

Basic Information

100 E. Wisconsin Ave., Ste. 3300
Milwaukee, WI 53202
Organization Size: 268
Office Size: 104
Hiring Attorney:

Recruiting Contact:
Ms. Dana Neiswander
Manager, Attorney Hiring
100 E Wisconsin Avenue, Suite 3300
Milwaukee, Wisconsin (WI) 53202
United States
Phone: 414-271-6560
careers@michaelbest.com

Compensation & Benefits

2017 compensation for entry-level lawyers (\$/year) 120,000

Summer Compensation

2017 compensation for Post-3Ls (\$/week) 2,300
2017 compensation for 2Ls (\$/week) 2,300
2017 compensation for 1Ls(\$/week) 2,300

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?

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 47	16	9	2	0
	Women 13	8	1	1	0
	Total 60	24	10	3	0
Latinx	Men 2	0	0	0	0
	Women 0	0	0	0	0
White	Men 45	15	9	2	0
	Women 13	8	1	1	0
Black or African American	Men 0	0	0	0	0
	Women 0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 0	1	0	0	0
	Women 0	0	0	0	0
Native American or Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or More Races	Men 0	0	0	0	0
	Women 0	0	0	0	0
Persons with Disabilities	Men 0	0	0	0	0
	Women 0	0	0	0	0
LGBTQ	Men 0	0	0	0	0
	Women 0	0	0	0	0
Veteran	Men 0	0	0	0	0
	Women 0	0	0	0	0

For more details, visit www.nalpdirectory.com

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Pro Bono/Public Interest

S. Edward Sarskas
 Pro Bono Committee Chair
 414.271.6560
 sesarskas@michaelbest.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.1%
Average Hours per Attorney last year	36
Percent of associates participating last year	89%
Percent of partners participating last year	61%
Percent of other lawyers participating last year	40%

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	
	2015	Prior Summer Associates	2016	Prior Summer Associates
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 2016 Summer 2Ls considered for associate offers 5

Number of offers made to summer 2L associates 4

General Hiring Criteria Michael Best evaluates the whole person when considering applicants. Key criteria include demonstrated academic success; strong verbal and written communication skills, including legal writing proficiency; business development potential; interpersonal skills; and extracurricular or community involvement.

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
Intellectual Property	Intellectual Property	13	2	10		2
Labor and Employment	Labor & Employment Relations	14	2	4		0

Banking, Finance Business, Corporate Energy General Practice Government, Regulatory, Administrative Real Estate, Land Use Tax Trusts and Estates Bankruptcy	Transactional Law	19	6	6	0
Appellate Arbitration, Dispute Resolution, Mediation Litigation	Litigation	14	0	4	1

Diversity & Inclusion

Diversity Contact: Ms. Lori Meddings

Diversity Website/URL: <http://www.michaelbest.com/diversity/>

Organization Narrative

OUR FIRM: Michael Best seeks talented men and women with diverse backgrounds and interests who share a zeal for achieving successful results for our clients and being active outside of the office. We value academic excellence, and we desire our lawyers to be enthusiastic, creative and well-rounded. Advancement in the firm and compensation are based upon merit. Our most successful lawyers combine their legal skills with practical experience and sound judgment to develop a well-rounded practice and give clients practical advice. Our focus on outside the firm activities is demonstrated by the fact that our lawyers include past presidents of state and local bar associations, political campaign chairpersons, school and municipal board trustees, church and civic board leaders and volunteers in many neighborhood and community organizations.

OUR PRINCIPLES: First and foremost, Michael Best is committed to providing superior service to our clients. We take pride in understanding our clients' businesses and industries so that we can help them reach their objectives and provide proactive and innovative legal services. Underlying these principles is our commitment to maintaining high standards of integrity and ethics.

OUR TRAINING: We conduct professional development training programs on a monthly basis for all associates. One half of these programs are developed by the associate's Practice Group and the other half are presented at a firm level for all associates. We have formal mentoring assignments for all associates. Selected associates are invited to take part in national seminars and training programs in their particular practice area. Annual evaluations take place in June of each year. Because of the way we staff matters, associates receive substantial responsibility and client contact early in their careers and are encouraged to view themselves as "stake holders" in the firm. Associates with outgoing personalities will find a culture where partners and fellow associates are willing to help and share the benefit of their own experiences.

OUR PRACTICE: We organize ourselves by four primary Practice Groups: Intellectual Property, Employment Relations, Litigation and Transactional (which includes mergers and acquisitions, corporate and general business law, real estate, tax, wealth planning and environmental). We also have our attorneys reach beyond their Practice Group through formal Industry Teams: Banking and Financial Services, Advanced Manufacturing, Agribusiness, University Patent Practice, Energy and Venture Best (which focuses on emerging businesses in high technology industries). This structure allows us to bring attorneys together as client service teams. It also promotes a culture of "hunting in packs" as we seek to develop new clients.

OUR SUMMER PROGRAM: We invite law students who we believe have the potential to become partners at Michael Best to apply for our summer program. Our goal is to hire the number of summer associates for which we believe we will have a full time position after law school. Because our Summer Associate Program is an important source of future partners, it is designed to provide participants with an experience that is very similar to life as an associate. We involve our summer associates in more than research, including them in preparation for and attendance at client conferences, depositions, hearings, and strategy sessions. The program is structured in concert with our Practice Groups. We stress direct contact with the assigning attorney at the time of assignment, during the project and at the time of feedback. In order to give our summer associates a better feel for our culture and the personalities of the attorneys in the firm, we ask them to participate in activities outside of the office such as trips to baseball games, informal lunches, festivals and organized, as well as impromptu, social gatherings. Each year, the summer associates are invited to give a day back to the community by providing service to a not-for-profit organization or community group.

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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