

2022

A letter from our managing partner,
Gregg A. Eisenberg

Our success in 2022 made it abundantly clear that Benesch excels at building, fostering, and retaining a strong sense of community.



2022 Benesch Year In Review

Our community encompasses our clients, the places we live and work, the legal profession and, crucially, one another—our Benesch family. **Our cultural commitment to nurture and strengthen all of these community connections sets Benesch apart and supports the firm's exceptional growth and retention.**

This is no small feat. The past year challenged all of us with a turbulent economy, inflationary and recessionary pressures, supply chain issues, disruptive workforce issues and changing workplace trends, a contentious political climate, and polarizing social issues. While many firms and industries experienced layoffs and fallout from the “Great Resignation,” Benesch continued to retain talent and grow. Our ability to support our clients (and our own firm) to overcome challenges, meet business goals, and excel is a testament both to our team and to our clients’ trust in us to represent and protect their interests as valued members of their team.

Beyond supporting clients’ day-to-day legal needs, we achieved important results for them in critical matters in court and at the deal table. **In just our**

corporate practice alone, over the past year we completed well over 200 M&A transactions with a total enterprise value of approximately \$10 billion. On the litigation side, we represented companies in high-stakes matters ranging from multibillion-dollar defamation claims to nine-figure trade secret claims to large-scale products liability actions and every type of commercial litigation matter in between. This work, the outstanding attorneys who deliver it, and our firm continue to be recognized by the professional legal community, analysts, and press. Our clients expect excellent legal advice and representation first and foremost. But they tell us they value our attorneys’ business sense and ability to talk shop and provide practical legal counsel in the context of business goals, industries, markets, and ever-evolving laws and regulations.

Internally, we are focused on creating and fostering an environment that people want to be part of. The fact that we continue to attract and retain top-notch talent at all levels is proof we are succeeding. We continue to build an infrastructure that supports our

attorneys and their service to our clients. We welcomed 54 attorneys (41 lateral hires) in 2022 and now have more than 330 attorneys firmwide. Our 2022 Am Law ranking, which is based on our performance in 2021, stands at 155, up nine spots from the previous year. We expect to continue our climb up the Am Law charts. **Even with this aggressive growth, our retention rates remain among the best in the entire industry.**

Benesch was named a top workplace in both Cleveland and Chicago—particularly noteworthy because the Chicago office was recognized by Chicago Lawyer as having the most significant growth rate (211%) of any of the city’s law firms over the past five years. I know we will keep growing and building in this important market under the office’s new Partner in Charge, Manish Mehta.

Firmwide, we are building more than bench strength: We are building the next generation of firm and community leaders. One great example is the associate and of counsel retreat held in Atlanta, Georgia, last fall. Conceived and organized by the firm’s Associate Development Committee, the retreat centered around

a team service project to help local Atlanta schools address food insecurity among students. Attorneys also had the opportunity to connect with each other, build relationships, and discuss their visions for the future of the firm. Breakout sessions involved facilitated discussions on topics such as retention, engagement, pro bono work, and firm culture. Seeing what this group accomplishes gives me great confidence that Benesch's future is in good hands.

To secure that future even further, we pay close attention to the business of law and how our firm is managed.

In August we welcomed a new member of our C-suite, CFO Kevin Cash. Kevin brings deep industry expertise from top-performing Am Law firms, and will ensure that we are as sophisticated in our financial practices and processes as we are in our practice areas and market positioning.

One of our firmwide commitments and an element of our strategic plan that touches all of our communities is our Diversity, Equity & Inclusion (DEI) Initiative. **We are steadily increasing the firm's diversity and ensuring that diverse attorneys and staff are included at every level and have wide-ranging opportunities to take on leadership roles and advance in their careers.**

The firm achieved Mansfield Rule 5.0 Certification in 2022 after a yearlong process that measures whether law firms have affirmatively considered at least 30% women, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities for recruitment, leadership roles, promotions, and inclusion in formal pitches to clients.

While undoubtedly meaningful, this achievement is just one step along our path. We are committed to continuing our DEI work, and will be seeking Mansfield Rule 6.0 Certification, which adds new challenges and opportunities for our firm to address. We are proud to join the growing cohort of law firms building a robust pipeline of future leaders to reflect the diversity of the clients we serve and the communities where we live and work.

Our people are actively involved in community and business organizations and charitable giving in our home communities. Our Executive Chairman, Ira Kaplan, exemplifies this spirit of giving back and has made civic service a pillar of his career. Ira was honored with a Lifetime Achievement Award from Engage! Cleveland this past year, and the firm was thrilled to establish an endowment fund in his honor to support scholarships and the organization's professional mentorship program and Next Generation of Women conference.

In partnership with University Hospitals and the Legal Aid Society of Cleveland, Benesch has once again renewed its five-year commitment to underwrite a full-time Legal Aid attorney at UH's Rainbow Center for Women & Children. This effort not only provides a much-needed resource to the community, but also provides pro bono opportunities that our attorneys value.

Charan Brahma, a partner in the firm's San Francisco office and co-chair of the firm's Diversity, Equity & Inclusion Committee, was appointed president-elect of the South Asian Bar Association (SABA) of North America. Kate Harmon, a partner in our Delaware office, was appointed president-elect of the Delaware State Bar Association.

Locally and nationally, Benesch and our team are highly regarded. Notably, Benesch increased both the number of practice areas and the number of attorneys to earn Chambers rankings. Our transportation and logistics practice ranked in Chambers' top Band nationally, and our healthcare and cannabis practices also earned national rankings. Benesch was named Law Firm of the Year in Transportation Law by Best Law Firms®/U.S. News & World Report for the sixth time, a distinction given to only one firm nationwide. **A survey of midlevel associates by The American Lawyer ranked Benesch first in the nation for associates' likelihood of staying at the firm for two years** and in the top 40 nationwide in overall job

satisfaction. The firm also earned a variety of accolades from BTI Consulting Group, a leading, respected researcher in the legal and professional services field. BTI named Benesch as an Associate Satisfaction A-Lister, a Standout in M&A, a Client Service A-Team, and a Most Recommended Law Firm. Dozens of our attorneys and several practice groups were named among the nation's best by Best Lawyers and Benchmark Litigation.

These national and market-specific rankings and accolades are important beyond their "feel good" aspect and even beyond their validation of the excellence of our work and people. They tell us our strategies are working.

Benesch is a firm that thrives on close personal relationships. In 2022 we were able to return to the office more regularly, travel to client sites and between Benesch offices, and meet in person. I firmly believe this helps keep our relationships, our firm culture, our skills and knowledge—every part of our community—strong and productive. Nothing compares to the energy of being in a room together, connecting, sharing, and learning from one another.

Now, as I look ahead to 2023, there is uncertainty about the state of the economy and what lies ahead. However, we are excited to celebrate the 85th anniversary of our great law firm—a milestone very few of our peers can match. There's comfort in knowing our firm has weathered many storms and is built for the years to come. We have the right team to fuel our upward trajectory. Our past successes have shown that if we remain bold, make brave decisions, and are confident, we will become stronger than ever. We look forward to continuing the journey with all of you. Thank you for your trust and support.



Gregg A. Eisenberg
Managing Partner