

### Basic Information

Foley Hoag LLP  
 Organization Size: 335  
 Office Size: 335  
**Hiring Attorney:**  
 Ms. Meredith Haviland

**Recruiting Contact:**  
 Ms. Heejin Choi  
 Manager of Associate Recruiting  
 155 Seaport Boulevard  
 Boston, Massachusetts (MA) 02210  
 United States  
**Phone:** (617) 832-3093  
 hchoi@foleyhoag.com

### Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 215,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week) 4,134  
 2024 compensation for 2Ls (\$/week) 4,134  
 2024 compensation for 1Ls(\$/week) 4,134

### 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? case by case

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	97	73	15	3	13
	Women	50	83	12	2	15
	Non-binary	UNK	UNK	UNK	UNK	UNK
	<b>Total</b>	<b>147</b>	<b>156</b>	<b>27</b>	<b>5</b>	<b>28</b>
<b>Latinx</b>	Men	3	19	2	0	1
	Women	3	9	0	0	4
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>White</b>	Men	87	43	12	3	4
	Women	39	45	10	2	2
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Black or African American</b>	Men	2	1	0	0	3
	Women	2	9	0	0	2
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Native Hawaiian or Other Pacific Islander</b>	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Asian</b>	Men	3	9	0	0	3
	Women	5	13	1	0	4
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Native American or Alaska Native</b>	Men	UNK	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK	UNK
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>2 or More Races</b>	Men	2	1	1	0	1
	Women	0	3	0	0	2
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Persons with Disabilities</b>	Men	2	2	0	0	0
	Women	0	3	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>LGBTQ</b>	Men	7	6	0	1	2
	Women	1	8	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK
<b>Veteran</b>	Men	2	3	0	0	0
	Women	0	3	0	0	0
	Non-binary	UNK	UNK	UNK	UNK	UNK

## Pro Bono/Public Interest

Rebecca Cazabon  
Pro Bono Managing Attorney  
(617) 832-1755  
rcazabon@foleyhoag.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	4.3%
Average Hours per Attorney last year	62.6
Percent of associates participating last year	78.5%
Percent of partners participating last year	75.4%
Percent of other lawyers participating last year	73.3%

## Professional Development

Evaluations	Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	No
Is rotation mandatory?	Case-by-case
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	26	21	4	4	37
Entry-level (non-traditional track)	0	0			TBD
Lateral Partners	9	0	7		TBD
Lateral Associates	18	0	8		TBD
All Other Laterals (non-traditional track)	3	0	2		TBD
Post-Clerkship	4	1			TBD
LL.M.s (U.S.)	2	0			TBD
LL.M.s (non-U.S.)	0	0	2		TBD
<b>SUMMER</b>					
Post-3Ls	0	0			
2Ls	25	0	22	4	19
1Ls	6	0	5	2	5

Number of 2023 Summer 2Ls considered for associate offers 22

Number of offers made to summer 2L associates 20

General Hiring Criteria *The firm values academic success, superior writing and oral communication skills, achievements/leadership roles in extra-curricular activities, and character, initiative, and strong interpersonal skills.*

## 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
Energy Government, Regulatory, Administrative Real Estate, Land Use Environmental	Administrative	18	4	8	2	1
Business, Corporate Tax	Business	48	11	51	12	0
Intellectual Property	Intellectual Property	24	4	27	0	3

<b>Arbitration, Dispute Resolution, Mediation International</b>	International Litigation and Arbitration	15	4	28	2	0
<b>Labor and Employment Litigation</b>	Litigation	32	2	34	6	1
<b>Government, Regulatory, Administrative</b>	Healthcare	10	2	8	1	0

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## Diversity & Inclusion

**Diversity Contact:** Ms. Rosa Nunez

**Diversity Website/URL:** <https://foleyhoag.com/culture-community/diversity,-equity-inclusion/>

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## Organization Narrative

*In 1943 Henry Foley and Garrett Hoag sought to establish a different kind of law firm. They were determined to hire the very best lawyers based entirely on individual merit, a departure from the exclusionary practices common in that era. Today, more than 300 Foley Hoag attorneys practice law at the highest level throughout the United States and around the world. Foley Hoag lawyers are innovative, energetic and entrepreneurial, and we seek new lawyers who possess these same traits. We hire attorneys who have excelled academically, who are motivated and intellectually curious, and whose intelligence, character and creativity will inspire the confidence of clients and colleagues. We want lawyers who take initiative, who strive for and achieve excellence, and who are motivated by a desire to make a difference -- not only in their profession, but in their community as well.*

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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