



A letter from our Managing Partner,  
Gregg A. Eisenberg

**We closed 2021 feeling extremely proud and incredibly positive about our people and our firm. We are matching up with some of the largest firms in the world, doing the most sophisticated work for our clients.**

## 2021 Benesch Year In Review

While the pandemic is still very much with us, we greatly appreciated the periods when we were able to come back together as a team. We established an efficient hybrid workplace blending core in-office days with remote work, and gathered at a number of business and family events at our various locations. These gatherings were some of the highlights of our year for our Benesch family. Being together as colleagues, friends, and families reminded all of us about the special, close-knit culture and tremendous vibe and energy that characterizes Benesch. **We continue to be one firm, connected even when we're apart.**

Our clients are a vital part of that connection, and we care deeply about their well-being as much as our own. COVID did not stop them from actively working to grow their businesses. They took advantage of the capital-rich marketplace and kept transactional attorneys in our corporate, real estate, and healthcare practices, in particular, extremely busy. The firm closed a record number of transactions last year.

Even as capital was flowing, other aspects of the economy were challenging. We supported and guided our clients through supply chain disruptions, inflationary pressures, staffing and other employment matters, and the lingering uncertainty that characterizes this pandemic. Our commitment to excellence in serving our clients and optimizing their experience working with us continues to be a primary and unrelenting focus.

In line with a major goal in the firm's strategic plan to "be intentional in seeking broader, deeper, and denser relationships with our clients," we conducted some two dozen in-depth client assessment interviews and received feedback from 200+ additional clients. Both efforts gave us insights into what our clients expect and value from us and will help us further customize and fine-tune our services as part of our strategic plan. That plan took a giant leap forward with the addition of SCOTT GOLIN as the firm's Chief Strategy & Growth Officer.

Scott is known nationwide as one of the legal industry's strategic thinkers and implementers. He worked closely with Benesch over the past several years as an integral developer of the firm's growth strategy, and has hit the ground running. Having him as a member of our C-suite is a decided advantage as we continue to grow the sophistication, depth, and breadth of our capabilities.

In terms of that growth, Benesch by the numbers is impressive. We added more than 100 members to our team in 2021, topping 300 attorneys and 200 staff professionals for the first time in our history. All of our offices continue to grow. Delaware and San Francisco moved to new spaces; our Chicago office is the second-fastest growing law firm in the city and we are adding even more space there for continued growth; and our Columbus office added substantially to its ranks. We particularly added depth to our trade secret, commercial litigation, IP litigation, private equity, and healthcare practices. We were ranked 164 on the Am Law

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200 list based on 2020 revenue and our 2021 top-line growth has us positioned to move up even further. Our practices and attorneys continue to be recognized for their excellence.

To name just a few of these accolades: 32 Benesch attorneys and 10 practices ranked in *Chambers USA 2021*. Benesch received first-tier rankings in 49 national and metropolitan categories in the 2022 U.S. News/Best Lawyers® “Best Law Firms” rankings. BTI named Benesch a Most Recommended Law Firm for 2021 and ranked the firm a BTI Client Service A-Team. U.S. News/Best Lawyers® named Benesch 2022 “Law Firm of the Year” in Transportation Law for the fifth time, while Best Law Firms®/US News & World Report ranked Benesch in the first tier, nationally, in Health Care Law and Construction Litigation.

Individually, 59 Benesch lawyers were named in *Best Lawyers in America*® 2022 and five were also singularly distinguished as 2022 “Lawyer of the Year” in their practice and metropolitan area. Nearly two dozen of our attorneys received various accolades, awards, and prestigious appointments in legal, industry, and civic organizations. I was personally honored to be named a BTI Client Service All-Star.

Highlighting these recognitions isn’t meant to pat ourselves on the back, but to add credibility to what we know is true of Benesch: **We have some of the nation’s best lawyers handling the most complex matters and doing outstanding work for our clients.** That is what I am most proud of—along with the fact that we have kept our unique,

supportive culture intact even while experiencing exceptional growth. We are still Benesch. We are still a family.

Our retention rate remains among the highest in the industry. Retention generally of lateral hires in the legal industry is very poor, but our retention rates are some of the highest in our industry. People are coming to Benesch, immersing themselves in our culture, contributing their expertise and experience on behalf of our clients, furthering their careers, and choosing to stay. We are grateful for their loyalty, and we continue to actively refine how we integrate people into the firm and support them in building their practices and careers going forward. We continually evaluate and upgrade the benefits we offer to ensure they are both meaningful and aligned with those of industry leaders. **In 2021, for example, we introduced a significant infertility benefit providing coverage to support our employees in their desire to have a family. We love when we can expand our Benesch family.**

We remain deeply committed to ensuring Benesch reflects the diversity of the world around us and the communities we serve and enables all of our people to grow and thrive. **In 2021 our Diversity, Equity & Inclusion (DE&I) Committee composed of attorneys and senior staff guided the firm in adopting a multiyear DE&I Strategic Plan.** The plan includes specific action items aimed at both increasing the firm’s diversity and ensuring that our diverse attorneys and staff have wide-ranging opportunities to take on leadership roles and advance in their careers.

This is only the beginning: We can and will continue to improve. The DE&I Committee has spearheaded numerous initiatives that educate and provide a wide range of mentoring, financial, and career support to diverse individuals and advocacy organizations. We regularly track the composition of client teams to ensure diverse representation for our clients, knowing that it helps us deliver the highest-quality legal services.

Those services wouldn’t be possible without everyone on our team. I’m so grateful for the dedication and guidance of our Executive Committee and firm management team. Our Operations team continues to see us through the ups and downs of COVID and keep us running and productive whether we’re in the office or working remotely. And all of our people, attorneys and professional staff alike, show their character, their resilience, and their commitment to our clients every day.

We enter 2022 from a position of strength in many ways—our client base, our talent, our healthy growth, our momentum in a hyper-competitive environment, and perhaps most of all, our culture. We have tremendous optimism for what we’re building, who we work for, and what we do. It’s our privilege and our pleasure to work with one another and for all of you. We will meet the challenges of the coming year together, and continue to look for and leverage opportunities to grow and prosper.



**Gregg A. Eisenberg**

Managing Partner