

Basic Information

Firmwide
 Organization Size: 209
 Office Size: 209
Hiring Attorney:
 Ms. Jessica Culotti

Recruiting Contact:
 Ms. Sarah Nord
 Legal Recruiting Manager
 1000 North Water Street, Suite 1700
 Milwaukee, Wisconsin (WI) 53202
 United States
Phone: (414)298-8723
 snord@reinhartlaw.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 175,000

Summer Compensation

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

2024 compensation for 2Ls (\$/week) 3,365

2024 compensation for 1Ls(\$/week) 3,365

Partnership & Advancement

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

How many years is the non-equity track? 7.5

How many years is the equity track? Considered after 3.5 years

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	106	25	15	0	6
	Women	35	23	3	2	6
	Non-binary	0	0	0	0	0
	Total	141	48	18	2	12
Latinx	Men	1	2	0	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
White	Men	103	22	15	0	5
	Women	32	21	3	2	5
	Non-binary	0	0	0	0	0
Black or African American	Men	1	1	0	0	1
	Women	0	0	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	0	0	0	0	0
	Women	3	1	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	0	1	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	2	0	0	0	0
	Women	2	2	0	0	1
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	5	0	3	0	0
	Women	1	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Mark Cameli
 Shareholder
 414-298-8155
 mcameli@reinhartlaw.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

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?

Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	9	8	7	7	6
Entry-level (non-traditional track)	0	0	0	0	
Lateral Partners	3	0	3	0	
Lateral Associates	6	0	7	1	
All Other Laterals (non-traditional track)	2	0	0	0	
Post-Clerkship	0	0	0	0	
LL.M.s (U.S.)	0	0	0	0	
LL.M.s (non-U.S.)	0	0	0	0	
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	7	1	9	1	8
1Ls	2	0	3	0	4

Number of 2023 Summer 2Ls considered for associate offers 9

Number of offers made to summer 2L associates 8

General Hiring Criteria

We look for students with a strong academic record who have also demonstrated leadership through involvement in programs such as Moot Court and Law Review. We also look for students who have an entrepreneurial spirit who are looking to build a career of meaning within our community.

Reinhart is an equal opportunity employer and we encourage qualified candidates of all backgrounds to apply.

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
Banking, Finance	Banking/Finance	6	1	1	0	
Bankruptcy	Bankruptcy	1	1	0	0	
Business, Corporate	Business Law	26	3	13	2	1
Government, Regulatory, Administrative	Employee Benefits	23	4	5	0	

Government, Regulatory, Administrative	Health Care	5	1	2	1
Intellectual Property	Intellectual Property	11	1	3	0
International	International	2	0	0	0
Labor and Employment	Labor & Employment	10	0	2	1
Litigation	Litigation	18	3	8	1
Real Estate, Land Use	Real Estate/Environmental	24	3	6	1
Tax	Tax	8	1	3	1
Trusts and Estates	Trusts & Estates	7	0	5	0

Diversity & Inclusion

Diversity Contact: Mr. Joe Shumow

Diversity Website/URL: <https://www.reinhartlaw.com/social-commitment/dei>

Organization Narrative

At Reinhart Boerner Van Deuren s.c., one of the nation's 200 largest law firms, our continued growth depends upon both the seasoned attorneys who serve our clients and the talented professionals who have yet to join our ranks. We've evolved over the years, yet our core values remain the same to this day: placing the client at the center of all that we do, and relying on qualities such as entrepreneurship, teamwork and dedicated service to help our clients achieve their business goals.

Our Summer Associate Program serves as the cornerstone of our recruiting process. We make it a priority to mentor associates, empower them with client-facing responsibilities and support their development of new specialties by offering a wide variety of assignments from our various practice areas. As associates progress with us, we provide the resources for all of our attorneys to develop their own practice ideas and career focus. We believe that the best thinking comes from diverse perspectives, orientations and backgrounds, and we fully embrace a philosophy of inclusion that allows us to consistently provide our clients with innovative legal solutions to their business needs.

As Reinhart continues to grow and maintain its mission of client-centric service, we will continue to search for individuals who can help us deliver on that promise. In return, we offer the opportunity to all attorneys to build a challenging yet rewarding career in law. For more information about beginning your legal career at Reinhart, please visit our website at www.reinhartlaw.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

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