

Basic Information

Firmwide - Foley Hoag LLP
 Organization Size: 257
 Office Size: 257
Hiring Attorney:
 Ms. Meredith Haviland

Recruiting Contact:
 Ms. Dina Wreede
 Director of Legal Recruiting
 Seaport West
 155 Seaport Boulevard
 Boston, Massachusetts (MA) 02210
 United States
Phone: (617) 832-7060
 dwreede@foleyhoag.com

Compensation & Benefits

2018 compensation for entry-level lawyers (\$/year) 180,000

Summer Compensation

2018 compensation for Post-3Ls (\$/week) 3,462

2018 compensation for 2Ls (\$/week) 3,462

2018 compensation for 1Ls(\$/week) 3,462

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? See additional information.

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 6%

Average Hours per Attorney last year 97

Percent of associates participating last year 84%

Percent of partners participating last year 65%

Percent of other lawyers participating last year 81%

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? 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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	89	53	19	0
	Women	28	52	13	0
	Total	117	105	32	0
Hispanic/Latino	Men	1	3	3	0
	Women	1	3	1	0
White	Men	84	47	12	0
	Women	23	40	9	0
Black/African American	Men	1	0	0	0
	Women	3	0	1	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	1	0	0	0
Asian	Men	3	3	4	0
	Women	1	8	2	0
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	0	0	0	0
	Women	0	1	0	0
Persons with Disabilities	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC
Openly LGBT	Men	5	3	0	0
	Women	1	4	1	0
Veteran	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, CorporateTax	Business	45	11	32	0
Labor and EmploymentLitigation	Litigation	25	3	22	0
Arbitration, Dispute Resolution, MediationInternational	International Litigation and Arbitration	11	12	19	0
Intellectual Property	Intellectual Property	19	5	15	0
EnergyGovernment, Regulatory, AdministrativeReal Estate, Land UseEnvironmental	Administrative	17	1	17	0

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2016	Prior Summer Associates	2017	Prior Summer Associates	2018
Entry-level	7	7	8	8	9
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	2	0	2	0	tbd
Lateral Associates	7	1	11	0	tbd
All Other Laterals (non-traditional track)	0	0	0	0	0
Post-Clerkship	1	1	2	2	2
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	1	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	14	1	11	0	12
1Ls	0	0	2	0	2

Number of 2017 Summer 2Ls considered for associate offers 9

Number of offers made to summer 2L associates 9

General Hiring Criteria The firm values academic success in law school and college, superior writing and oral communication skills, and the intangible personal qualities of character, initiative and leadership.

Diversity & Inclusion

Diversity Contact: Mr. Kenneth Leonetti

Diversity Website/URL: <http://www.foleyhoag.com/our-firm/commitment-to-diversity-and-inclusion>

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 250 Foley Hoag partners, associates and counsel practice law at the highest level in business transactions and litigation matters 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 lawyers 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.