

**Basic Information**

1313 North Market Street  
Suite 1201  
Wilmington, DE 19801  
Organization Size: 266  
Office Size: 8  
**Hiring Attorney:**  
Mr. Kevin Capuzzi  
**Hiring Attorney #2:**  
Mrs. Kate Harmon

**Recruiting Contact:**  
Ms. Brittany Vozar  
Senior Manager, Law School Recruiting  
127 Public Square  
Suite 4900  
Cleveland, Ohio (OH) 44114  
United States  
**Phone:** (216) 363-6288  
bvozar@beneschlaw.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? 8

**Lawyer Demographics**

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	3	4	0	0
	Women	3	1	0	1
	Non-binary	0	0	0	0
	Total	6	5	0	1
<b>Latinx</b>	Men	0	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>White</b>	Men	3	3	0	0
	Women	3	1	0	0
	Non-binary	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Asian</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>LGBTQ</b>	Men	0	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
<b>Veteran</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0

## Pro Bono/Public Interest

Chris Letkewicz  
Litigation Partner  
312-624-6333  
cletkewicz@beneschlaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1
Average Hours per Attorney last year	14.73
Percent of associates participating last year	70.3
Percent of partners participating last year	39.4
Percent of other lawyers participating last year	55.8

## 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?	No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level	0	0	0	0	1
Entry-level (non-traditional track)	0	0	0	0	N/A
Lateral Partners	0	0	1	0	N/A
Lateral Associates	1	0	1	0	N/A
All Other Laterals (non-traditional track)	0	0	0	0	N/A
Post-Clerkship	0	0	0	0	N/A
LL.M.s (U.S.)	0	0	0	0	N/A
LL.M.s (non-U.S.)	0	0	0	0	N/A
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	0	0	1	0	1
1Ls	0	0	0	0	0

Number of 2023 Summer 2Ls considered for associate offers 1

Number of offers made to summer 2L associates 1

General Hiring Criteria We seek students with exceptional academic performance as well as outstanding leadership and teamwork skills, a client service mindset, strong work ethic, on campus involvement, and a commitment to community service. Strong interpersonal skills are 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
Business, Corporate	Corporate & Securities	0	0	0	0	0
Government, Regulatory, Administrative	Healthcare+	0	0	0	0	0
Intellectual Property	Innovations, Information Technology & Intellectual Property	1	0	0	0	0
Labor and Employment	Labor & Employment	0	0	0	0	0

<b>Litigation</b>	Litigation	5	0	5	0	0
<b>Real Estate, Land Use</b>	Real Estate & Environmental	0	0	0	0	0
<b>Banking, Finance</b>	Commercial Finance & Banking	0	0	0	0	0

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## Diversity & Inclusion

**Diversity Contact:** Ms. Laura Dutt

**Diversity Website/URL:** <http://www.beneschlaw.com/DiversityandInclusion/>

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## Organization Narrative

### Nationwide Practice, International Reach

Benesch is an Am Law 200 business law firm and limited liability partnership with more than 400 attorneys and offices in Cleveland, Chicago, Columbus, New York City, San Francisco, Shanghai, and Wilmington. The firm is known for providing highly sophisticated legal services to national and international clients that include public and private, middle market and emerging companies, as well as private equity funds, entrepreneurs, and not-for-profit organizations.

### Strategic Growth

We have had extraordinary success in welcoming many new attorneys to Benesch over the past several years, including opening a Chicago office (now more than 120 attorneys strong), and establishing New York and San Francisco offices. The vast majority of our new attorneys are highly-accomplished partners who have joined us from "Big Law" firms, such as Skadden, Jones Day, Kirkland & Ellis, Mayer Brown, Baker & Hostetler, Sheppard Mullin, Winston & Strawn, Reed Smith, Foley & Lardner, Squire Patton Boggs, and Arnold & Porter, bringing additional depth and breadth to our practices. These attorneys joined Benesch to be part of the exciting growth, entrepreneurial spirit and ability to service clients by providing elite talent under a sustainable cost structure that eliminates unnecessary overhead. A significant proportion of our recruits and lateral hires identify as members of underrepresented groups and we are proud to be building a law firm that looks more and more like the global marketplace of the future. Our services in areas such as class action litigation, private equity, products liability, securities litigation, data security and privacy, real estate, energy, intellectual property litigation and labor and employment, among others, also have expanded substantially as a result of this recent growth.

### Award Winning Representation

The 2024 edition of U.S. News & World Report/Best Lawyers in America® named 76 Benesch attorneys as Best Lawyers in America®. Additionally, 59 attorneys have been named Best Lawyers: Ones to Watch in America. Three Benesch lawyers were recognized as Best Lawyers® 2024 "Lawyer(s) of the Year," a distinction given annually to a single outstanding lawyer in each practice area and designated metropolitan area. Benesch was named Transportation Law Firm of the Year in 2014, 2016, 2017, 2020, 2022 and 2023 by U.S. News & World Report/Best Lawyers® and the firm received national first-tier rankings in Health Care Law, Transportation Law and Litigation-Construction in 2023 U.S. News & World Report/Best Lawyers® "Best Law Firms." Additionally, 36 Benesch attorneys and 15 practice areas were ranked in the 2023 edition of Chambers USA.

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