

2025

Year In Review



A letter from Managing Partner Gregg A. Eisenberg

Benesch continued its extraordinary growth and success in 2025 because of the strong client relationships we cultivate, the exceptional talent we attract and foster, and the collaborative, caring culture that supports us every day.

Our growth has been organic and steady over many years as clients increasingly look to us to take on more strategic work—and more complex work—in a wider range of subject areas. In 2025, we reached a particularly notable milestone, becoming the **largest law firm in Northeast Ohio**. We are extremely proud of this achievement as a testament to our deep roots in Cleveland and ongoing commitment to the region, even as we continue to grow our nationwide presence.

Each of our offices is growing substantially. While others are rethinking their physical footprints, we are expanding ours. Working closely and collaboratively is a hallmark of Benesch, and we remain committed to ensuring our teams have spaces that support both their work and a vibrant culture. And we believe in supporting the businesses and communities in our home cities and contributing to their vibrancy as well.

In New York, we recently signed a lease for our forever home, and we expect to be fully operational in this Midtown space later this year. In Chicago, we are adding more space given that we are the second fastest-growing firm in that market. Our

San Francisco and Columbus offices are also growing, and we have recently taken more space to complement our significant growth.

Another milestone in 2025: **We are now nearly 500 attorneys strong, adding more than 70 attorneys to our team last year.** In doing so, we added depth in each of our core practice areas and breadth in the variety and sophistication of the work we do for our clients. We are becoming a **destination of choice for lawyers with complex practices that mirror the practices and industries we serve here at Benesch**. Many are choosing to leave the confines of BigLaw firms in favor of the entrepreneurial, collegial culture they find here.

Thanks to the caliber of our people, we were privileged to take on some of the most sophisticated work in our firm's history. Our clients trusted us to handle their critical bet-the-company matters as well as the day-to-day matters essential for their operations. Even beyond providing legal counsel, we routinely serve as business advisors and advocates. It is especially gratifying to work shoulder to shoulder with clients, partnering with them to pursue their

strategic objectives, solve problems and achieve their goals for continued growth.

We worked for our clients across sectors and geographies, serving a wide range of national and global industries from AI to transportation, healthcare to real estate, energy to retail, plastics to pharmaceuticals. We helped our clients grow through mergers, acquisitions and combinations—representing hundreds of closed deals and transactions worth many billions of dollars. Always, we were our clients' advocates, aggressively protecting their interests and giving them recourse in and out of court to resolve disputes.

The work we do, and the attorneys who complete it, are regularly recognized by legal industry analysts and professional reviewers. Forty Benesch attorneys and 19 practice areas were ranked in the 2025 edition of Chambers USA, including national Tier 1 recognition in Commercial Law and Health Care Law.

Benesch was **recognized in 17 national and 59 metropolitan categories** in the 2026 Best Lawyers® "Best Law Firms" rankings. **Best Lawyers in America® 2026 named 73 Benesch lawyers to its annual rankings list. Two Benesch attorneys were also recognized as 2026 Best Lawyers® "Lawyer(s) of the Year,"** a distinction given annually to a single outstanding lawyer in each practice area and designated metropolitan area. In addition, **56 Benesch attorneys have been named Best Lawyers: Ones to Watch in America** by Best Lawyers in America® 2026.

BTI recognized Benesch as an Upmarket Mover in Litigation and ranked the firm in the BTI Litigation Outlook 2026 in the following categories: Litigation

Leader: Commercial Litigation (top 7% of all firms); Litigation Distinguished: Complex Employment Litigation (top 11%); and Litigation Distinguished: Complex Commercial Litigation (top 12%).

Benesch was also ranked as a **Recommended Firm for trade secret litigation by IAM Patent 1000** and **named a Recommended Firm by Benchmark Litigation** for the 11th consecutive year.

I share these numerous accolades with you for a couple of reasons. One is because I am incredibly proud of the work we do here and of my fellow attorneys and staff. Another is because these ratings and rankings represent how the world sees us and compares us to other firms. They are a sign that we continue to deliver outstanding and strategic counseling, and an acknowledgment that our strategy to grow intentionally, guided by client needs, is sound. We are especially encouraged by the fact that **our lateral partner retention rate is industry leading.**

Benesch not only attracts first-class lawyers, but the quality of the firm we have built also inspires them to stay. We are continuing to build a family here.

Benesch is one of the fastest-growing firms on the Am Law 200 list and climbed another 10 spots in 2025 to #127. This growth is positive and exciting. It is also challenging. For Benesch to stay Benesch, true to our roots and culture, we must manage our growth wisely. **We devoted considerable thought and energy in 2025 to efforts to preserve and protect who we are as a firm.**

In May, we held our partner retreat, bringing together more than 240 partners and firm leaders for two days of

connection, collaboration and strategic alignment in the heart of Nashville.

The biggest takeaway for me was the significant friendship and bonding among the partners and meaningful discussion about where we came from, where we are today, and where we're going as a firm. It also reminded us how much we like working together. Truly, this was one of the best events I have attended in my nearly 30 years here.

Many firms don't want to look under the hood; Benesch is different. At the partner retreat, we launched a firmwide culture initiative to assess and enhance our culture, led by Chief Culture Officer Jared Oakes and Healthcare Vice Chair Mark Silberman. They did a deep dive, meeting with almost every lawyer and staff member here to answer key questions: **How do we make our firm better? How do we make it a better place to work? How do we feel about working here? How do we help people feel more engaged in what they're doing?** This initiative has been one of our most valuable efforts, both in terms of what we learned and in giving our people a voice and stake in the firm's ongoing development. Our new Culture Ambassadors program, rolling out in 2026, is a direct by-product of this effort and will involve more than 40 attorneys and staff serving as culture champions within the firm.

We were honored to be **named a 2025 Top Workplace** in Chicago (Chicago Tribune), New York (amNY), San Francisco (San Francisco Chronicle) and Northeast Ohio (Cleveland.com and The Plain Dealer). The firm was included in U.S. News & World Report's 2025 **Best Companies to Work For: Law Firms** list for the second year in a row. Benesch was also included in the list of the **2025 Top 100**

Most Loved Workplaces in America (Best Practice Institute) and **received 15 additional BPI distinctions**, including for wellness and inclusivity. Maintaining this reputation as a fulfilling and desirable place to work remains a priority as we grow.

Our development as a firm depends on the development of our people. We are fostering the next generation of attorneys as a whole, and the next generation of Benesch leaders in particular. We were thrilled to welcome Lauren Tapper to the firm as Chief Talent Officer in 2025. Lauren brings extensive experience across all facets of talent and development. She guides attorney recruitment, integration, professional development, and diversity and inclusion initiatives, supported by the firm's Inclusion & Opportunity Committee.

While many firms have abandoned summer associate programs, we continue to invest in ours. We welcomed **45 summer associates** in 2025—our largest class ever—and earned Vault Law rankings as the **#5 best summer associate program** and the **#3 best summer program for career development**.

We have also evolved our associate mentoring program under our Culture Team. BeneschASCEND pairs all associates in years 2 through 8+ with a partner mentor with the goal to emphasize engagement, connection and associate ownership within a supportive community. While professional development remains a core outcome, the program now plays a broader role in fostering belonging, collaboration and an inclusive firm experience. **We are focused on our future leaders here at the firm.**

We welcomed our new-partner class in 2025, **promoting 16 attorneys to the firm's partnership** across five of our offices and six practice areas. One of our philosophies in recruiting associates is that we are not looking to hire associates, we are looking to hire our future partners. Seeing those decisions come to fruition is deeply rewarding.

In addition to developing our own people, we are committed to strengthening the communities where we live and work. Benesch attorneys and staff support a wide range of community organizations and nonprofits throughout every year. They hold board seats and advisory roles, chair committees, organize events, and routinely step up and show up to support efforts that are meaningful to them personally and to their communities at large.

Notably, Firm Administrative Partner and Chief Strategy Officer Jeff Wild was elected board chair of the Jewish Federation of Cleveland. And Benesch was honored to play a pivotal role in the Greater Cleveland Sports Commission's winning bid to bring the 2030 Special Olympics USA Games to Cleveland—potentially the largest, and sure to be one of the most gratifying, events the city has ever hosted. The firm has made a significant pledge in support of the Games.

Each Benesch office, along with our Associate Development Committee, continued to be active in a number of charitable causes, sponsorships and days of service. For example, during the annual firmwide Toys for Tots drive, Benesch attorneys and staff collected over 750 toys, which were distributed to children in the communities surrounding our six offices nationwide. Other activities

ranged from volunteering at the Mid-Ohio Foodbank store in Columbus to sorting clothing donations at Cradles to Crayons in Chicago to sponsoring 37 children over the holidays through a four-year partnership with Head Start in San Francisco.

Using our legal knowledge for the greater good is equally important to the firm. We continued our longtime Medical-Legal Partnership with University Hospitals and the Legal Aid Society of Cleveland to provide pro bono services to patients at the UH Rainbow Babies & Children's Ahuja Center for Women & Children. Since 2018, this collaboration has supported more than 2,500 children and families with legal advocacy to address housing instability, custody, education and access to public benefits. The firm has sustained a gift that ensures the ongoing presence of a full-time, on-site attorney at the Ahuja Center through 2028.

In all, **260 Benesch attorneys engaged in approximately 12,000 hours of pro bono work** in 2025. This was a more than 50% increase in our pro bono time over 2024.

We hosted **more than 100 in-person and virtual gatherings for clients and contacts** throughout the year. It was a pleasure to connect with more than 1,900 of you at events ranging from intimate cocktail receptions to large-scale seminars, webinars and signature programs. Industry-focused conferences in healthcare, transportation & logistics, and plastics attracted more than 400 professionals, organizational and industry leaders, and investors for insightful learning and discussion about evolving and emerging industry topics along with productive networking.

We continue to strive to provide clients with a next-level experience as we work together.

In 2025, we developed a robust, data-driven client experience (CX) strategy, BeneschEDGE, which is directly aligned with the firm's strategic plan. Our BeneschEDGE program formalizes and reinforces our firmwide commitment to delivering exceptional and differentiated client experiences, not by simply talking about CX, but by truly operationalizing it as integral to how we serve clients and work with each other.

Across the firm, **we are investing in best-in-class legal technology**, including AI-enhanced tools and legal ops platforms, to streamline daily legal workflow, lower costs and deliver value without compromising quality. We maintain a comprehensive AI governance policy that prohibits the use of public-facing generative AI tools (e.g., ChatGPT, Bard) for client work. Beyond our internal operations, we help our clients explore and deploy AI responsibly. Our AI Commission advises on regulatory frameworks, implementation and risk mitigation for enterprise adoption of AI.

As we look to the year ahead and continue to chart a path for Benesch's long-term future, I'm thankful to have the support of two new fellow members of the firm's Executive Committee: Alan Schabes and Kevin Humphries. Like me, Alan grew up in the firm and is a longtime Benesch veteran, while Kevin joined us from BigLaw nearly three years ago.

The past year held significant challenges for our clients. Changes to tariff rules and regulations created instability in the capital markets and had an impact on all of our clients in the import/export chain of goods and services. Shifts in the broader regulatory environment also had to be factored into operations and transactions.

We helped our clients navigate through these challenges and, as a firm, are stronger for it. We achieved a record year in 2025 and will build on that positive momentum in the coming year. Closing deals for our clients, resolving disputes, providing counsel and guidance that helps their businesses succeed—this is the work we do every day at Benesch, and it is work we love doing for our clients. Looking back at year-end reminds us of the caliber and dedication of our people and to be grateful for the opportunities to make a difference.

I thank all of you for your trust and support. It is our privilege to work for and with our clients, and to do so alongside all the members of the Benesch family. We are off and running in 2026 and will continue to focus on doing our best work for our clients, communities and each other.



Gregg A. Eisenberg
Managing Partner

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