

Basic Information

2 N. LaSalle Street
Suite 1700
Chicago, IL 60602
Organization Size: 138
Office Size: 128
Hiring Attorney:
Mr. Eric Choi

Recruiting Contact:
Mr. Marlon Lutfiyya
Director of Talent and Diversity
2 N La Salle St
Suite 1700
Chicago, Illinois (IL) 60602
United States
Phone: (312) 269-5226
mlutfiyya@nge.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 200,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week) 0

2024 compensation for 2Ls (\$/week) 3,846

2024 compensation for 1Ls(\$/week) 3,846

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track?

How many years is the equity track?

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	62	16	11	0
	Women	19	14	8	0
	Non-binary	0	0	0	0
	Total	81	30	19	0
Latinx	Men	2	0	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
White	Men	55	13	10	0
	Women	16	11	7	0
	Non-binary	0	0	0	0
Black or African American	Men	1	1	0	0
	Women	1	0	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	3	1	1	0
	Women	2	1	1	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	1	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Persons with Disabilities	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
LGBTQ	Men	0	0	0	0
	Women	0	1	1	0
	Non-binary	0	0	0	0
Veteran	Men	2	0	0	1
	Women	0	0	0	1
	Non-binary	0	0	0	0

Pro Bono/Public Interest

Rachel Jennings

Professional Development and Pro Bono Manager

312-269-5225

rjennings@nge.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

36.1

Percent of associates participating last year

85.7

Percent of partners participating last year

74.4

Percent of other lawyers participating last year

47.6

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

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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	4	4	4	4	4
Entry-level (non-traditional track)	1	0	0	0	0
Lateral Partners	4	0	0	0	1
Lateral Associates	5	0	5	0	3
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	0	0	0	0	0
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	0	4	0	4
1Ls	0	0	0	0	0

Number of 2023 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 4

General Hiring Criteria

Excellent academic credentials; participation in Law Review, Journals and/or Moot Court is desired; job experience and extra curricular activities reflecting the ability to assume responsibility and work well in a team environment a plus.

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	Litigation	12	4	6	1	0
Business, Corporate	Corporate & Securities	21	2	8	1	0
Intellectual Property	Intellectual Property	21	5	8	2	0
Labor and Employment	Labor and Employment	6	1	2	0	0
Trusts and Estates	Private Wealth Services	7	3	2	0	1

Real Estate, Land Use	Real Estate	4	1	3	0	1
Tax	Tax	3	0	0	0	0
Bankruptcy	Bankruptcy	0	2	0	0	1
Real Estate, Land Use	Real Estate Tax	2	0	1	0	3
Environmental	Environmental Litigation	1	1	0	0	0
Labor and Employment	Employee Benefits	4	0	0	0	1

Diversity & Inclusion

Diversity Contact: Mr. Marlon Lutfiyya

Diversity Website/URL: <https://www.nge.com/Our-Story/Corporate-Social-Responsibility/Diversity-Equity-Inclusion>

Organization Narrative

With approximately 135 attorneys, Neal, Gerber & Eisenberg LLP (NGE) is one of the largest single-office law firms in the nation. High-quality legal services, collaboration, diversity, respect for life outside of work and an open-door environment are all hallmarks of our firm. We instituted a hybrid work policy that fosters in-person collaboration while allowing for flexibility in each person's schedule. We have asked each practice group leader/administrative department leader to designate one day in the work week as an all-in day for the group so that attorneys and staff can leverage those days for in-person collaboration, connection, learning and development. In addition to the one all-in day per week, we ask that attorneys and staff come into the office at least four additional days per month. The policy offers more flexibility than attorneys would receive with a weekly mandate. For example, an attorney can work three days in the office one week and then work one day in the office the following week.

Key factors behind the firm's success include our focus on practical solutions to client needs, willingness to adapt quickly to meet marketplace demand and drive to be the best providers of legal services. We are large enough to handle nearly any legal matter throughout the world, yet small enough that clients personally know the attorneys accountable for their matters.

Our greatest asset is our people. We cultivate long-lasting relationships with one another and with each client. To every matter, we bring a client-focused approach. We listen to our clients and learn about their challenges. We then deploy our collective legal aptitude, experience and industry knowledge to provide sound and cost-effective legal counsel.

Our lawyers strive to make a positive difference for our clients and in their communities. We encourage our lawyers to dedicate substantial time and effort to pro bono legal services and community service.

PRACTICE AREAS: NGE has a highly diversified practice, which includes Corporate & Securities, Financial Restructuring, Labor & Employment, Real Estate, Taxation, Litigation & Appeals, Regulatory Enforcement, Bankruptcy & Creditors' Rights, Insurance Policyholder Litigation, Estate Planning, Business Structuring & Succession Planning, Family Offices Services, Charitable Planning, Probate & Estate Administration, Will Contests & Trust Litigation, Intellectual Property Trademarks Copyright & Trade Secrets, Advertising & Social Media, Information Governance, Patents, and Technology Transactions.

CLIENTS: Our lawyers provide legal business solutions to public and private entities of all types in connection with domestic and global business transactions and litigation. Our client base includes Fortune 100 companies, private companies of all sizes, non-profits, start-ups, entrepreneurs and high net-worth individuals and the businesses they control.

ATTORNEY ATTRIBUTES: Our standards are high. We seek those with excellent academic credentials, self-confidence, the ability to make independent judgments, a willingness and demonstrated ability to collaborate with other professionals, and a desire to produce positive outcomes for our clients. We look for thinkers and doers. In return, NGE offers a collegial environment that fosters mutual respect, professional growth, legal excellence and the opportunity to participate in challenging, interesting work.

We invite you to visit our website at www.nge.com or contact our Director of Talent & Diversity, Marlon Lutfiyya, for more information. We welcome your inquiries about employment opportunities and look forward to the chance to meet you.

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

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