

Basic Information

Vorys, Sater, Seymour and Pease LLP
 Organization Size: 358
 Office Size: 358
Hiring Attorney:
 Mrs. Natalie McLaughlin

Recruiting Contact:
 Ms. Brittaney Schmidt
 Chief Legal Talent and Inclusion Officer
 52 East Gay Street
 Columbus, Ohio (OH) 43215
 United States
Phone: 614-545-6746
 attorneys@vorys.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 165000-190000
Summer Compensation
 2024 compensation for Post-3Ls (\$/week) 3173-3653
 2024 compensation for 2Ls (\$/week) 3173-3653
 2024 compensation for 1Ls(\$/week) 3173-3653

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? CBC

Lawyer Demographics

| | Partner/Member | Associates | Counsel | Non-traditional Track/Staff Attorneys | Summer Associates | |
|--|----------------|------------|------------|---------------------------------------|-------------------|-----------|
| | Men | 144 | 63 | 16 | 6 | 20 |
| | Women | 59 | 48 | 18 | 3 | 14 |
| | Non-binary | NC | NC | NC | NC | NC |
| | Total | 203 | 111 | 34 | 9 | 34 |
| Latinx | Men | 3 | 4 | 0 | 0 | 2 |
| | Women | 0 | 3 | 0 | 0 | 0 |
| | Non-binary | NC | NC | NC | NC | NC |
| White | Men | 136 | 51 | 15 | 6 | UNK |
| | Women | 53 | 37 | 17 | 2 | UNK |
| | Non-binary | NC | NC | NC | NC | NC |
| Black or African American | Men | 2 | 7 | 0 | 0 | 2 |
| | Women | 0 | 4 | 0 | 0 | 5 |
| | Non-binary | NC | NC | NC | NC | NC |
| Native Hawaiian or Other Pacific Islander | Men | 0 | 0 | 0 | 0 | UNK |
| | Women | 0 | 0 | 0 | 0 | UNK |
| | Non-binary | NC | NC | NC | NC | NC |
| Asian | Men | 1 | 1 | 0 | 0 | 2 |
| | Women | 2 | 2 | 0 | 1 | 1 |
| | Non-binary | NC | NC | NC | NC | NC |
| Native American or Alaska Native | Men | 0 | 0 | 0 | 0 | UNK |
| | Women | 0 | 0 | 0 | 0 | UNK |
| | Non-binary | NC | NC | NC | NC | NC |
| 2 or More Races | Men | 2 | 0 | 1 | 0 | UNK |
| | Women | 4 | 2 | 1 | 0 | 1 |
| | Non-binary | NC | NC | NC | NC | NC |
| Persons with Disabilities | Men | 1 | NC | NC | NC | UNK |
| | Women | NC | NC | NC | NC | UNK |
| | Non-binary | NC | NC | NC | NC | NC |
| LGBTQ | Men | UNK | 2 | UNK | UNK | NC |
| | Women | 2 | 4 | UNK | UNK | NC |
| | Non-binary | NC | NC | NC | NC | NC |
| Veteran | Men | 2 | 3 | 2 | UNK | NC |
| | Women | UNK | UNK | UNK | UNK | 1 |
| | Non-binary | NC | NC | NC | NC | NC |

Pro Bono/Public Interest

Rodney A. Holaday
Partner
614-464-8356
raholiday@vorys.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year 14.71

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

Is rotation mandatory? 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

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

Number of 2023 Summer 2Ls considered for associate offers 30

Number of offers made to summer 2L associates 29

General Hiring Criteria We hire law students who have outstanding academic credentials, diverse backgrounds, and a strong desire to become excellent attorneys. Our goal is to recruit, retain and develop colleagues that will contribute to our firm culture of teamwork, mutual support, and a commitment to excellence in the practice of law.

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 |
|--|---------------------------------|-------------------------|----------------|-------------------|---|--|
| Business, Corporate Litigation | eControl | 14 | 1 | 18 | 3 | 0 |
| Banking, Finance Energy Real Estate, Land Use | Finance, Energy and Real Estate | 54 | 7 | 25 | 4 | 4 |

| | | | | | | |
|---|----------------------|----|---|----|---|---|
| Government, Regulatory, Administrative | Health Care | 4 | 2 | 3 | 1 | 0 |
| Labor and Employment | Labor and Employment | 31 | 4 | 14 | 2 | 1 |
| Litigation | Litigation | 58 | 4 | 26 | 2 | 1 |
| Tax Trusts and Estates | Probate and Tax | 19 | 8 | 4 | 1 | 2 |
| Intellectual Property | Technology and I/P | 14 | 3 | 10 | 2 | 1 |
| Business, Corporate | Corporate | 13 | 5 | 8 | 1 | |

Diversity & Inclusion

Diversity Contact: Ms. Sachiyo Peterson

Diversity Website/URL: <https://www.vorys.com/about-diversity-equity-inclusion>

Organization Narrative

Vorys is a special place to practice law. Our lawyers believe that our clients, across the nation and around the world, deserve the highest level of legal service. We understand that the quality of service our clients deserve can only be achieved through a culture of teamwork, dedication to excellence, and respect for our colleagues. Our compensation structure and approach to billable hours are products of this culture. Our compensation structure recognizes excellence, entrepreneurial spirit, and other intangible contributions to the success of the firm, rather than the application of a numbers-driven, formulaic approach. We do not have a minimum billable hours requirement because each one of us understands that the continued success of Vorys cannot be achieved simply by hitting billable hour targets, but, instead, only by making a commitment to work together to serve the needs of our clients and our communities.

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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