered for associate offers 5

Number of offers made to summer 2L associates 4

General Hiring Criteria

Strong academics, both undergraduate and law school; good communication and writing skills; highly motivated; journal or moot court experience preferred but not required.

## 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	Commercial and Intellectual Property Litigation	7	1	5	0	0
Business, Corporate	Corporate and Transactional	8	5	6	1	0
Tax	Employee Benefits and Executive Compensation	5	3	3	0	0
Government, Regulatory, Administrative	Government Affairs	2	0	1		0

<b>Business, Corporate</b>	Health Care, Higher Education and Human Services	5	2	3	1	0
<b>Labor and Employment</b>	Immigration	2	1	1	1	0
<b>Intellectual Property</b>	Intellectual Property	5	4	2	0	0
<b>Labor and Employment</b>	Labor and Employment	6	2	5	1	0
<b>Real Estate, Land Use</b>	Real Estate/Land Use	4	1	4	1	0
<b>Business, Corporate</b>	Securities	2	0	6	2	0
<b>Litigation</b>	Specialty and Industry Specific Litigation	6	4	2	0	0
<b>Trusts and Estates</b>	Trust and Estates	2	0	0	0	0
<b>Real Estate, Land Use</b>	Environmental	3	0	1	0	0

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## Diversity & Inclusion

**Diversity Website/URL:** <http://www.hselaw.com/inclusion-and-equity/>

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## Organization Narrative

At Harter Secrest & Emery, providing exceptional client service is paramount to our success as a firm, and our clients appreciate the high quality legal work and service that they receive. Our culture is informal, collaborative and collegial - not competitive with each other. We value teamwork and mutual respect. Our clients are clients of the firm, not of any one particular lawyer. What really sets us apart, however, is that we offer the sophistication and diversity of a "big city" law practice with the feel of a "small town" firm.

Founded in 1894, Harter Secrest & Emery LLP maintains a diversified and dynamic law practice shared by over 120 lawyers. Our offices are located in Rochester, Buffalo, Albany, Corning, and New York, New York. Our firm is organized into four units (Business, Employment, Litigation and Property) with many cross-disciplinary practice groups, including, corporate, securities, intellectual property, banking and finance, labor, litigation, real estate, trusts and estates, tax and employee benefits, and immigration, among others. Our clients range from entrepreneurial start-up businesses to nationally prominent institutions, including several Fortune 100 companies.

We are committed to making each community in which we have an office a better place to live, and we support the efforts of our people to give back to and enrich our communities. We are proud that our attorneys play an active role in this regard. Our attorneys participate in local pro bono representation, serve on various community and charitable boards and are active in local, state and national bar associations.

We place a premium on our people, with considerable focus on the training, development and career satisfaction of our attorneys. Associates receive substantial and direct client contact early on in their careers at HSE. We staff our matters with small teams of attorneys, and consequently, associates gain hands-on experience more quickly than at larger firms. In addition to the learning opportunities inherent in our day-to-day practice, and the feedback and mentoring that takes place in the course of a case, transaction or other matter, we also offer our attorneys a curriculum of in-house formal training programs that assist in the development of substantive knowledge and lawyering skills.

Our summer program is designed to give our summer associates a realistic view of our firm and what it is like to be an associate here. Because our summer program is on a smaller scale, students benefit from working closely with and getting to know the firm's attorneys, while at the same time getting real responsibility on important and challenging matters. Summer associates can expect to work with a range of attorneys from various practice groups and are given the opportunity to attend court hearings, depositions, closings and client meetings. We invite our summer associates to become fully integrated into the firm during the summer and participate in our practice group meetings, firm-wide events, training programs, and social events.

For more information about Harter Secrest & Emery LLP, please visit our website at [www.hselaw.com](http://www.hselaw.com).

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.

For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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